

ÿ fnhYa Ub [Y`]b`GUW gYb!5b\U`h.
8 f]b [YbXYf`<]`ZYfi Z`Ui g`XYf`F Y []cb °

GUW gYb!5b\U`h\Uh`X]Y`b]YXf][ghY`ÿ fnhYX]W hY
8 Yi hgW`UbXg"i fgUW Ybž`U_hi Y`Y`NU\`Yb`i bX
@Øgi b [gUb gÅhnY`ZØf`XYb`ÿ fnhYa Ub [Y`k YfXYb`VY`Yi W hYh"

< U`Y`fGUU`Y Łž`8 Yi hgW`UbX`!`GUW gYb!5b\U`h`j YfnY]W bYh`Y]bY
U`Ufa]YfYbX`b]YXf][Y`ÿ fnhYX]W hY`]a`J Yf [`Y]W`ni`UbXYfYb
6i bXYg`ÅbXYfb`8 Yi hgW`UbXg"i`5_hi Y`Yb`5b [UVYb`ni Zc [Y
_ca a Yb`Ui Z%\$\$"\$\$\$`9]bk c\`bYf`YX][`]W`_bUdd`&\$(
b]YXYf [Y`UggYbY`ÿ fnhY"i`8]Yg`d`cg]h]cb]Yfh`GUW gYb!5b\U`h`Ui ZXYa
j cf`YhnhYb`D`Uhn`Vi bXYgk Y]hž`bi f`6fUbXYbVi f [`k Y]gh`Y]bY`bcW
[Yf]b [YfY`ÿ fnhYX]W hY`Ui Z`f`gh`ÅXh]gW Yb`; YV]YhYb`nY][h`g]W`Y]b
UbXYfYg`6]X.`f`< U`Y`fGUU`Y Łž`]Y [h`X]Y`5bnU\`VY]`&%`ž) `ÿ fnhYb
dfc`%\$\$"\$\$\$`9]bk c\`bYfž`k Å\`fYbX`A U [XYVi f [`a`h [i`h`- , `ÿ fnhYb
Ui Zk UfhYh`Ni a`J Yf [`Y]W.`f`< Ua Vi f [` []Vh`Yg`i`%\$`ÿ fnhY`dfc
%\$\$"\$\$\$`9]bk c\`bYfž`k Ug`X]Y`XYi h]W`Y`8]g_fYdUbn`j YfXYi h]W`h"

8 Yf`5bhY]`k Y]V`]W Yf`ÿ fnhY`]b`GUW gYb!5b\U`h`]gh`a`]h`ØVYf`),
DfcnYbh`fY`Uh]j` \cW`ž`k cVY][YfUXY`]b`XYb`i`UW`f]W`hi`b [Yb
; mb`Å_c`c []Yž`?`]bXYf!`i`bX`ž [YbXa`YX]n]b`gck]Y`VY]
DgmW`ch\`YfUdYi hYb`XYf`i`fUi`YbUbhY]`ØVYf`+\$`DfcnYbh`VYhf`Å [h`
8 Ug`8 i`fW`gW`b]hgU`hYf`XYf`b]YXYf [Y`UggYbYb`A`YX]n]bYf`]b
GUW gYb!5b\U`h`]Y [h`VY]`) &ž) `f\`fYbž`k Å\`fYbX`Vi`bXYgk Y]h`XYf
8 i`fW`gW`b]h`VY]`) (ž) `f\`fYb`]Y [h`6Ygc f [b]gYffY [YbX`]ghž`XUgg
Yhk U`-`DfcnYbh`XYf`A`YX]n]bYf`ØVYf`*) `f\`fY`U`h`g]bXž`k Ug`Ui Z
dchYbn]Y`Y`J Yfgc f [i`b [g`ØW`Yb` \]bk Y]gh"

