

K Y]a Uf. '? Y]bY`bYi Yb`7cfc bU!: Ä`Y`i bX
`YYfY`≠hYbg]j VYhhYb`°

5_hi Y`Y`7cfc bU!NU\`Yb`ZØf`K Y]a Uf`Ua`'%"\$+"&\$&).`\$
BYi]bZY_h]cbYbž`≠hYbg]j VYhhYb!5i g`Ughi b[`i bX`≠a dZei chY
]a` : c_i g"



K Y]a Ufž`8Yi hgW\`UbX`!`8]Y`7cfc bU!@U[Y`]b`K Y]a Uf`Ybhk]W_Y`h
g]W\`XYfnY]h`YfZFYi`]W`"5_hi Y`Yb`NU\`Yb`ni Zc`[Yž`X]Y`Ua`'%"`'đ`]
&\$&) `j YfØZYbh]W\`hk i fXYbž`[UV`Yg`]b`K Y]a Uf`_Y]bY`bYi Yb
BYi]bZY_h]cbYb`a`]h`XYa` `7cfc bUj`]fi g`"8]Y`+!HU[Y!`≠n]XYbn`"Y[h
VY]`\$ž\$`d`fc`%\$`\$`\$`\$`9]bk c`\\b`Yfbž`Y]b`XYi h]W\`Yg`NY]W\`Ybž`XUgg
X]Y`GhUXh[i h]a` ; f]Z`\\Uhž`k Ug`XU`[Y`\\h`@Ui h`bYk g`"XY`k]fX`Yf
V]g`Ub[`bi f`j`cb`U`h`Yb`NU\`Yb`VY[`Y]h`Yhž`gY]h`XYa` `Ua` [`Y]W\`Yb`HU[
_Y]bY`bYi Yb`F?`≠8UhYb`[Ya` Y`XYh`k i fXYb`"5i W\`]b`H\Øf]b[Yb
V`Y]Vh`X]Y`G]hi Uh]cb`fi` \][` .`≠g[YgUa` h]g]b`X`gY]h`6Y[]bb`XYf
DUbXYa`]Y`-`\$`+"\$`)`d`cg]h]j`Y`HYgh`j`YfnY]W\`bYh`k`cfXYb`"

: Øf`X]Y` ; Ygi bX`\\Y]hgj Yfgcf[i b[`]gh`X]Y`6Y`Y[i b[`XYf
≠hYbg]j VYhhYb`j`cb`[fc»Ya` `≠hYfYggY`"≠`K Y]a Uf`g]b`X`j`cb`

]bg[YgUa h%) ' ðhYbg]j VYhhYb '%\$ VY`Y[hž'k Å\fybX') '6YhhYb`ZfY]
g]bX" `Dcg]h]j ']ghž'XUgg`g]W\`XYfnY]h`_Y]bY`7CJ`8!DUh]YbhYb`Ui ZXYf
ðhYbg]j ghU]cb`VYZ]bXYb" `8 Ug`nY][hž'XUgg`X]Y`i a `]Y[YbXYb
a`YX]n]b]gW\Yb`9]b]f]W\hi b[Yb`[i h`Ui Z[YghY`h`g]bX`i bX`Y]bY`[i hY
< UbX`ZØf`X]Y`< YfUi`gZcfXYfi b[Yb`XYf`DUbXYa`]Y`VYk`Y]gYb`UVYb"
=a` ; Y[YbgUhn`XUni`]gh`X]Y`Vi bXYgk`Y]hY`+!HU[Y!`ðn]XYbn`a`]h`\$ž+
dfc`%\$\$"\$\$\$`9]bk`c`bYfb`Ui`W\`k`Y]hYf\]b`gY\`f`b]YXf][`i`bX`Åggh
<cZ]bi b[`Ui`Z`ca`a`Ybž'XUgg`X]Y`ðZY`_h]cbgk`Y`Y`k`Y]hYgh[Y\YbX
UV[Y`_i`b[Yb`]gh"

ðZY`_h]cbYb`bUW\`5`hYfg[fi`ddYb`i`bX`X]Y
bYi`Y`7cfc`bU!J`Uf]UbhY`B`]a`Vi`g`

9]b`6`]W`_Ui`ZX]Y`5`hYfgj`YfhY]`i`b[`XYf`ðZY`_h]cbYb`]b`H\Øf]b[Yb
nY][hž'XUgg`X]Y`5`hYfg[fi`ddY`XYf`)`V]g`)-`!Å\`f][Yb`a`]h` '*`" `&%
: Å`Yb`X]Y`a`Y]ghYb`ðZY`_h]cbYb`Ui`Zk`Y]gh" `8cW\`X]Y`8UhYb`g]bX
\YhYfc[Yb`i`bX`nY][Ybž'XUgg`Ui`W\`]b`UbXYfYb`5`hYfg[fi`ddYb
g][b]Z]_UbhY`ðZY`_h]cbgfUhYb`VYghY\Ybž`k`]Y`VY]gd]Y`gk`Y]gY`]b`XYf
; fi`ddY`XYf`%)`!`(!Å\`f][Yb`a`]h`&%`*`&`&: Å`Yb`" `9g`]gh
VYa`Yf`_Ybgk`Yfhž'XUgg`]bgVYgcbXYfY`X]Y`5`hYfg[fi`ddY`j`cb`\$!(
Å\fyb`Y]bY`ðZY`_h]cbgfUhY`j`cb`" `ž`-`i` `Ui`Zk`Y]ghž'X]Y`UVYf
]bg[YgUa`h`hfchXYa` `b]YXf][`V`Y]Vhž`a`]h`&`)"` ,`&: Å`Yb`"

