

9l d`cg]cbYb`i bX`J Yf`YhnhY. `6Yf`]b`]b
5i Zfi `f`bUW`GdfYb[ghc ZZUhhUW_Yb`°

8]Y`Dc`nY]`6Yf`]b`VYf]W`hYh`ØVYf`a Y`fYfY`9l d`cg]cbYb`i bX
GhfUZhUhYb`]a`GhUXh[YV]Yh`<]bk Y]gY`ni f`5i Z_`Åfi b[`g]bX
YfVYhYb"

⊕`XYf`G]j YghYfbUW`h]b`6Yf`]b`_Ua`Yg`ni`a Y`fYfYb`gW`k YfYb
J cfZ`Ybž`XUfi bhYf`9l d`cg]cbg!5hhUW_Yb`i bX`[Yk U`hhÅh][Y
5b[f]ZY`Ui Z`9]bgUhn_f`ÅZhY`"I a`%.) &`I `f`k i fXY`j cf`Y]bYa
A Y`fZJa`]`Yb`Ui`g]b`XYf`J cfVYf[ghfU» Y`%]b`GW`ÒbYVYf[`Y]bY
GdfYb[ghc ZYl d`cg]cb`j YfnY]W`bYhž`X]Y`a Y`fYfY`J Yf`YhnhY`ni f
: c`[Y`UhhY`i bX`c`Yg`GUW`gW`UXYb`j Yfi fgUW`hYž`k]Y`X]Y`Dc`nY]
6Yf`]b`VYf]W`hYh`J cf`X]YgYa`J cfZU`k i fXY`VYfY]hg`Y]b`Dc`n]gh
[Y[Yb`A]hhYfbUW`h]b`XYf`DfYbn`Ui Yf`5`YYž`9W_Y`8Ubn][Yf`GhfU» Yž
`VYbYgVYXfc`W`j Yf`Yhnhž`U`g`Y]b`[YgW`cggYbYg`Dfc`Y`_h]`]b`hfUZ"

8Yg`K Y]hYfYb`k i fXYb`i a`\$.`\$`I `f`Ui Z`XYa`9a ghU`Yf`D`Uhn]b
HY[Y`gW`k Yfj Yf`YhnhY`DYfgcbYbž`XUfi bhYf`Y]b`?]bXž`[Ya`Y`XYhž
bUW`XYa`I bVY`UbbhY`Y]bYb`dmfchYW`b]gW`Yb`; Y[YbghUb`X`]b
Y]bY`A YbgW`Yba`Yb[Y`[Yk cfZYb`UhhYb`"8]YgY`J cfZ`Y`Y
j YfXYi`h]W`Yb`X]Y`[YZ`Å`f]W`Y`@U[Y`]b`XYf`<Ui dhghUXhž`X]Y
VYgcbXYfg`k`Å`fYbX`:]Yf`]W`_Y]hYb`k]Y`G]j YghYf`ni`a`J cfG`W`Y]b
_ca`a`h`@Ui`h`!`c`b`]bY`XY`k i fXYb`VYfY]hg`HU[Y`ni`j`cf`]b`6Yf`]b!
BYi`_`Ò`b`F`Yhhi`b[g_f`ÅZhY`a`]h`Yi`Yfk`Yf_g`ØfdYfb`VYgW`cggYbž
k Ug`YVYbZU`g`Ui Z`X]Y`[Ygh]Y[YbY`5[[fYgg]j]hÅ`h`i`bX`; YZ`Å`fXi`b[
`]bXYi`hYhž`X]Y`]b`XYb`Y`hnhYb`X`fYb`k`Å`fYbX`XYf`G]j YghYfbUW`h
ni [Ybca`a`Yb`U`h"

I b`_`cb`hfc`Yf`hY`Dmf`chY`W`b]`_`i`bX
G]W`Yf`Y]hgj`cf`_`Y`f`i`b[Yb

8]Y`Dc`nY]k Y]ghXUfUi Z`\]bžXUgg`nU\`fY]WXY`A YbgWXYb`]b`XYb
 HU[Yb`j cf`G]j YghYf`k Y[Yb`J YfghÒ» Yb`[Y[Yb`XUg
 GdfYb[ghcZZ[YgYhn`ZYgh[Ybca a Yb`k i fXYb"6Y]?cbhfc`Yb`Ub
 ; fYbnØVYf[Àb[Yb`k i fXYb`]`Y[U`Y : Yi Yfk Yf_g_ÖfdYf
 VYgW`U[bU\ a hž`k Ug`X]Y`Bchk YbX][_Y]h`ghfYb[YfYf`F Y[Y`i b[Yb
 ZØf`XYb`l a [Ub[`a]h`DmfchYW`b]_`i bhYfghfY]W`h"8]Y`Dc`h]_ž
 j YfhfYhYb`Xi fW`X]Y`GD8ž`ZcfXYfh`bYi Y ; YgYhnYž`i a `XYb`9]bgUhn
 j cb : Yi Yfk Yf`Ui ZVYgh]a a hY`NcbYb`ni `VYgW`fÀb`Yb" A Ufh]b
 A Umž`XYf`]bbYbdc`h]gW`Y`GdfYW`Yf`XYf`GD8ž`ZcfXYfh`ni XYa
 a Y\`f`cZ]n]Y`Y : Yi Yfk Yf`_Y`i bX`8fc`bYbg`ck g ž`i a `X]Y
 ; YZU\`fYb`ZØf`X]Y`6Øf[Yf`i bX`9]bgUhn`fÀZhY`ni `a]b]a]YfYbž`gc`k]Y
 Ua `VYf`]b"XY`VYf]W`hYh`k i fXY"

8]Y`J cfVYfY]hi b[Yb`ZØf`X]Y`G]j YghYfZY]Yf`]W`_Y]hYb`k YfXYb`Xi fW
 Yf\`Ò\`hY`G]W`Yf\`Y]hgj cf`_Y`fi b[Yb`VY[`Y]hYhž`X]Y`j cb`XYf`6Yf`]bYf
 Dc`nY]i bX : Yi Yfk Y\`f`_ccfX]b]Yfh`k YfXYb" : Øf`X]Y
 YfY][b]gfY]W`ghY`BUW`h`XYg`š\`fYg`g]bX`%) ((: Yi Yfk Y\`f`fÀZhY
 j cf[YgY\`Ybž`i a `Ui ZdchYbn]Y`Y`6fÀbXY`i bX`BchZÀ`Y`ni
 fYU[]YfYb"8Ua]h`gc`XYb`5b[f]ZZYb`Ui Z`9]bgUhn`fÀZhY`bUW`XYb
 J cfZÀ`Yb`XYf`Y`hnhYb`š\`fY`Yb]h[Y[Yb[Yk]f`_h`k YfXYb"8]Y
 9]bgUhn`fÀZhY`g]bX`Xi fW`Y]b`i a ZUggYbXYg`?cbnYdh`VYggYf
 [YfØghYhž`i a `[Yk U`hgUa Y`5i ggW`fY]hi b[Yb`ni `j Yf\]bXYfb`i bX
 X]Y`G]W`Yf\`Y]h`XYf`6Øf[Yf`ni `[Yk À\`f`Y]ghYb"

@JbX`6Yf`]b

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "h!c b`]bY"XY

6Ygi W`XYb`G]Y`i bg`Ui Z.`b!U["XY