

C]a UfU'fcW_h]a '6]Yf_Öb][. '9]b'6UmYf'Ui Z
A U`c fWU'YfcVYfh'X]Y'GnYbY°

C]a UfUž'VUmYf]gWXYf'GÄb[Yf'Ui g'A U`c fWUž'VY[Y]ghYfh'a]h
/ ei chK UW_Y`cbhU_h' ei ch/i bX'd`Ubh'Y]b'?'cbnYfh]a
6]Yf_Öb]["



A U`c fWUž'GdUb]Yb'!'5a '&(' '5df]'&\$&) 'k]fX'C]a UfUž'XYf
VUmYf]gWXY'@]YXYfa UWXYfž]a 'VYfØ\ a hYb'~6]Yf_Öb][" 'Ui Z
A U`c fWU'Ui ZhfYhYb"C]a UfUž'VØf[Yf']W'6Yb]'< UzbYfž'j Yfv]bXYh]b
gY]bYf'A i g]_j YfgW]YXYbY'; YbfYg'k]Y'F cW_ž'6'i Ygž: i b_ž'HYW bc
i bX'J c`_ga i g]_ "A]h'gY]bYa '<]h'~K UW_Y`cbhU_h" \Uh'Yf`_Øfn`]W
X]Y'Gd]hnY'XYf'XYi hgWYb'G]b['YWUfhg'YffY]W h"C V k c\`Yf'g]W
gY'Vgh'b]W h'U'g'hmd]gWYb'6U`Yfa Ubb!?'Øbgh'Yf'g]Y\hž'ZFYi h'Yf'g]W
Ui ZgY]bYb'5i Zhf]hh'Ui ZXYf'VY`]YVhYb'DUfhmgnYbY'XYf'÷bgY`"Gc
VYf]W hYh'nj k "XY"

C]a UfU'\Uh]]Yf'÷\fY'Ui ZA U`c fWU'[Y'YVh'i bX'Y]bY
?cWUi gV]Xi b['ja 'fYbca a]YfhYb'FYghUi fUbh'~Hf]gh½b"
UVgc`j]Yfž'XUg'a]h'nk Y]A]WY`]b!GhYfbYb'Ui g[]nY]W bYh]g'h"

8]YgY`_i`]bUf]gWXY`9fZU\fi b[`k`]fX`]\b`nk`Y]ZY`gc`bY`VY]`gY]bYa
5i`Zhf]hh]bgd]f]YfYb``6]g\Yf`]gh`bi`f`Y]b`5i`Zhf]hh`Ui`ZA`U``cfWU`ZYgh
[Yd`Ubhž`cVkc`c``C]a`UfU`VYfY]hg`5bZfU[Yb`ZØf`k`Y]hYfY`G\ck`g
Yf\U`hYb`\Uh`9f`]gh`i`bg]WXYfž`cV`X]Y`I`f`Ui`VYf`gY]bYb`VU]f]gWXYb
8]U`Y`_hj`YfghY`Yb`k`YfXYbž`nY][`h`g]WXY`UVYf`ni`j`Yfg]WXYh]WXY`ž`XUgg
gY]b`Gcb[`~K`UW`Y`_cbhU`h` `i`h`Ub`_ca`a`Yb`k`]fX"

8]Y`9b`hk`]W`_`i`b[`XYf`A`U``cfWU!A`i`g]_

8]Y`A`U``cfWU!A`i`g]_`]gh`i`bhYfbbVUf`a`]h`XYf`DUf`hmg`nYbY`Ub`XYf
D`UmU`XY`DU`a`U`j`YfVi`bXYb``÷`fY`K`i`fnY`b`fY]WXYb`]b`X]Y`%-`+\$Yf
÷\fY`ni`fØW`ž`U`g`X]Y`YfghYb`XYi`hgWXYb`Hci`f]ghYb`X]Y`÷bgY`
Yb`hXYW`_hYb``÷`XYb`%-`-\$Yf`÷\fYb`Yf`YVhY`X]YgY`A`i`g]_`f]WXYh`i`b[
]\fYb`8i`fW`Vfi`W`i`bX`k`i`fXY`Xi`fW`?`ØbghYf`k`]Y`÷Øf[Yb`8`fYk`gž
A`]W`_]Y`?`fUi`gY`i`bX`8`>`2`hn][`Ydf`Ä[`h`8]YgY`?`ØbghYf`\`UhYb`a`]h
]\fYb`Y]b[`Äb[`][`Yb`A`Y`c`X]Yb`i`bX`Y]bZUWXYb`HYI`hYb`[`fc`»`Yb`9fZc`[`ž
XYf`Ui`W`ZYgh]b`XYf`DUf`hm`_i`h`i`f`j`YfUb`_Yf]h]ghž`gc`**VU``Yfa`Ubb!**
fUX]c`XY`