< YfUi gZc fXYfi b [Yb`]b`XYf`\`Ui gÅfnh`]W`Yb
J Yfgc f [i`b [

8]Y` \Ui gÄfnh]WXY`J Yfgcf[i b[`ghY\h`VYgcbXYfg`Ui Z`XYf`?]ddY""` ð
GUW`gYb!5b\U`h[]Vh`Yg`bi f`* +`<Ui gÄfnhY`Ui Z`%\$"\$\$\$
9]bk c\`bYfž`i bX`%\$ž` `DfcnYbh`X]YgYf`ÿfnhY`g]bX`Ä`hYf`U`g`*)` ð\`fY"
Ni a` `J Yf[`Y]W`..` ð`A YW`YbVi f[!J cfdca` a` Yfb`]]Y[h`X]YgYf`5bhY`
VY]`, ž` `DfcnYbhž`k` Ä`fYbX`Yf`]b`F`Y]b`UbX!DZU`n`gc[Uf`VY]`&%ž`
DfcnYbh`VYhfÄ[h`"8]YgY`5`hYfgghfi`_hi`f`_ÖbbhY`X]Y`J YfZØ[VUf`_Y]h
j`cb`<Ui gÄfnhYb`]b`XYb`_ca` a` YbXYb`ð\`fYb`Yf`YV`]W`
Y]bgW`fÄb`_Yb"

8]Y`i` fgUW`Yb`ZØf`XYb`ÿfnhYa` Ub[Y`]b`GUW`gYb!5b\U`h`g]bX
j`]Y`gW`]W`h[["`8]Y`?`UggYbÄfnh]WXY`J YfY]b][i b[`GUW`gYb!5b\U`h`
f?`J`G5`É`ghY`h`VYfY]hg`gY]h`&\$`&`ZY`ghž`X`Ugg`X]Y`6YX`UfZgd`Ubi` b[`Ub
]\`fY`;`fYbnYb`ghÖ»`hž`i`bX`Ui`Z`X]Y`B`chk`YbX][`_Y]h`\]bk`Y]ghž`
Ui`g`ÄbX]gW`Y`ÿfnhY`ni`[`Yk`]bbYb":`U`hc`fYb`k`]Y`fYXi`n]YfhY`
A`YX]n]bghi`X]Ybd`ÄhnY`gY]h`XYb`%-`-`\$Yf`ð\`fYb`i`bX`Y]bY`
j`YfÄbXYfhY`K`U`fbY`a`i`b[`j`cb`K`cf`!@ZY!6U`UbW` \`UVYb`
YVYbZU`g`ni`f`U`hi`Y`Yb`G]hi`Uh]cb`VY][`YhfU[`Yb"@ÄbX`]W`Y`
F`Y[`]cbYb`gdØfYb`X]Y`5i`gk`]f`_i`b[`Yb`XYg`ÿfnhYa` Ub[Y`g`VYgcbXYfg`
ghUf`ž`k`Ug`]b`Y]bYa` `6i`bXYg`UbX`k`]Y`GUW`gYb!5b\U`h`a`]hj`]Y`
`ÄbX`]W`Ya` `F`Ui`a` `VYgcbXYfg`_f]h]gW` `]gh"

J`Y`fgcf[i b[gYb[dÄggY`i`bX`]bb`cj`Uh]j`Y`
@Ögi`b[`Yb`

ð`XYf`?]bXYf!`i`bX`ð`[`YbXa`YX]n]b`]gh`X]Y`@U[`Y`YVYbZU`g`
Ub[`Ygd`Ubbh`GUW`gYb!5b\U`h`\`Uh[`i`h`bYi`b`?]bXYfÄfnhY`Ui`Z`
%\$"\$\$\$`9]bk`c\`bYfž`]b`<`U`Y`g]bX`Yg`Yhk`U`%"`8]YgY`
nU`\`Yba`Ä»][`Yb`9b[`dÄggY`_ÖbbhYb`X`Uni`ZØ`\`fYbž`X`Ugg`?]bXYfÄfnhY`
j`cb`DUh]YbhYb`gY`hYbYf`Ui`Z[`Ygi`W`h`k`YfXYbž`k`Ug`Ui`W`Ui`Z`Äb[`YfY`
5bZU`\`fhgk`Y[`Y`ni`fØW`_ni`ZØ`\`fYb`]ghž`X]Y`]b`ÄbX`]W`Yb`;`YV]YhYb`c`Zh`
YfZcfXYf`]W`g]bX""8Yf`Ni`[`Ub[`ni`gdYn]U`]g]YfhYb`
J`Y`fgcf[i b[g`Y]ghi`b[`Yb`]ghi]b`X]YgYb`F`Y[`]cbYb`\`Äi`Z[`ghUf`_`
Y]b[`YgW`fÄb`_h"

