

GhUi !7\Ucg'fi bX'i a '<Ua Y`b.'5&ž'6, '
i bX'7c"ghUf_`ØVYf`UghYh°

5_hi Y`Y`J Yf_Y\fg`U[Y`b`<Ua Y`b.`GhUi k Ufbi b[Yb`i bX
6Ui ghY`Yb]bZcg`ZØf'5&ž'6, ' i bX'a Y\f`Ua '%%"\$ ("&\$&)"
`bZcfa]YfYb`G]Y`g]W\`Yf°

<Ua Y`b`ž'8Yi hgW\`UbX`!`5a`"%%"5df]"&\$&)"`gh`X]Y`J Yf_Y\fg`U[Y
]b`<Ua Y`b`i bX`XYa`!`a`UbX`j`cb`Y]bYf`J]Y`nU\`j`cb
J Yf_Y\fgVY\]bXYfi b[Yb`[YdfÄ[h`@Ui h`XYa`**8 9K 9N9H!**
**GhUi a Y`XYf`k`YfXYb`bZcfa`Uh]cbYb`ni`Ub[YnY][hYb`GhUi`gž`
6Ui`ghY`Yb`i`bX`!`bZÄ`Yb`Ui`Z`XYb`k`]W`h][`ghYb`GhfU»`Yb
VYfY]h[YghY`h`6YgcbXYfg`VYhfcZZYb`g]bX`X]Y`5i`hcVU\`b`5&`gck`]Y
X]Y`6i`bXYgghfU»`Yb`6,`ž`6&%+`i`bX`6`(`&"8]YgY`bZcfa`Uh]cbYb
g]bX`XUg`F`Ygi`hUh`Y]bYf`?`ccdYfUh]cb`a`]h`**Hca`Hca`ž`Y]bYa**
<YfghY`Yf`j`cb`B`Uj`][`Uh]cbggmghYa`Ybž`XYf`;`DG!8`UhYb`j`cb
A`]]`cbYb`j`cb`;`YfÄ`hYb`ni`f`9fZUggi`b[`XYf`J`Yf_Y\fg`U[Y`bi`hnh`**

8]Y`[YgUa`a`Y`hYb`8`UhYb`ghUa`a`Yb`j`cb`fi`bX`,`\$`A`]]`cbYb
A`cV]`Zi`b`[YfÄ`hYb`gck`]Y`j`cb`a`Y\`fYfYb`A`]]`cbYb
GhfU»`YbgYb`gcfYb`ž`k`Ug`Y]bY`\`c\`Y`;`YbUi`][`_Y]h`i`bX`5_hi`U`]hÄ`h`XYf`
`bZcfa`Uh]cbYb`[Yk`Ä\`f`Y]ghYh`5`Y`ZØbZA`]bi`hYb`k`YfXYb`X]Y`8`UhYb
U_hi`U`]g]Yf`ž`ni`XYa`gcf[`hY]bY`a`Ubi`Y`Y`DZY[Y`XYf`bZcfa`Uh]cbYb
ZØf`XYfYb`F`]W`h][`_Y]h`B`YVYb`Hca`Hca`V]YhYb`Ui`W`;`cc[`Y`A`Udgž
5dd`Y`?`UfhYb`i`bX`;`Ufa`]b`Ä\`b`]W`Y`8]YbghY`Ubž`i`a
J`Yf_Y\fg`hY]`bY\`a`Yf`ØVYf`X]Y`U_hi`Y`Y`J`Yf_Y\fg`U[Y`ni
]bZcfa`]YfYb`"

5i`gk`]f`_i`b[Yb`Ui`Z`X]Y`J`Yf_Y\fgg]W`Yf\`Y]h

8Yf`5857`j`YfZc`[`h`a`]h`gY]bYb`J`Yf_Y\fgYI`dYfhYb`X]Y`N]Y`gYhni`b[
Y]bYf`VUff]YfY`ZFY]Yb`i`bX`j`YfbYhnhYb`A`cV]`]hÄ`h`ZØf`U`Y`

