

GW cW_!I bZU``Ui Z'6&. ': ØbZ'J Yf`YhnhYž XUfi bhYf`Y]b`?]bX°

5a`GUa ghU[UVYbX`_Ua`Yg`Ui ZXYf'6&'ni`Y]bYa`gWk YfYb
I bZU``a`]h'ZØbZJ Yf`YhnhYbžXUfi bhYf`Y]b`%&!`Å\ f][Yg`?]bX"



6UX`8ØVYbž`GUW`gYbž`8Yi hgW`UbX`!`5a`GUa ghU[UVYbX`_Ua
Yg`Ui ZXYf'6i bXYgghfU»Y`&`nk`]gW`Yb`6UX`8ØVYb`]b`GUW`gYb`i`bX
;`fÅZYb\U]b]W`Yb`]b`GUW`gYb!5b`U`hni`Y]bYa`gWk YfYb
JYf`_Y\ fgi`bZU``"6Y]`X]YgYa`J`cfZU``k`i`fXYb`ZØbZ`DYfgcbYb`gWk Yf`
j`Yf`Yhnhž`XUfi`bhYf`Y]b`%&!`Å\ f][Yg`?]bX" `Nk`Y]`XYf`J`Yf`YhnhYb
Yf`]hhYb`gc[`Uf`YVYbgVYXfc\`]W`Y`J`Yf`Yhni`b[`Yb`i`bX`a`i`gghYb
i`a`[`Y\YbX`]b`Y]b`?`fUb`_Yb`Ui`g[`YVfUW`h`k`YfXYb`"8]Y`I`a`ghÅbXY
XYg`I`bZU``g`g]bX`XYfnY]hi`b`_Uf`/YfghY`9fa`]hi`b[`Yb`XYi`hYb`XUfUi`Z
\]bž`XUgg`XYf`:`U\`fYf`Y]bYg`K`U[`Ybg`XUg`5VV]Y[`Yb`XYg`:`U\`fnYi`[`g
j`cf`]\`a`ØVYfgY\Yb`\UVYb`_ØbbhY`"8]Yg`]gh`Y]b`hfU[`]gW`Yg`6Y]gd]Y`
ZØf`X]Y`:`YZU\`fYb`Ui`ZXYb`GhfU»Ybž`X]Y]a`a`Yf`k`]YXYf`nU\`fY]W`Y
A`YbgW`Yb`YVYb`]b`:`YZU\`f`Vf]b[`Yb"

J Yf_Y\ fgi bZÄ`Y`ghY`Yb`Y]b`YfbghYg`DfcV`Ya`]b`8Yi hgWk`UbX`XUF"
@Ui`h`bZcfa`Uh]cbYb`XYg`GhUh]gh]gWk`Yb`6i`bXYgUa`hYg`g]bX
X]YgY`J`cfZÄ`Y`b]Wk`h`bi`f`Y]b`Y`i`ba`]hY`VUFY` ; YZU`f`ZØf`X]Y
6YhfcZZYbYbž`gcbXYfb`k`]f`_Yb`g]Wk`Ui`Wk`Ui`Z`X]Y
J Yf_Y\ fgg]Wk`Yf\Y]h]bg[`YgUa`h`Ui`g`"l`a`X]Y`J`Yf_Y\ fgg]Wk`Yf\Y]h`ni
Yf\Ø`Ybž`g]bX`i`a`ZUggYbXY`i`bX`ni`j`Yf`Ägg][`Y`8`UhYb`ØVYf`X]Y
J Yf_Y\ fgi bZÄ`Y`i`bYf`Ägg]Wk`"8]Y`GhUh]gh]_Yb`Yfa`Ö[`]Wk`Yb`Ygž
Ghfi`_hi`fYb`XYg`l`bZU`[`YgWk`Y\Ybg`gck`]Y`5V\Äb[`] []_Y]hYb
nk`]gWk`Yb`i`bZU`VYgh]a`a`YbXYb` : U`hcfYb`Ui`Zni`nY][`Ybž`k`cXi`fWk
dfÄj`Ybh]`Y`A`U»`bU\`a`Yb`]b`XYb`6YfY]Wk`Yb` ; YgYhn[`YVi`b[`ž
J Yf_Y\ fgYfn]Y\i`b[`]i`bX`bZfUghfi`_hi`f`Yb`hk`]W`Y`h`k`YfXYb`_ÖbbYb"