8]Y`a`YX]n]b]gW`Y`i`bX`dZY[`Yf]gW`Y`J`Y`fgcf[i b[`]gh`YXcW`Y]b`
Y`Ya`YbhUfYf`6YghUbXhY`]`XYf`8`UgY]bgj`c`fgcf[`Yž`i`bX`X]Y`
6Yj`Ö`_Yfi`b[`Yfk`UfhYh`YbhgdFYW`YbXY`8]YbghY]ghi`b[`Yb`
i`bUV`\Äb[`]j`cb`]fYa`K`c\`bcfh`i`a`XYa`ÿfnhYa`Ub[`Y`

Ybh[Y[Ybni k]f_Ybž'VYXUfZ'Yg']bbcj Uh] Yf'J Yfgcf[i b[g_cbnYdhYž
 k]Y'VY]gd]Y'gk Y]gY'?'ccdYfUh]cbYb'nk]gWXYb'<Ui g!'i bX
 : UWÅfñhYbž'hY'Ya YX]n]b]gWXYb'5b[YVchYb'i bX'X][]hU'Yf
 J YfbYhni b['XYf'; Ygi bX\Y]hgX]Ybgh'Y]ghYf"

8Yf': UW_fÅZhYa Ub[Y'']gh'b]W'h'XUg'Y]bn][Y'DfcV'Ya /Ui W
 k]fhgWUZh]WXY'6Yhf]YVg_cghYb'ZØf'?]bXYfUfnhdfUI Yb'g]bX'j]b
 'ÅbX'WXYb'; YV]YhYb'Ui Z[fi bX'XYf'b]YXf][Yb'?'bXYfnU\Yb'cZh
 b]W'h'hfU[VUf"i a 'X]Y'K c\bcfhbÅ\Y'i bX'E i U]hÅh'XYf'J Yfgcf[i b[
 ni '[Yk Å\f'Y]ghYbž']gh'Yg'YbhgWXY]XYbXž'XUgg'X]Y'D'Ubi b['XYf
 a YX]n]b]gWXYb'J Yfgcf[i b['j]b'X]Y'U''[Ya Y]bY'8UgY]bgj c'fgcf[Y
]bhY[f]Yfh'k]fX"

≠g[YgUa h'nY][h'g]W'ž'XUgg'GUW'gYb!5b\U'h'Y]bY'[fØbX']WXY
 GhfUhY[]Y'VYb'Øh][hž'i a 'XYb'Y'fnhYa Ub[Y''ni 'VY_Åa dZYb'i bX'X]Y
 ; Ygi bX\Y]hgj Yfgcf[i b['Ui ZY]bYa 'U_nYdhUV'Yb'B]j YUi 'ni
 \U'hYb''9g]gh'b'chk YbX][ž'XUgg'U''Y'6YhY']][hYbž'j cb'XYf'Dc'h]_
 ØVYf'X]Y'?J G5'V]g'\]b'ni 'XYb'; Ya Y]bXYbž'ni gUa a YbUfVY]hYbž
 i a 'bUW\U'h][Y'@Øgi b[Yb'ni 'Z]bXYb"

: Øf'Y]bY'XYhU]'']YfhY'5bg]W'h'XYf'U_hi Y''Yb'G]hi Uh]cb'i bX
 9bhk]W_i b[Yb'j]b'GUW'gYb!5b\U'h'Ya dZ]Y\h'g]W'XYf'6']W'Ui ZX]Y
 6Yf]W'hYfghUhi b['XYf': 5Nž'A 8F 'i bX'X]Y'5bU'mgYb'XYf'
 6i bXYgnYbhfU'Y'ZØf'dc'h]gWXY'6]'Xi b["

8YhU]`g	
C fh	< U''Y'fGUU'YŁž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "a Xf"XY • k k k "VdV"XY

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