8]Y` ; Ygi`bX\Y]hgVY\ØfXYb`VYcVUW\hYb`Ui`W\`Ui`Za`Yf`_gUa` `X]Y
bYi`Y`7cfc`bU!J`Uf]UbhY`B`]a`Vi`g`fB`6`"%",`"%ž'X]Y`]a` `]Jbi`Uf`&\$&)
YbhXYW`_h`k`i`fXY" `8]YgY`5V`k`UbX`i`b[`XYf`Ca`]_fcb!J`Uf]UbhY`k`i`fXY
j`cb`XYf`K`<C`]a` `A`U]`&\$&)`U`g` `J`Uf]UbhY`i`bhYf`6YcVUW\hi`b[
Y]b[Yghi`Zh`6]g`Ub[` []Vh`Yg`<]bk`Y]gY`Ui`ZY]bY`Y]bZUW\YfY
,`VYfhfU[VUf`_Y]hž`YXcW\`_Y]bY`5bnY]W\Yb`ZØf`gW\k`YfYfY
?fUb`_Y]hgj`Yf`Åi`ZY" `8Ug`[]Vh`XYf`6Yj`Ø`_Yfi`b[`Y]bYb`[Yk`]ggYb
Cdh]a`]ga`i`gž`Ui`W\`k`Ybb`a`Ub`ghYhg`k`UW\gUa` `V`Y]VYb`gc`hY"

=a`dZe`i`chY`i`bX`ðhYbg]j`VYhhYb`Ui`g`Ughi`b[`]b
H\Øf]b[Yb`

=a`dZ`b[Yb`gd]Y`Yb`Y]bY`YbhgW\Y]XYbXY`F`c`Y`]a` `?`Ua`dZ`[Y[Yb
XUg`J`]fi`g`" `ð`H\Øf]b[Yb`]Y[h`X]Y`=a`dZe`i`chY`ZØf`ni`a`]bXYghY]bY`

=a dZi b['VY]' +%ž* \$'i 'XYf'6Yj Ö`_Yfi b[žk Å\fybX'+\$ž \$'i 'XYf
 A YbgWXYb'Xcfh'[fi bX]a a i b]g]Yfhig]bX"'5i Zf]gWxi b[g]a dZi b[Yb
 \UVYb'Yhk U') (ž \$'i 'XYf'6Yj Ö`_Yfi b['Yf\U'hYb"'9g'V`Y]Vh'ni
 \cZZYbž'XUgg'X]Y' =a dZYfY]hgWUZh'k Y]hYf\]b \cW'V`Y]Vh'i bX'X]Y
 ; YgY`gWUZh'gc`]XUf]gW'V`Y]Vh'zi a 'Y]bY'FØW__Y\f'ni 'Y]bYf
 Bcfa U']hÅh'ni 'Yfa Ö['jWYb"

6YnØ['jW'XYf'?UdUn]hÅhYb'Ui Z'XYb' =bhYbg]j ghUh]cbYb'ny][h'Y]bY
 5bU'mgY'j cb' GhUh]ghU'Y]bY']bg[YgUa h'\c\Y'5i g'Ughi b['XYf
 =bhYbg]j VYhYb']b'8Yi hgW'UbX"'8YbbcW']gh'XYf'5bhY]'XYf'7CJ =8!
 DUh]YbhYbž'XYf'ni fnY]h']b'K Y]a Uf'Ui Z'XYb' =bhYbg]j ghUh]cbYb']Y[hž
 VY]' \$'i žk Ug'VYXYi hYhž'XUgg'X]Y'6Y'Ughi b['Xi fW'7CJ =8!%-]a
 A ca Ybh'Åi » Yfgh[Yf]b['Ui gZÅ`h"

5VgW`Y]» YbX'`Äggh'g]W'gU[Ybž'X]Y'FØW_a Y`Xi b[Yb'Ui g'K Y]a Uf
 g]bX'j]Y'j YfgdfYWXYbX"'8]Y'GhUXh'ny][hž'XUgg'g]Y'g]W' [i h
 VY\Ui dhYh'\Uh'i bX'Ui g'XYb' <YfUi gZcfXYfi b[Yb'XYf'DUbXYa]Y
 [YghÅf_h'\Yf] cf[Y\Yb'_Ubb"'Hfcm'XYf'YfZFYi 'jWYb'NU\`Yb'V`Y]Vh
 Yg'k]W'h][ž'X]Y'9bhk]W`i b[Yb']a ; Ygi bX\Y]hgVYfY]W
 _cbh]bi]Yf`]W'ni 'VYcVUW'hYb'i bX'YbhgdYfWXYbX'ni 'fYU[]YfYb"
 8]Y' <cZbi b['Ui ZY]b'VU`X][Yg'9bXY'XYf'DUbXYa]Y'V`Y]Vh
 `YVYbX][ž'i bX'XYf': c_i g`]Y[h'XUfUi Zž'X]Y' [Ygi bX\Y]h]WY
 =ZfUghfi _hi f'XUi Yf\UZh'ni 'ghÅf_Ybž'XYbb'a Ub'k Y]» 'b]Yžk Ug'bcW
 Ub' <YfUi gZcfXYfi b[Yb'Ui Z'X]Y'GhUXh'ni _ca a hž'i a 'XUg
 ; Yk c\bhY'i bX']YfhfUi hY'k]YXYf'ni fØW_ni [Yk]bbYb"

8YhU]`g	
Cfh	K Y]a Ufž'8Yi hgW'UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "WcfcbU!]b!nU\`Yb"XY • XY"ghUh]ghU"Wca

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U["bYh