GhUh]gh]gWk`Y`9fZUggi`b[`]j`c`b

J`Yf`_`Y`\`f`g`i`b`Z`Ä`Y`b`

8]Y`GhfU»`Ybj`Yf_Y\ fgi`bZU`ghUh]gh]_`VY]b\U`hY`hi`a`ZUb[`fY]Wk`Y
bZcfa`Uh]cbYb`ni`l`bZÄ`Ybž`VYhY][`hYb`DYfgcbYbž` : U\fnYi` [`Yb
gck`]Y`XYb`\Äi`Z][`ghYb`l`bZU`i`fgUWk`Yb`"N]Y`X]YgYf`GhUh]gh]_Yb`]gh
Ygž`X]Y`G]Wk`Yf\Y]hg`U[`Y`]a`GhfU»`Ybj`Yf_Y\ f`ni`j`YfVYggYfb`i`bX
`Ub[`Zf]gh][`XUg`l`bZU`f]g]_c`ni`a`]b]a`]YfYb`"b`gVYgcbXYfY`l`bZÄ`Y
a`]h`DYfgcbYbgWk`UXYb`k`YfXYb`XYhU]`Yfh`YfZUgghž`i`a`X]Y
l`fgUWk`Yb`i`bX` : c` [`Yb`VYggYf`j`YfghY\Yb`ni`_ÖbbYb"

9]b`k`Y]hYfYf`5gdY`h`X]YgYf`GhUh]gh]_Yb`g]bX`X]Y
l`bZU`f]g]_c]Yf[`]Y]Wk`Yž`X]Y`Yg`Yfa`Ö[`]Wk`Ybž`A`U»`bU\`a`Yb`ni`f
J`YfVYggYfi`b[`]XYf`J`Yf_Y\ fgg]Wk`Yf\Y]h`VYggYf`ni`d`UbYb`i`bX`ni
Yj`U`i`]YfYb`"8]YgY`8`UhYb`V`]W`_Yb`b]Wk`h`bi`f`Ui`Z`XYb`U`hi`Y`Yb
Ni`ghUbX`XYf`J`Yf_Y\ fgg]Wk`Yf\Y]hž`gcbXYfb`V]YhYb`Ui`Wk
5b\U`hgdi`b`hY`ZØf`_ØbZh][`Y`9bhk`]W`_i`b[`]Yb`i`bX`[`YgYhn[`YVYf]gWk`Y
A`U»`bU\`a`Ybž`i`a`X]Y`GhfU»`Yb`g]Wk`YfYf`ni` [`YghU`hYb"

8]Y`HFU[`ØX]Y`XYg`Øb[`ghYb`l`bZU`g`XØfZhY`YfbYi`h`X]Y
5i`Za`Yf`gUa`_Y]h`Ui`Z`X]Y`Xf]b[`]YbXY`B`chk`YbX][`_Y]h`Yb`_Ybž
A`U»`bU\`a`Yb`ni`f`FYXi`n]Yfi`b[`]j`c`b`GhfU»`Ybi`bZÄ`Yb`]b
8Yi`hgWk`UbX`ni`j`YfghÄf`_Yb`"9g`V`Y]Vh`ni`c`ZYbž`XUgg`X]Y
J`Yf`YhnYb`VU`X` [`YbYgYb`i`bX`XUgg`X]Y`l`fgUWk`Yb`XYg`l`bZU`g
gWk`bY`"Ui`Z[`]Y`_Äfh`k`YfXYb`_ÖbbYbž`i`a`_ØbZh][`Y`Ä`b`]Wk`Y`J`cfZÄ`Y
ni`j`Yfa`Y]XYb"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``
I fgUWXY	I bZU``i fgUWXY i b_`Uf
C fh	6UX`8ØVYbž`GUW gYbž`8 Yi hgW `UbX
J Yf`Y hnhY)
E i Y``Yb	<ul style="list-style-type: none"> • k k k "ZfY]YdfYggY"XY • k k k "XYghUh]g"XY • k k k "XYghUh]g"XY

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