8Yf`VY`]YVhY`A`U``cfWU!Gcb[`@UmU`ž`XYf`&\$&&`ZØf`?`cbhfcj`YfgYb
gcf[`hYž`\`Uh`g]WXY`a`]hh`Yfk`Y`Y`]b`X]Y`@]ghY`XYf`DUf`hm!`?`Ugg]_`Yf
Y]b[`YfY]\`h`i`bX`YffY]WXYhY`D`Uhn```XYf`a`Y]gh[`YghfYUa`hYb`Gcb[`g
XYg`÷\fYg`&\$&&`Ui`ZGdch]Zm]b`8Yi`hgWXY`UbX``8]Y`A`i`g]_`V`Y]Vh
ghUf`_j`cb`Y]b[`Äb[`][`Yb`A`Y`c`X]Yb`[`Ydf`Ä[`hž`Ui`WXY`k`Ybb`?`f]h]_Yf`X]Y
_ca`a`Yfn]Y``Y`5i`gf]WXYh`i`b[`i`bX`a`UbWXYa`U`ZfUi`YbZY]bX`]WXY`HYI`hY
VYa`Äb[`Y`b`"

C]a`UfU`i`bX`X]Y`Ni`_i`bZh

÷`bU`Yf`Ni`_i`bZh`d`Ub`h`C]a`UfU`ž`Y]b`?`]bXYf`_cbnYf]h]b`A`ØbWXYb`ni
[`YVYbž`XU`j`]Y`Y`↑`b[`Y`Ni`\`ØfYf`gY]bY`A`i`g]_`gWXY`Ä`hnYb``Ni`XYa`i`\`Uh
Yf`Y]bYb`~`Y]WXYhYb`<`Ub[``ž`?`]bXYf`]YXYf`ni`gWXYfY]VYbž`i`bX`bi`hnh
XUZØf`_fYUh]j`Y`HYI`hY``8Yg`K`Y]hYfYb`Yf`\`Ä`h`Yf`5bZfU[Yb`ZØf
?`ccdYfUh]cbYb`a`]h`UbXYfYb`?`ØbghYf`bž`d`Ub`h`Y`XcWXY`Y]bY
[`Y`Y]a`Y`Ni`gUa`a`YbUfVY]h`a`]h`6U`Yfa`Ubb!`?`ØbghYf`b``8UVY]`\`Uh
Yf`VYfY]hg`?`cbhU`_h`ni`DYhYf`K`UW`Y`ž`Ui`WXY`k`Ybb`V]g\Yf`_Y]b
[`Ya`Y]bgUa`Yg`Dfc`Y`_h`Yb`hghUbXYb`]gh`"

5a`_ca`a`YbXYb`8`cbbYfghU[`k`]fX`Y]b`bYi`Yf`Gcb[`j`cb`C]a`UfU
 j`Yf`OZZYbh`]W`h`z`XYf`YfbYi`h`Y]bY`A`]gW`i`b[`Ui`g`j`YfgW`]YXYbYb
 Gh]`Yb`df`AgYbh]Yfh``C]a`UfU`]gh`cdh]a`]gh]gW`z`gY]b`Di`V`]i`a`Ui`Z
 A`U``cfWU]ni`i`bhYf`U`hYb`i`bX`[`Y]W`nY]h][`bYi`Y`K`Y[`Y]b`XYf`A`i`g]_`
 ni`VYgW`fY]hYb``8]Y`Y]bn][`Ufh][`Y`J`YfV]bXi`b[`j`cb`HfUX]h]cb`i`bX
 bYi`Ya`9]bZi`gg`a`UW`h`]b`ni`Y]bYa`i]bhYfYggUbhYb`J`YfhfYhYf`XYf
 nY]h[`Yb`Ogg]gW`Yb`A`U``cfWU!A`i`g]_`"

8YhU]`g	
Cfh	A`U``cfWU]z`GdUb]Yb
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "VU``Yfa`Ubb!fUX]c"XY

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