

Ni [W\ Ucg`Ui Z`XYf`G]Y[hU`ghfYW_Y.
GhY``k Yf_gUi gZU``]b`9]hc fZ`

Ni [j Yf_Y\`f`Ui Z`XYf`G]Y[hU`ghfYW_Y`[Ygh`fh.
GhY``k Yf_gUi gZU``]b`9]hc fZ`\Yi hY`5VYbX"J Yfgd`hi b[Yb`i bX
HY]`Ui gZ`Y`Yfk UfhYh"



9]hc fZ`8Yi hgW\`UbX`!`5a`5VYbX`XYg`&' "'5df]'&\$&)`_Ua`Yg`ni
Yf\YV`]W\Yb`Gh`fi b[Yb`ja`Ni [j Yf_Y\`f`Ui Z`XYf`G]Y[hU`ghfYW_Y"
@Ui h`_ghU"XY`hfUh`XYf`5i gZU``Y]bYg`GhY``k Yf_g]b`9]hc fZ`[Y[Yb
%- "' \$`I` \`f`Ui Z`k Ug`ni`J Yfgd`hi b[Yb`i bX`HY]`Ui gZ`Yb`Z`\fhY"
: U\`f[`AghY`XYf`VYhfc`ZYbYb`@]b]Yb`F`9-`Z`G`%&`i bX`G`%-`a`i`gghYb`g]W\
Ui`Z`I`b`Ubb`Y`a`_]W\`_Y]hYb`Y]bghY``Yb`Z`XU`X]Y`N`Ø[Y`Ua`b`ÅW`ghYb`
6U`b`c`Z`\]Y`hYb`i bX`Ui`Z`k`Y]hYfY`5bk`Y]gi b[Yb`k`UfhYhYb"

8]Y`8Yi hgW\Y`6U`b`F`Y[]c`[UV`Ub`Z`XUgg`i b`_`Uf`gY]Z`k`Ubb`X]Y
Gh`fi b[`VY`\c`VYb`k`YfXYb`_`ØbbY`i bX`XYf`Ni [j Yf_Y\`f`k]YXYf
bcfa`U`j`Yf_Y\`fYb`k`ØfXY"FY]gYbXY`k`YfXYb`Xf]b[YbX`XUni
Ui`Z`[YZcfXYfh`Z`j`cf`]\`fYf`: U\`fh`X]Y`U`hi`Y``Y`@U[Y`ni`d`f`ØZYb`Z`XU
Y`bXYfi b[Yb`ja` : U\`fd`Ub`a`Ø[`]W\`g]bX"

I fgUWYb`i bX`5i gk]f_i b[Yb`j cb`GhØfi b[Yb

GhØfi b[Yb`ja`XYi hgWYb`6U\bj Yf_Y\`f`g]bX`Y]XYf`_Y]bY
GY`hYb\Y]h"@Ui h`ghcYfi b[Yb!VU\bj Yf_Y\`f"XY`g]bX`\Äi Z[Y
I fgUWYb`i a [YghØfnhY`6Äi a Yž`GWÄXYb`Ub` : U\fnYi [Yb`gck]Y
DfcV`Ya Y`a]h`CVYf`Y]hi b[Yb"8]YgY`GhØfi b[Yb`ZØ\fyb`cZhi
GdYffi b[Yb`i bX`i a`Y]hi b[Yb`ja`GhfYW_YbbYhnž`k Ug`X]Y
FY]gYd`Ubi b[`ZØf`6U\bfY]gYbXY`Yf\YV`]W`YfgW`k Yfh"

8]Y`ϕ]h]Uh]j Y` GhØfi b[Yb`ja`6U\bj Yf_Y\`f`V]YhYh`i bhYfghØhni b[
i bX`U_hi Y`Y`ϕZcfa Uh]cbYb`ni`GhfYW_YbgdYffi b[Yb`i bX
!VY\]bXYfi b[Yb"6]Y`UfVY]hYhi bUV\Äb [][`i bX`Y\fybUa h`]W`ž`i a
FY]gYbXYb`Y]bYb`i a ZUggYbXYb` , VYfV`]W`ØVYf`X]Y`G]hi Uh]cb`ja
6U\bj Yf_Y\`f`ni` [YVYb"

; Y[Ybk Äfh][`g]bX`X]Y`VYhfcZZYbYb`DUggU[]YfY` [YZcfXYfhž`g]W`
fY[Y`a Ä»][`ØVYf`X]Y`9bhk]W`_i b[Yb`ni`]bZcfa]YfYb"Ni XYa`gc`hY
VYXUW`hk YfXYbž`XUgg`X]Y`8Yi hgWY`6U\b`a` Ø[`]W`Yfk Y]gY`Ui W`
]b`Ni`_i bZhi`a`]h`k Y]hYfYb`GhØfi b[Yb`_cbZfcbh]Yfh`k]fXž`X]Y`Xi`fW`
j YfgW`]YXYbY` : U_hcfYb`j Yfi fgUW`hk YfXYb"FY]gYbXY`]b`XYf
FY[]cb`gc`hYb`XU\Yf`ghYhg`Ui Z`Y`bXYfi b[Yb`ja` : U\fd`Ub
j`cfVYfY]hYh`igY]b"

8YhU]`g	
J`cfZU``	Gcbgh][Yg
I`fgUWY	5i`gZU``Y]bYg`GhY``k Yf_g
C`fh	9]hcfZž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • ghcYfi b[Yb!VU\bj Yf_Y\`f"XY

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