

HcbbYbk Y]gY`GØ»][_Y]hYb`bUW
: UgW]b[gi a ni [!5VgU[Y` `GdYbXYb`ZØf
6YXØfZh][Y`

B UW`XYf`5VgU[Y`XYg`A ØbW`bYf` : UgW]b[gi a ni [g`k YfXYb
nk Y]`HcbbYb`GØ»][_Y]hYb`Ub`gcn]U`Y`9]bf]W`hi b[Yb`j YfhY]`h`

A ØbW`Yb`ž`8 Yi hgW`Ub`X`!`#`A ØbW`Yb`ZUb`XYb`bUW`XYf
hfU[]gW`Yb`5VgU[Y`XYg` : UgW]b[gi a ni [gi a ZUggYbXY`5_h]cbYb
ni f`J YfhY]`i b[`j cb`GØ»][_Y]hYb`ghU`h`"8]Y`J YfY]bY` B Uff`U`U
i bX` 8 Ua]gW`Y`F]hhYf` `Yb`hgW]YXYb`g]W`ž]bg[YgUa`h`UW`h
DU`Y`hhYb`a`]h`fi bX`nk Y]`HcbbYb`K`i fZa`UhYf]U``Ui`g`XYa
UV[YgU[hYb`l`a`ni [`ni`j YfgW`Yb`_Yb`"8]YgY`A`U» bU`a`Y`k`i`fXY`U`g
F`Y`U`_h]cb`Ui`Z`Y]bYb`j`Yf`Y`YfYb`XYb`5`bgW`U[`i`a`[YgY`h`h`ž`VY]`XYa
Y]bY`A`i`hhYf`i`bX`]\`fY`nk Y]`Å`\f][Y`HcW`hYf`i`a`g`@YVYb`_Ua`Yb`ž
k`Å`\fYb`X`" `+`k`Y]hYfY`DYfgcbYb`j`Yf`Y`h`h`k`i`fXYb`ž`k`]Y`hn`"XY
VYf]W`hYh`"8]Y`5VgU[Y`XYg`l`a`ni [g`\Uh]b`XYf`6Yj`Ø`_Yfi`b[
6Ygc`f[b]g`Ui`g[Y`Øgh`ž`k`Ug`g]W`Ui`W`Ui`Z`XUg`G]W`Yf`Y]hg[YZØ`X`XYf
A`Yb`gW`Yb`Ui`gk`]f`_h`

A`Uh`h`]\Ug`Ghc`n`j`cb`XYf` : UgW]b[g[YgY`gW`U`Z`h`B`Uff`U`U`U`Äi` »`YfhY`ž
XUgg`X]Y`GØ»][_Y]hYb`b]W`hi`b[Ybi`h`h`V`Y]VYb`gc`h`Yb`",`VYf`)`"\$\$\$
J`c`fgW`Ä[Y`ZØf`[Y]Y][bYhY`9a`dZ`Äb[Yf`gY]Yb`bUW`5i`Zfi`Zyb`]b`XYb
`c`_U`Yb`A`YX]Yb`Y]b[Y[Ub[Yb`"8]Y`GØ»][_Y]hYb`k`YfXYb`bi`b`Ub
[Ya`Y]bb`Ø`h][Y`J`YfY]bY`ž`gcn]U`Y`9]bf]W`hi`b[Yb`ž`C`VXUW`c`gY`gck`]Y
?`]bXYf`a`]h`6Y`\]bXYfi`b[Yb`i`bX`GYb]cfYb`ghUa`a`h]gW`Y`j`YfhY]`h`ž
i`a`]b`gW`k`]Yf][Yb`NY]hYb`Y]b`Gh`Ø`W`_` : fYi`XY`ni`gdYb`XYb`"8]Yg
k`]fX`YVYb`ZU`g`j`cb`gi`YXXYi`hgW`Y`"XY`VY`gh`Äh][h`

J`YfhY]`i`b[`XYf`GØ»][_Y]hYb`

8]Y`VY]XYb`J`YfY]bY`[UVYb`fi`bX`,"`)\$`\$`9i`fc`ZØf`X]Y`GØ»][_Y]hYb`

Ui gži bhYfghØhnhXi fWΛ GdYbXYb j cb GØ» k UfYb\YfghY`Yfb"5V
: fY]hU[k i fXYb`X]Y`GØ»][_Y]hYb`Ub`X]Y`Ui g[Yk Å\`hYb
9]b]WΛ hi b[Yb`j YfhY]`h/_Y]bYfY`A Yb[Yb`_cbbhYb`gc[Uf`X]fY`_h`Ua
GcbbhU[`]a `@U[Yf`UV[Y\c`h`k YfXYb"8Yf`[fc» Y`9]bgUhn`XYf
J YfY]bY`nY][hž`k]Y`hfc`hn`hfU[]gWΛYf`I a ghÅbXY` ; Ya Y]bgWΛUZhgg]bb
i bX`I bhYfghØhni b[`ZØf`6YXØfZh][Y`]a `J cfXYf[fi bX`ghY\Yb"

