

; Y\Y]a h]ddg'ZØf'X]Y'VYghY'7i ffmk i fgh.
6Yf`]bg`_i`_]bUf]gW\Y'GW\ÀhnY°

9bhXYW_Yb`G]Y`X]Y'VYghYb'7i ffmk i fgh! ð V]ggY`]b`6Yf`]b`°9]b
: ccX]Y'hY]`h[Y\Y]a Y`H]ddg'i bX`ðZcg'ni f'9fbÀ\fi b[gk YbXY"



6i W_ck Yf'8Ua a`'&%+!&&%ž'%' (-`6Yf`]bž'8Yi hgW\`UbX`!
8]Y'7i ffmk i fgh]gh'bUW\`k]Y`j cf`Y]bY`XYf`VY`]YVhYghYb`XY`]_UhYb
ð V]gg!GdYn]U]hÀhYb`]b`6Yf`]b`"K]Y`6Yf`]b`@j Y`VYf]W\hYhžZY]YfhY
X]YgYg`_i`_]bUf]gW\Y`<][\`][\h`_Øfn`]W\`gY]b`+)!À\f][Yg`ž V]`Ài a ž
gY]h`<YfhU`<Yi k Yf`XYf`K i fgh'a]h]`fYf`gdYn]Y`Yb`Gc»Y`ni a
?i`hghUhi g`j Yf`c`Zb`\Uh`6YgcbXYfg`Hci f]ghYb`gY\Yb`X]Y
7i ffmk i fgh`U`g`Y]b`A i gg`k À\fYbX`]`fYg`6Yf`]b`6Ygi W\gžk À\fYbX
9]b\Y]a]gW\Y`cZi`]fY`dYfgØb`]W\Yb`; Y\Y]a h]ddg`ja`?]Yn
VYj cfni [Yb"

8Yf`VY`_UbbhY` : ccX]Y` 6Ybb]g`6i ZYh`\Uh]b`Y]bYa`gY]bYf
Mci hi VY!J]XYcg`Ui » Yf[Yk Ø\b`]W\Y`ð V]ggY`]b`XYb`F UbXVYn]f`_Yb
6Yf`]bg`j cf[YghY`hž`X]Y`Yg`k Yfh]g]bXž`VYgi W\h`ni`k YfXYb`"GY]b

YfghYf'Ghcdd'k Uf'XYf' ã V]gg?Ya a Yh'Ua'6i W_ck Yf'8Ua a žXYf
gY]h%- *%YI]gh]Yfhi bX'a]h'gW UfZYb'Nk]YVY'b'i bX'hfUX]h]cbY''Yf
Ni VYfY]hi b['VYY]bXfi W_h''5i W_X]Y'7i ffmk i fgh'j cb' >Øf[g'7i ffm
7cbhU]bYf']b'A Uf]YbZY'XYž'X]Y'gY]h%- *, '[YÖZZbYh]ghž'k i fXY
\\Yfj cf[Y\\cVYb''8cfh_cghYh'X]Y'K i fgh[YfUXY'Y]ba U'&ž- \$'9i fc
i bX'k]fX'j cb'Y]bYa'Yb[U[]YfhYb'6YhfY]VYfhYUa'gYfj]Yfh"

6Yf`]bYf'ã V]ggY'ja': c_i g

6Y]' GWa]Xhg'ã V]gg']b'GhY['h]nž'Y]bYa'k Y]hYfYb'; Y\\Y]a h]ddž
k]fX'X]Y'7i ffmk i fgh'a]h[YXØbghYhYb'Nk]YVY'b'gYfj]Yfhi bX'j ca
Di V`_i a'ZØf'X]Y'k Øfn][Y'GUi W'[Y'cVh''6Ybb]g'6i ZZh'VYgWfY]Vh
X]Y'?ca V]bUh]cb'U'g'dYfZY_h'[Y'i b[Yb'i bX'\\YVh'X]Y'HYI hi f'XYf
K i fgh'\\Yfj cf''I bhYfa'Ghf]W'ny][h'g]W'ž'XUgg'X]Y'_Y]bYb'ã V]ggY
XYf'F UbXVYn]f'_Y'Y]bY'YW'hY'5'hYfbUh]j Y'ni'XYb'ØVYfZØ'hYb
Hci f]ghYb!@c_U'Yb'XUfghY''Yb"

8cW'X]Y'6Yf`]bYf'; Ughfcbca]Y'\\Uh'g]W'b]W'h'bi f']b'XYf
K i fgh_ØW'Y'k Y]hYfYbhk]W_Y'h''K]Y'hUn'VYf]W'hYhž]gh'X]Y
<Ui dhghUXh'Ui W'J cffY]hYf']a'6YfY]W'XYf'9fbÅ\\fi b[gk YbXY''J cf
%('Ű\\fYb'VY[Ubb'\\]Yf'XYf'YfghY'DfchYgh'[Y[Yb'X]Y
U[fUf]bXi ghf]Y''Y'DfcXi _h]cb'a]h'XYf'ǂ]h]Uh]j Y'K]f'\\UVYb'Yg
gUhh''8]Y'; fØbXi b['j cb'9fbÅ\\fi b[gfÅhYb'ZØfXYfh'Y]bY
i a k Y'hVYk i gghY '@VYbga]hhY'dfUI]g'i bX'Y]bY'Yb[U[]YfhY
5i gY]bUbXYfgYhni b['a]h'XYf'J YfgW'k YbXi b['j cb
BU\\fi b[ga]hhY'b"