J Yf_Y\fgHY]`bY\ a Yf"8]Yg'i a ZUggh:Ui W`5gdY_hY`XYf`G]WXYf\Y]h
]a`GhfU»Ybj Yf_Y\fz`X]Y`Xi fW`XUg`5i Z_ca a Yb`bYi Yf
HYW`bc`c []Yb`i bX`X][]hU`Yf`@Øgi b[Yb`YbhgW`Y]XYbX`VYY]bZi ggh
k YfXYb`_ØbbYb"8Yf`5857`h\Ya Uh]g]Yfh]b`gY]bYb`Ghi X]Yb`i bhYf
UbXYfYa`Ugg]gh]YfhYg: U\ fYbž`Ui hca Uh]g]YfhY: U\fnYi [Z b_h]cbYb
i bX`X]Y`#!G]WXYf\Y]h]a`j YfbYhnhYb`5i hca cV]"

Ni gÅhn`]W`ni`XYb`HYW`bc`c []Yb`k]fX`Ui W`X]Y`#ZfUghfi _hi f
_f]h]gW`VY`Yi W`hYh"9]bY`j Yf`Ågg`]W`Y`i bX`g]WXYfY
J Yf_Y\fg]bZfUghfi _hi f`]gh]J cfUi ggYhni b[`ZØf`Y]bYb`YZZY_hj] Yb
J Yf_Y\f" <]Yfni`nÅ`h`XUg`A UbU[Ya Ybhj`cb`6Ui ghY`Ybž`XYf
Ni ghUbX`j cb`6fØW`Yb`i bX`cZha`U`g`Ui W`XYf`A Ub[Y`Ub
GhY`d`ÅhnYb`ZØf`@_k`Ub`5i hcVU`bYb" Gc`W`Y`ghfi _hi fY`Yb
< YfUi gZcfXYfi b[Yb`[Y\Yb`< UbX`]b`< UbX`a`]h`XYa`6YghfYVYbž`X]Y
A cV`]hÅhgck c\`]b`i fVUbYb`U`g`Ui W`]b`ÅbX`]W`Yb`; YV]YhYb`ni
j YfVYggYfb"

A cV`]hÅh`i bX`l a k Y`h

9]b`k Y]hYfYf`k]W`h][Yf`5gdY_h`XYf`U`hi Y`Yb`J Yf_Y\fgX]g_i gg]cb
]gh`XUg`H\Ya U`?`]a U!`i bX`l a k Y`hgW`i hn`]a`J Yf_Y\f" #]h]Uhj] Yb
ni f`8Y_UfVcb]g]Yfi b[`i bX`XYf`9]bgUm`_]a Uj YfhfÅ[`]WXYf
?fUZhgchc ZY`[Yk]bbYb`ni bY\ a YbX`Ub`6YXYi hi b["8Yf`5857
gdf]W`h`g]W`ZØf`Y]bY`j YfghÅf`hY: ØfXYfi b[`j cb`9`Y_hfca cV`]hÅh
i bX`X]Y`9bhk]W`i b[`j cb`K`UggYfghc ZhYW`bc`c []Yb`Ui g"8]YgY
A U»bU`a Yb`g]bX`HY`]XYg`ØVYf[YcfXbYhYb`N]Y`gž`X]Y`A cV`]hÅh
Ui W`i bhYf`6YfØW`g]W`h][i b[`XYf`l a k Y`hVY`Ub[Y`bUW`\U`h][`ni
[YghU`hYb"

Ni gUa`a YbZUggYbX`nY][h`X]Y`J Yf_Y\fg`U[Y`]b`< Ua Y`b`i bX
l a [YVi b[`Ua`%"`5df)`&\$&) žk]Y`_ca`d`Yl`i bX`YbhgW`Y]XYbX
X]Y`H\Ya Yb`J Yf_Y\f`i bX`A cV`]hÅhg]bXž`i bX`i bhYfghfY]W`h`X]Y
Bchk YbX][_Y]h`YZZY_hj] Yf`@Øgi b[Ybž`i a`XYb`< YfUi gZcfXYfi b[Yb
XYf`a`cXYfbYb`A cV`]hÅh[YfYW`h`ni`k YfXYb"

J c fZU``	J Yf_Y\fgi bZU``
C fh	< Ua Y`bž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "XYk YnYh"XY • k k k "UXUWXY

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'b!U["XY