

<]hnYfY_c fX ']b ' ?]hn]b [Yb . ' ') ž) ' ; fUX
7Y`g]i g`Ui Z[YghY`h°

?]hn]b [Yb ' j YfnY]WbYhY`Ua ' %) "\$ * " & \$ &) ' a]h' ') ž) ' ..7`Y]bYb
bYi Yb ' <]hnYfY_c fX " ' 8 Yf ' 8 K 8 ' Yfk UfhYh'ghUV]`Y
HYa dYfUhi fYb`ZØf`X]Y`_ca a YbXYb`HU[Y"



?]hn]b [Yb ž ' 8 Yi hgWk`UbX`!`8]Y`<]hnYk Y`Y`]b`8 Yi hgWk`UbX`gYmnh
g]Wk`Zcfhi bX`gcf[h`ZØf`bYi Y`FY_c fXY " ' 5a ' j Yf[Ub[YbYb`GUa ghU[ž
XYb`%(" ' ð b] ž k i fXY]b ' ?]hn]b [Yb ž`Y]bYf`GhUXh`]b`l bhYfZfUb`Yb`a]h
& ' " ' ++`9]bk c`bYfbžY]bY`HYa dYfUhi f`j cb`') ž) ' ; fUX`7Y`g]i g
[Ya YggYb " ' 8 Ua]h'ghY`hY`XYf`8 Yi hgWY`K YhYfX]Ybgh`fBK 8 Ł
Y]bYb`bYi Yb`< ÒW`ghk Yfh`ZØf`XUg` ð \ f` & \$ &) `ZYgh`'8]YgYf`K Yfh
k i fXY`i a ' %) `l \ f`fY[]ghf]Yfhi bX`U`g` j cf`Ai Z[']Y]b[Yghi Zh`@Ui h
XYa`'8K 8`k]fX`Yg`]b`XYb`_ca a YbXYb`HU[Yb`_Y]bY
HYa dYfUhi fYb`ØVYf`') ; fUX`7Y`g]i g`[YVYbž`gcbXYfb
gca a Yf`]WY`HYa dYfUhi fYbž`k cVY`]a `GØXk YghYb`j YfY]bnY`h
K YfhY`_bUdd`ØVYf`' \$; fUX`7Y`g]i g`ni `Yfk UfhYb`g]bX`" **HIC b`]bY**
VYf]W`hYhž`XUgg`?]hn]b [Yb ž`VY`_Ubbh`ZØf`gY]b`k Ufa Yg`? `]a Už]b`XYf
J Yf[Ub[Yb`Y]h`VYfY]hg` \ c`Y`HYa dYfUhi fYb`j YfnY]WbYh` \ Uhž

XUfi bhYf'(\$ž ; fUX'7Y`g]i g'Ub'a Y\fyfYb'HU[Yb'ja 'ž`]'i bX
5i [i gh&\$%) "

K Ug\Uh'Yg'a]h'X]YgYb'HYa dYfUhi fYb'Ui Z'g]W\3'8]Y
J YfÅbXYfi b[Yb'XYg?'`ja Ug'jb'8Yi hgW\UbX'g]bX'b]W\h'bi f'Y]bY
j cfØVYf[Y\YbXY'9fgW\Y]bi b["K]Y'Ghi X]Yb'nY][Ybž'gh'X]Y
A]hhY'hYa dYfUhi f'jb'8Yi hgW\UbX'gY]h'%, , %'i a '%ž+ ; fUX'7Y`g]i g
[Ygh]Y[Yb'"Ni XYa 'k i fXY'ZYgh[YghY`hž'XUgg'YXYg'š\fnY\bh'igY]h
%- +%k Åfa Yf'k Uf'U`g'XUg'j cf\Yf][Yž'a]h'Y]bYf'9fk Åfa i b[gfUHY
j cb'\$ž , ; fUX'7Y`g]i g'dfc'8Y_UXY"8]YgY'9bhk]W`i b[Yb'g]bX
Yb['a]h'XYa '?`ja Uk UbXY`j YfVi bXYbž'k Ug'nU\`fY]W\Y'9I dYfhYb
fY['a Å»]['VYhcbYb'"5i W\XUg'I a k Y`hVi bXYgUa h]j Yfk Y]gh
XUfUi Zž'XUgg'X]Y'5bnU\`XYf'\Y]» Yb'HU[Yž'U`gc'HU[Y'a]h
HYa dYfUhi fYb'ØVYf'" \$; fUX'7Y`g]i gž'g]W\gY]h'%-) %'a Y\`f'U`g
j YfXfY]ZUW\h'\Uh"