8]Y'Ni _i bZh'XYf'9fbÅ\\fi b['b'6Yf`]b

8]Y'Dc`]h_]b'6Yf`]b'\\Uh'Ui Z'X]Y'5b`]Y[Yb'XYf'6Øf[Yf'fYU[]Yfh''8Yf
GYbUh'\\Uh'Y]bY''Ub[Zf]gh][Y'9fbÅ\\fi b[gghfUhY[]Y'Ybhk]W_Y'hž'a]h
XYa'N]Y'ž'X]Y'B UW'\\U'h][_Y]h']a '@VYbga]hhY'dfcXi _h]cbgd'fcN]Ygg
ni'ghY][Yfb''A]h'Dfc'Y_hYb'k]Y' ?Ubh]bY'Ni _i bZh'ž'XUg']b'XYf
A Uf_h'U''Y'B Yi b'Ub[Yg]YXY'h]ghž'k]fX'XYf'9]bgUhn'j cb'6]c!
@VYbga]hhY'b']b'; Ya Y]bgW'UZhj YfdZY[i b[Yb'Zc'fW]Yfh''<]Yf''Y[h
X]Y'N]Y'a Uf'_Y'VY]Y]bYa'6]c!5bhY]'j cb'* \$'DfcnYbh"

8]Y'GYbUhj Yfk U'hi b['gY'Vgh'\\YVh'\\Yfj cfž'XUgg']a'GW'k'YggYb

a]hh'Yfk Y]Y`VYgh]a a hY`@YVYbga]hhY`[fi ddYb`ni`%\$\$`DfcnYbh'Ui g
V]c`c[]gWXYf`@UbXk]fhgWUZh'ghUa a Yb`a ØggYb";`Y]WnY]h][
ghY`Yb`9l dYfhYb`ZYghž`XUgg`6Yf`]bYf`J YfVfUi WXYf`a Y`f`; Y`X`ZØf
Zf]gWXY`6]c!@YVYbga]hhY`Ui g[YVYb`U`g`XYf`Vi bXYgXYi hgWXY
8i fWgW.b]hhi bX`X]Y`B UWZfU[Y`ghYh][`ni b]a a h`8]YgY
9bhk]W`i b[Yb`nY][Ybž`XUgg`X]Y`F ØW`Y`f`ni`fY[]cbU`Yb
K YfhgW.ØdZ b[g_YhhYb`a Y`f`Ub`6YXYi hi b[`]Yk]bbh"

8YbbcW`[]Vh'Yg`<YfUi gZcfXYfi b[Yb`"8]Y`fU[Y`V`Y]Vhž`cV`X]Y
=]h]Uhj Yb`ni f`9fbÅ\fi b[gk YbXY`bUW\U`h][`g]bX`"8Yf
9fbÅ\fi b[gfUh`6Yf`]b`[]Vh`ni`VYXYb_Ybž`XUgg`Y]bY`_cbg]ghYbhY
9fbÅ\fi b[gghfUhY[]Y`bcW`]a a Yf`ZY`\`hY`"Dfc`Y`_hn]Y`Y`[YfUhYb
\Ai Z[]b`XYb`<]bhYf[fi bXž`VYgcbXYfg`VY]`Ui g\U`hgdc`]h]gWXYb
9]bgW.b]hhYb`"@Ui hiXYf`GYbUhgj Yfk U`hi b[`k]fX`YXcW`j Yfgi W`hž
X]Y`GhfUhY[]Y`hfc`h`XYf`6i X[Yh_Øfni b[Yb`Ui ZfYW`hni Yf\U`hYb"

Ni gUa a YbZUggYbX`Äggh'g]W`gU[Ybž`XUgg`6Yf`]b`gck c`\`ZØf`gY]bY
hfUX]h]cbY`Y`7i ffmk i fgh`U`g`Ui W`ZØf`]bbcj Uhj Y`5bgÅhnY`]b`XYf
9fbÅ\fi b[gdc`]h]_VY`_Ubbh`]gh`"8]Y`GhUXh`V`Y]Vh`Y]b`gW]`YfbXYg
6Y]gd]Y`XUZØfž`k]Y`_i`]bUf]gWXY`HfUX]h]cb`i bX`nY]h[Ya Å» Y
9fbÅ\fi b[g\UbX`i b[`<UbX`]b`<UbX`[Y\Yb`_ØbbYbž`Ui W`k Ybb
Y]b][Y`<YfUi gZcfXYfi b[Yb`[Ya Y]ghYfh`k YfXYb`a ØggYb"

8YhU]`g	
C fh	6i W_ck Yf`8Ua a `&%+!&&%ž`%&' (-`6Yf`]bž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b!`]j Y"XY • hUn"XY

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