

, *!`À\ f][Yf`K]YgVUXYbYf`Vfi hU`
YfghcW\ Yb. `Dc`]nY]`Yfa]hhY`h`ja `8i b_Y`b`°

9]b` , *!`À\ f][Yf`A Ubb`ghUfV`bUW\ `Y]bYa `A YggYfUb[f]ZZ`]b
K]YgVUXYb``8Yf`a i ha U» `]W\Y`HÀhYf`k i fXY`ZYgh[Ybca a Ybž
X]Y`9fa]hhi b[Yb`XUi Yfb`Ub"



6]YVf]W\ Yf`GW\ `cggdUf_ž`*) %, +`K]YgVUXYbž`8Yi hgW\ `UbX`!
5a `: fY]hU[a cf[Ybž`- ``A U]`&\$&) žYfY][bYhY`g]W\ `ja `6]YVf]W\ Yf
GW\ `cggdUf_]b`K]YgVUXYb`Y]b`hfU[]gW\Yg`HÖhi b[gXY`_h``9]b
, *!`À\ f][Yf`A Ubb`k i fXY`C dZYf`Y]bYg`A YggYfUb[f]Zg`i bX`j YfghUfV
hfchn`XYf`gcZcfh`Y]b[Y`Y]hYhYb`F Yhhi b[ga U» bU\`a Yb`Ua `HUhc fh"
8Yf`a i ha U» `]W\Y`HÀhYfž`Y]b`) *!`À\ f][Yf`A Ubbž`_cbbhY`j cb`XYf
Dc`]nY]`X]fY`_h`Ua `C fh`XYg`; YgW\Y\Ybg`ZYgh[Ybca a Yb`k YfXYb`"
8Yf`GYb]cf`Yf`U[`gY]bYb`J Yf`Yhni b[Ybž`k Ug`X]Y`9fa]hhi b[Yb`XYf
6Y\ÖfXYb`k Y]hYf`j cfUbhfY]Vh"

8]Y`Dc`]nY]`\Uh`V]g`Ub[`_Y]bYf`Y]` ðZcfa Uh]cbYb`ØVYf`XUg`a Ò[`]W\Y
A ch]j `cXYf`X]Y`<]bhYf[fØbXY`XYf`Vfi hU`Yb`HUhd`fY]g[Y[YVYb``8]Y
9fa]hhi b[Yb`g]bX`ja `j c`Yb` ; Ub[Yž`i bX`X]Y`?f]a]bU`dc`]nY]`V]hYh

a Ò[`]WXY`NYi [Ybž'g]W`ni `a Y`XYbž'i a `@]W`h]b`XYb`JcfZU``ni
Vf]b[Yb"5i »YfXYa `ZØ\fyb`X]Y`6YUa hYb`i a ZUb[fY]WXY
Gdi fYbg]WXYfi b[ga U»bU\ a Yb`Xi fW`ž'i a `VYk Y]gY`ni `g]WXYfb"

: YghbU\ a Y`i bX`fYW`h`]WXY`GW`f]hhY

8Yf`ZYgh[Ybca a YbY`HUhj YfX`W`h][Y`k i fXY`XYa
9fa]hhi b[gf]W`hYf`Ua `5a hg[Yf]W`h`K]YgVUXYb`j cf[YZØ\fhž`XYf
l bhYfgi W`i b[g\UZh`UbcfXbYhY"8]Yg`XYi hYh`XUfUi Z`\bž`XUgg`X]Y
GhUUhgUbk U`hgW`UZh`j cb`Y]bYf`gW`k Yfk]Y[YbXYb`GhfUZhUh
Ui g[Y\hž`X]Y`a Ò[`]WXYfk Y]gY`Ub[Y`fYW`h`]WXY
5i gY]bUbXYfgYhni b[Yb`bUW`g]W`n]Y\Yb`_ÖbbhY"

; Yk U`h_f]a]bU`]h`h`h`]b`8Yi hgW`UbX`

Gc`WXY`JcfZ`Y`k YfXYb`]b`8Yi hgW`UbX`gY`hYbž`YXcW`]a a Yf
k]YXYf`ni f`6Ygcf[b]g`XYf`2 ZZYbh]W`_Y]h"; Yk U`hj YfVfYW`Yb
a UW`Yb`k Yb][Yf`U`g`(i `U`Yf`dc`nY)]W`YfZUgghYb`GhfUZhUHyb`Ui gž
VYY]bZi ggYb`YXcW`XUg`G]W`Yf\Y]hg[YZØ\`XYf`A YbgW`Yb
Yf\YV`]W`"@Ui h`U`hi Y`Yb`GhU]gh]_Yb`k i fXYb`]a `J\`f`&\$&(`Yhk U
&%+"\$\$\$; Yk U`hj YfVfYW`Yb`fY[]ghf]Yfhž`XYf`\ÖW`ghY`GhUbX`gY]h
&\$+\$"8]Yg`nY][hž`XUgg`X]Y`NU\`XYf`; Yk U`hhUHyb`gY]h`&\$&%ž`bUW`
Y]bYa `dUbXYa]YVYX]b[hYb`H]YZghUbXž`k]YXYf`UbghY][h`A Ò[`]WXY
; fØbXY`\]YfZØf`_ÖbbhYb`k]fhgW`UZh]W`Y`l bg]W`Yf\Y]hYb`i bX
gcn]U`Y`6Y`Ughi b[Yb`gY]bž`X]Y`]bg[YgUa`hni `Y]bYa `5bgh]Y[`XYf
; Yk U`h_f]a]bU`]h`h`h`VY][YhfU[Yb`\UVYb"

