

J Yf_Y \ fgWk Ucg]b 'GWk bUW_Ybk Yfh\ . '@? K !
8 YZY_h'gcf[h'ZØf'GhUi 'Ui Z'5 + \$ °

5a ' % ("\$ * " & \$ &) ' []Vh'Yg'Ui Z'XYf'5 + \$ 'VY]'GWk bUW_Ybk Yfh\
J Yf_Y \ fgY]bgWk fÅb_i b[Yb'Xi fWk 'Y]bYb'XYZY_hYb '@? K "



GWk bUW_Ybk Yfh\ ž' - + ((\$ '8 Yi hgWk `UbX '! 'K Yf'\ Yi hY 'ZfØ\
i bhYfk Y [g]ghž'gc ``hY 'VYgcbXYfg'Ui ZdUggYb''5i Z'XYf'5i hcVU\ b
5 + \$ 'VY]'GWk bUW_Ybk Yfh\ ž'Y]bYa 'GhUXhY]'j cb'GWk k Y]bZi fhž
_ca a h'Yg'Ui Z[fi bX'Y]bYg'XYZY_hYb '@? K 'ni 'g][b]Z_UbhYb
J Yf_Y \ fgVY\]bXYfi b[Yb''@Ui h'bYk g"XY'g]bX'j cb '\$%') 'I \ f'V]g
\$) . ') 'I \ f'XYf'fYWk hY : U\ fghfY]Zyb [YgdYffhž'k Ug]b'Y]bYa 'fi bX
*ž%?']ca YhYf'Ub[Yb'5VgWk b]hink]gWk Yb'XYb'5bgWk 'i ggghY''Yb
K YfbYW' 'i bX'GWk k Y]bZi fh#6Yf[f\Y]bZY'X'ni 'GhUi 'i bX'Yf\ Ø\ hYf
J Yf_Y \ fgVY'Ughi b['ZØ\ fh"

: Øf'DYbX'Yf'i bX'F Y]gYbXY 'VYXYi hYh'X]Ygž'XUgg'g]Y'g]Wk 'Ui Z
J YfnØ[Yfi b[Yb'Y]bghY''Yb'i bX'[Y[YVYbYbZU`g'U'hYfbUh]j Y'F ci hYb
]b'6YhfUWk h'in]Y\Yb'gc``hYb''8]Y'J Yf_Y \ fg'U[Y'j YfVfY]hYh'g]Wk 'fUgWk

i bX`_Ubb`Ui ZX]Y`[YgUa hY`FY[]cb`9]bZi gg`bY\`a Yb``: U\fyb`G]Y
j cfg]W\h][`i bX`VYUW\hYb`G]Y`ghYhg`X]Y`U_hi Y``Yb
J Yf_Y\fg\]bk Y]gYž`X]Y`Ui Z`D`UhhZcfa Yb`k]Y`5857`A Udg
Ub[YnY][h`k YfXYb"

J Yf_Y\fg]bZc`]b`9W\hnY]h

8Yf`5857`]bZcfa]Yfh`ØVYf`XYb`U_hi Y``Yb`J Yf_Y\fgZi gg`i bX`[]Vh
Ui W\`Y]bYb`5i gV`]W`_Ui Z`a Ø[`]W\Y`GhØfi b[Yb``K Yf`d`Ubhž`ni
Y]bYa`gd`ÀhYfYb`NY]hdi b_hini`ZU\fybž`_Ubb`Xcfh`Y]bY
J Yf_Y\fgdfc[bcgY`ZØf`XYb`[Yk`À`hYb`HU[`i bX`X]Y`5VZU\fhgnY]h
UVfi ZYb``Gca]h`V`Y]Vh`a Ub`ghYhg`Ui ZX`Ya`bYi YghYb`GhUbXž`Y[U`
k c`a Ub`ZÀ\fh"

8Yf`8]Ybgh`XYW`h`b]W\h`bi f`8Yi hgW\`UbX`UVž`gcbXYfb`Ui W\`X]Y
a Y]ghYb`Ub[fYbnYbXYb`l f`Ui VgfY[]cbYbž`k Ug`]b`VYgcbXYfg`ZØf
FY]gYbXY`]bhYfYggUbh`a UW\h``b`X]YgYf`NY]h]g]bX`VYgcbXYfg`X]Y
\Ai Z][Yb`; YZU\fyb]g]hi Uh]cbYb`k]Y`GW\`bYY[`ÀhY`cXYf
5ei Ud`Ub]b[`Y]b`H\Ya Už`X]Y`YVYbZU``g`]b`XYb`6Yf]W\hYb
Ui Z[YZØ\fh`k YfXYb``; YfUXY`VY]`XYf`D`Ubi b[``Àb[YfYf`: U\fhYb`]gh
Yg`fUhgUa ž`g]W\`ØVYf`gc`W\Y`5gdY`hY`]a`?`UfYb`ni`gY]b"

=b hYfU_h]j Y`GhUi`_UfhY

9]b`k Y]hYfYf`\`]ZFY]W\Yf`8]Ybgh`]gh`X]Y`]bhYfU_h]j Y`GhUi`_UfhY`]cb`
ghUi a Y`XYf!&("XYž`X]Y`]b`9W\hnY]h`bZcfa Uh]cbYb`ni
J Yf_Y\fgghUi gž`6Ui ghY``Yb`i bX`l bZÀ``Yb``]YZYfh``<]Yf`k YfXYb`X]Y
J Yf_Y\fgVYX]b[i b[Yb`Xi fW\`j YfgW\]YXYbY`ZUfV][Y`A Uf_]Yfi b[Yb
Ub[YnY][h`i`j cb`[fØb`ZØf`Z]Y»YbXYb`J Yf_Y\f`V]g`\]b`ni`Xi b_Y`fch
ZØf`G]hi Uh]cbYbž`]b`XYbYb`XYf`J Yf_Y\f`ZUgh`ni a`Gh]`ghUbX`_ca`a`h`

=a a Yf`k]YXYf`_ca`a`h`Yg`ni`GhUi gž`X]Y`VY]gd]Y`gk Y]gY`Xi fW\
6Ui ghY``Yb`cXYf`a YbgW\`]W\Yg`: Y\`j Yf`U`hYb`j Yfi fgUW\`h`k YfXYb
i bX`]bgVYgcbXYfY`]b`6U``i b[gf`Ai a Yb`\`Ai Z][`Ui ZhfYhYb``8 Ug`[i hY
Ub`X]YgYf`GhUi]bZc.`G]Y`]gh`_cghYb`cg`i bX`c`bY`5ba Y`Xi b[
bi hnVUfž`i a`U``Yb`J Yf_Y\fg`hY`]bY\`a Yfb`ni`Y`ZYbž`]fY`: U\fhYb
ni`cdh]a]YfYb`i bX`X]Y`J Yf_Y\fgVY`Ughi b[Yb`ni`fYXi`n]YfYb"

8YhU]`g	
C fh	GW.bUW_Ybk Yfh\ž'- + ((\$ `8Yi hgW\ `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • a Udg"UXUWXY • ghUi a Y`XYf!&("XY

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