9l d`cg]cbg`gW c W_]YfYb`K ]Yb.`Dc`]nY]`U[h Z`ØW h][ Y`6Ub_ca Uh!6UbXY`

ϕ`K ]Yb`_Ua`Yg`Ua`\*"5df]"&\$&) `ni`9l d`cg]cbYb`Ub
; Y`XUi hca UhYb`"Dc`]nY]`U[h`Z`ØW h][Y`J YfXÅW h][ Yž`Y]b
J YfXÅW h][Yf`j Yf`Ymh"

K]Ybž`2 ghYffY]W !`ϕ`XYb`ZfØ\Yb`A cf[ Ybghi bXYb`XYg`*"5df]"
&\$&) `YfgW ØhhYfhYb`XfY]`9l d`cg]cbYb`Ub; Y`XUi hca UhYb`XYb
6Yn]f`\_@Ycdc`XghUXh]b`K ]Yb`"8]Y`J cfZÅ`Y`YfY][ bYhYb`g]W`[Y[Yb
(`I \f`a cf[Ybg`i bX`nc[Yb`gW`bY`X]Y`5i Za Yf_gUa`\_]h`XYf
Dc`]nY]`Ui Z`g]W ž`X]Y`gcZcfh][ Y`A U» bU\`a Yb`Yf[f]ZZ`i a`X]Y
Z`ØW hYbXYb`HÅhYf`ni`ZUggYb`"@Ui h`cd!cb`]bY`XY`k UfYb`j]Yf
A ÅbbYf`Ui ZA chcf`fc`Yfb`]b`XYb`HUhcfh]bj`c`j]Yfh`i bX
i bhYfbU\`a Yb`bUW`XYb`9l d`cg]cbYb`Y]bY`:`i W h`K Å\fybX`XYf
J YfZc`[ i b[ ` [UV`X]Y`Dc`]nY]`GW ØggY`UV`i bX`hfUZ`Y]bYb`XYf
J YfXÅW h][Yb`"

8Yf`Ub[ YgW`cggYbY`J YfXÅW h][ Yž`Y]b`&( !Å\ f][ Yf`B]YXYf`ÅbXYfž
VYZ]bXYh]g]W`ni fnY]h`]b`Y]bYa`?fUb`Yb\Ui`g`i bX`ghY\`hi bhYf
dc`]nY]`]W Yf`6YcVUW`hi b[`8UfØVYf`\]bUi`g`k i fXY`VYf]W hYhž`XUgg
Yf`g]W`Y]bYf`Bch!C dYfUh]cb`i bhYfn]Y\Yb`a i gghY`"K Å\fybXXYggYb
[Y`Ub[ `Yg`XYb`UbXYfYb`XfY]`J YfXÅW h][Ybž`ni`Ybh_ca`a Ybž`k Ug
Y]bY`gcZcfh][ Y`:`U\`bXi b[`Xi fW`X]Y`Dc`]nY]`bUW`g]W`nc[ `6]g`Ub[
V`]YV`X]YgY`YXcW`c\`bY`9fZc`["

J YfXÅW h][Y`i bX`a Ò[`]W Y`<]bhYf[fØbXY

8]Y`9fa ]h`i b[Yb`XYi hYb`XUfUi Z`\]bž`XUgg`Yg`g]W`VY]`XYb`HÅhYfb
i a`A ]h[ `]YXYf`Y]bYf`gc[YbUbbhYb`6Ub\_ca Uh!6UbXY`Ui`g`XYb
B]YXYf`UbXYb`\UbXYb`\_ØbbhYž`X]Y`VYfY]hg]b`a Y\fyfYb
Yi fcdÅ]gW Yb`GhÅXhYb`U_h]j`k Uf`"ϕ`hYfYggUb`h`ni`VYa`Yf`_Yb`]ghž

XUgg'&\$&) 'jb'K]Yb'VYfY]hg'a Y\ f'J cfZÄ`Y'j YfnY]W.bYh'k i fXYb'U`g
]a '[YgUa hYb'J cfU\ fž'k Ug'Ui ZY]bY'ghY][YbXY'_f]a]bY`Y'5_hj]]hÄh
]b'XYf'fY []cb'\]bXYi hYh''5i W\]b'6UmYfb'g]bX'Ä\b'WXY'J cfZÄ`Y
 VY_Ubbhž'X]Y'a]h'X]YgYf'6UbXY']b'J YfV]bXi b [] YVfUW.h'k YfXYb
 _ÖbbhYb"

8 Ug'@UbXYg_f]a]bU`Ua h'K]Yb'gck]Y'X]Y'Öfh]WXYb
 Dc`nY]X]YbghghY`Yb'g]bX'U_hj] 'Ui ZXYf'Gi WXY'bUW'k Y]hYfYb
 ðZcfa Uh]cbYb'i bX'gUW.X]Yb'WXYb'<]bk Y]gYb''8]Y'6Øf[Yf'k YfXYb
 Ui Z[YZcfXYfhž'A Y'Xi b[Yb'i bhYf'XYf'HY'YZcbbi a a Yf'Ž (' '\$%
 ' %\$%\$'' ' , \$ \$'ni 'a UWXYb"

? f]a]bU`]hÄhgghUh]gh]_]a '? c b hYI h

8]Y'[Y[Ybk Äfh][Yb'J cfZÄ`Y'ghY\Yb' ]a '9]b'\_Ub[ 'a ]h'U`[Ya Y]bYb
 HfYbXg]b'XYf'?f]a]bU`]hÄhgYb'k]W_i b []b'9i fcdU''@Ui h'9i fcghUh
 \UVYb'j]Y'Y'Yi fcdÄ]gWXY'@ÄbXYf'Y]bY'Ni bU\ a Y']b'VYgh]a a hYb
 ?f]a]bU`]hÄhgVYfY]WXYb'Yf'YVh''8]Yg'k]fZh: fU[Yb'Ui ZØVYf'X]Y
 G]WXYf\Y]hg`U[Y'i bX'X]Y'A U» bU\ a Ybž'X]Y'ni f'6Y_Äa dZi b []
 gc`WXYf'9b'k]W_i b [Yb'YfZcfXYf'WXY'g]bX"

8]Y'U_hi Y`Yb'; YgWXY\ b]ggY']b'K]Yb'g]bX'gca]h'b]WXYh'bi f'Y]b
 `c_U'Yg'DfcV'Ya ž'gcbXYfb'gd]Y[Y'b'Y]b' [fÖ» YfYg'A i ghYf'k]XYfž
 XUg'j]Y'Y'Yi fcdÄ]gWXY'GhÄXhY'VYhf]Zh''8]Y'ÖZZYb'h]WXY'G]WXYf\Y]h
 k]fX'ni bY\ a YbX'ni 'Y]bYa 'nYbhfU'Yb'H\Ya U']b'XYf'dc`h]gWXYb
 8]g_i gg]cb"

8YhU]`g	
J cfZU`	9l d`cg]cb
C fh	K]Ybž'² ghYffY]W
J Yf`YhnhY	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • YWYi fcdU"Yi

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