8]Y`Dc`nY]\Uh]a `J\`f`&\$&(`]b`[i h`XfY]`J]YfhY`XYf`: A`Y
; Yk U`hhUHyb`Ui Z[Y`_`Äfhž`k Ug`Y]b`@]W`h`Ui Z`X]Y`9ZZY`_hj]h`h`X`Yf
9fa]hhi b[Yb`k]fZh`Hfc`m`XYf`UbghY][YbXYb`NU\`Yb`\UVYb
[YgY`gW`UZh]W`Y: U`hc`fYb`k]Y`ni bY\`a YbXY`5[[fYgg]cbYb`[Y[Yb
DYfgcbYb`Ui g`XYa `ÖZYbh]W`Yb`8]Ybghž`Y]bgW`Y]Y»`]W`Dc`nY]`i bX
F`Yhhi b[gk YgYbž`YVYbZU`g`VYgcf[b]gYffY[YbXY`5i ga U»Y
Ub[Ybca a Yb"

C`V`k`c`\`]a `: U`XYg`, *!`Ä\`f][Yb`A`UbbYg`_Y]bY`X]fY`_hYb
J`YfV]bXi b[Yb`ni `XYb`U`[Ya`Y]bYb`HfYbXg`XYf`; Yk U`h_f]a]bU`]h`h`h`
]b`8Yi hgW`UbX`VY`_Ubbh`g]bXž`k]fZh`X]YgY`HUh: fU[Yb`Ui Z`i bX

j YfUbgW\Ui `]W\h'X]Y' < YfUi gZcfXYfi b[Ybž'a]h'XYbYb'X]Y
 ; YgY`gW UZh' _cbZfcbh]Yfh']gh" 9I dYfhYb' ZØ\ fYb' Ubž'XUgg
 Ub\ U'hYbXY' dgmW\]gW\Y' 6Y' Ughi b[Ybž'k]Y'g]Y'k Å\ fYbX'XYf
 7cfc bU!DUbXYa]Y'Yf'YVh'k i fXYbž'i bhYf' l a ghÅbXYb'ni 'Y]bYf
 Yf\ Ø\ hYb' 5[[fYgg]cb'VY]hfU[Yb' _ØbbYb"

8]Y'G]hi Uh]cb']b'K]YgVUXYb']gh'Y]b'k Y]hYfYf' 6Yk Y]g'ZØf'X]Y
 [Yk U'hhÅh] [Y'F'YU']hÅhž'X]Y'j]Y'Y'; Ya Y]bXYb'VYhf]Zž'i bX'X]Y
 Bch'k YbX][_Y]hž'A U» bU\ a Yb'ni f'J YfVYggYfi b['XYf
 G]W\Yf\Y]hg`U[Y'ni 'Yf[fY]ZYb" 6]g'bYi Y'8YhU]'g'ØVYf'X]Y
 <]bhYf[fØbXY'XYg'HØhi b[gXY`_hg'VY_Ubbh'k YfXYbž'V'Y]Vh'X]Y
 2 ZYbh]W\ _Y]h]b' [fc» Yf'Gcf[Y'i a]\fY'G]W\Yf\Y]h"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni 'XYa 'J cfZU``i bX'U_hi Y``Yb
 9bhk]W`i b[Yb' _ØbbYb']bhYfYgg]YfhY' 6Øf[Yf'X]Y' 6Yf]W\ hYfghUhi b[
 Ui Z'cd!cb`]bY"XY' i bX'k]YgVUXYbU_hi Y``"XY' j YfZc'[Yb""Ni f
 H\Ya Uh]_; Yk U'h_f]a]bU']hÅh']b'8Yi hgW\`UbX']bZcfa]YfYb'Ui W\
 X]Y'GhUh]gh]_Yb'Ui Z'ghUh]ghU"Wč a "

8YhU]'g	
J cfZU``	A YggYfUb [f]ZZ
C fh	6]YVf]W\Yf'GW\`cggdUf_ž'*) % + 'K]YgVUXYbž 8Yi hgW\`UbX
J Yf'YhnhY	%
: YghbU\ a Yb	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "k]YgVUXYbU_hi Y``"XY • XY"ghUh]ghU"Wč a

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