?`ja Uk UbXY`i bX'gY]bY': c`[Yb

8]Y'ghY][YbXYb'HYa dYfUhi fYb'Vf]b[Yb'b]W\h'bi f
Gca a YfZFYi XYbž'gcbXYfb'Ui W\<YfUi gZcfXYfi b[Yb'a]h'g]W\ "
9I hfYa Y'K YhhYfYfY][b]ggY'k]Y'<]hnYk Y`Yb'g]bX'ni [Ybca a Ybž
k Å\fybX'X]Y'_U'hYb'K]bhYfhU[Y'UVbY\`a Yb'"š'XYb'YhhYb'š\fyb
\Uh'g]W\ [YnY][hž'XUgg'8Yi hgW\UbX'j Yfa Y\fh'j cb
K YhhYfYI hfYa Yb'VYhfcZYb']ghž'X]Y'Yb['a]h'XYb['cVU`Yb
'`ja Uj YfÅbXYfi b[Yb'ni gUa a Yb'Åb[Yb'"8]Y'Dfc[bcbYb'ZØf'X]Y
_ca a YbXYb'š\fy'g]bX'VYgcf[b]gYffY[YbX.'Gc`hYb'X]Y
9a]gg]cbYb'i b[YVfYa gh'ghY][Ybž'_ØbbhY'X]Y'HYa dYfUhi f'V]g'ni a
š\f'&%\$ \$'i a 'V]g'ni '(ž+ ; fUX'7Y`g]i g'UbghY][Yb"

8]Y'U_hi Y`Y'FY_cfX\]hnY]b'?]hn]b[Yb'ghY\`h'U`gc'b]W\h'bi f'U`g
j cfØVYf[Y\YbXYg'D\Åbca Yb'ja 'FUi a "'G]Y']gh'Y]b'k Y]hYfYf
6Ui ghY]b'ja '6]X'XYg'g]W\k UbXY'bXYb'?`ja Ug'jb'8Yi hgW\UbX"
8Yf'8K 8'gW\Åhnhž'XUgg'XYf'FY_cfXk Yfh'j cfYfgh'VYghY\Yb'V'Y]VYb
_ØbbhY'i bX']b'XYb'bÅW\ghYb'HU[Yb'b]W\h'ØVYfhfcZYb'k]fX"
8YbbcW\V'Y]Vh'UVni k UfhYbž'k]Y'g]W\X]Y'K YhhYf'U[Y'Yb'bk]W_Y`b
k]fXž'i bX'cV'k Y]hYfY'<]hnYfY_cfXY'Zc`[Yb'_ØbbhYbž'k]Y'VYfY]hg']b
j Yf[Ub[YbYb'š\fyb' [YgW\Y\Yb'"B c f X V U m Y f b '\YVh'\Yfj cfž'XUgg
XYf'š\fyg\ØW\ghk Yfh'bi b'ZØf'X]Y'bÅW\ghYb'HU[Y'U`g'A U» ghUV

X]YbYb`k]fXž'Ui W`k Ybb`X]Y`Dfc[bcgYb`_Y]bY`fUd]XY`9fk Åfa i b[
j cfgY\Yb"

8YhU]`g	
Cfh	?]hn]b[Ybž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "h!c b`]bY"XY• k k k "bcfXVUmYfb"XY• k k k "i a k Y`hVi bXYgUa h"XY

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