8]Y`5VgU[Y`XYg` : UgWΛ]b[gi a ni [g`]gh`b]WΛ h`Y]b`]gc`]YfhYf`J cfZU`"
=b`XYb`Y`hnhYb`A cbUhYb` [UV`Yg`a Y`fYfY`5bgWΛ`Å[Y`]b
j YfgWΛ]YXYbYb`GhÅXhYbž`XUfi bhYf`A YggYfUb[f]ZZYž`X]Y`ni `Y]bYa
U`[Ya Y]bYb`9]bXfi W`_Y]bYf`Yf\Ø`hYb`G]WΛYf\Y]hg`U[Y`ZØ\fhYb"
8]Y`G]WΛYf\Y]hga U» bU\`a Yb`VY]` ; fc» j YfUbghU`hi b[Ybž`k]Y`g]Y`cZh
]a ` : UgWΛ]b[gk cWΛYbYbXY`5bZUb[`A Åfn`]b`6UmYfb`Yfk UfhYh
k YfXYbž`k i fXYb`j YfghÅf`h"K Å\`fYbX`XYf` : UgWΛ]b[gUi ZnØ[Y
ghfØa hYb`]b`XYf`J Yf[Ub[Yb\Y]h`<i bXYfhU`i gYbXY`j cb`A YbgWΛYb
Ui ZX]Y`GhfU» Ybž`k Ug`X]Y`=a d`Ya Ybh]Yfi b[`YZZY`_h]j Yf
G]WΛYf\Y]hg`_cbnYdhY`bchk YbX][`a UWΛhYž`k]Y`Vf"XY`VYgWΛfY]Vh"

8]Y`G]WΛYf\Y]h`VY]` ; fc» j YfUbghU`hi b[Yb

8]Y`G]WΛYf\Y]hg`U[Y`]gh`]b`6UmYfb`]bg[YgUa`h`d`cg]h]j ž`hfc`hn
Øb[ghYf`J cfZÅ`Yž`X]Y`XUg`gi V`Y`_h]j Y`G]WΛYf\Y]hg[YZØ\`
VYY]bhfÅWΛh][Yb`"H\cfghYb` ; f]a a `j cb`XYf`8Yi hgWΛYb
Dc`]nY][Yk Yf`_gWΛUZh`k Y]gh`Ui ZX]Y`8]g`_fYdUb`n`nk]gWΛYb
cV`Y`_h]j Yb`G]WΛYf\Y]hgnU\`Yb`i bX`XYa `Ya dZi bXYbXYb`F]g]_c`\]b"
9]b][Y` : UgWΛ]b[gnØ[Yž`k]Y`XYf`]b`5gWΛUZZYbVi f[ž`k i fXYb
UV[YgU[hž`i a `X]Y`9]bgUhn`_fÅZhY`ni `Ybh`UghYb`i bX`a Ø[`]WΛY
 ; YZU\`fYb`ni `a]b]a]YfYb"

: Øf`XYb`K ØfnVi f[Yf` : UgWΛ]b[gni [`k i fXYb`i a ZUggYbXY
G]WΛYf\Y]hga U» bU\`a Yb` [Yd`Ubhž`XUfi bhYf`a cV]Y`K UWΛYb`i bX
GdYffYbž`i a `XYb`5bZU\fhggWΛi hn`ni ` [Yk Å\`f`Y]ghYb"8]Y`GhUXh
K ØfnVi f[`Uh`ni XYa `]`f`G]WΛYf\Y]hgVi X[Yh`a Y`f`U`g`j YfXcddY`hž
i a `X]Y`J YfUbghU`hi b[`k Y]hYf`UVni g]WΛYfb`"Hfc`hn`X]YgYf
J cf`_Y\fi b[Yb`V`Y]Vh`X]Y`8YVUhY`ØVYf`X]Y`G]WΛYf\Y]h[fc» Yf
A YbgWΛYba Yb[Yb`]b`XYb`A YX]Yb`dfÅgYbh"

8YhU]`g	
J c fZU``	5bgW`U[
C fh	A ØbW`Ybž'8Yi hgW`UbX
J Yf`Y hnhY	' +
GW`UXYb`]b`	,) \$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "gi YXXYi hgW`Y"XY • k k k "Vf"XY

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