

J Yfk]ffi b ['bUWÅ '5i ZdfU``.
I `hfU`Y]WÅ hZ'i [nYi ['V`cW_]Yfh'5 &- 'ZØf
Ghi bXYb`°

5a ' &&'5df]'&\$&) 'V`cW_]YfhY`Y]b`I bZU``a]h`Y]bYa
I `hfU`Y]WÅ hZ'i [nYi ['Ui ZXYf'5 &- 'nk]gWÅYb`J UfY`!C VYbghfc\Y
i bX`>JXYfVYf['X]Y`5i hcVU\`b"

J UfY`!C VYbghfc\Y ž`8Yi hgWÅ `UbX`!

5a ' &&'5df]'&\$&) `Ua`Yg`ni`Y]bYa`Ui ZÅ`][Yb`I bZU``Ui ZXYf
5 &- 'nk]gWÅYb`XYb`5bgWÅ`i ggghY`Yb`J UfY`!C VYbghfc\Y`i bX
>JXYfVYf["'9]b`D?K`!5b\`Åb[Yf!; YgdUbbž`XUg`Y]b
I `hfU`Y]WÅ hZ'i [nYi ['hfUbgdcfh]YfhYž`k Uf`]b`Y]bYb`5i ZU\`fi bZU``
j Yfk]W_Y`h`'8Yf': U\fyfž`Y]b` '\$!`Å\`f][Yf`A Ubb`Ui g`C`XYbVi f[ž
_c``X]YfhY`[Y[Yb`%'`.'`\$`I`\`f`a`]h`Y]bYa`UbXYfYb`': U\fnYi ["'&Zc`[Y
XYg`5i ZdfU`g`j YfgWÅcV`g]WÅ`XUg`:'i [nYi ['Ui ZXYa`5b\`Åb[Yf`i bX
V`cW_]YfhY`gck`c\`XYb`GY]hYb`!`U`g`Ui WÅ`XYb`<Ui dhZU\`fghfY]ZYb"

J Yf_Y\`fghY]`bY\`a`Yf`]bhYfdFYh]YfhYb`X]Y`GnYbY`Ui Z[fi bX`XYf
Dcg]h]cb`XYg`:'i [nYi [g`ZÅ`gWÅ`]WÅYfk`Y]gY`U`g`:'i [nYi [UVghi`fn"
8]Y`Dc`nY]`C`XYbVi f['ghY`hY`YXcWÅ`gWÅbY``Z`ghž`XUgg`Yg`g]WÅ`i`a
Y]b`A`]ggj`YfghÅbXb]g`\`UbXY`hY`"5b`XYb`': U\fnYi [Yb`i`bX`XYa
I `hfU`Y]WÅ hZ'i [nYi ['YbhghUbX`Yf\`YV`]WÅYf`GWÅUXYbž`YXcWÅ`V`]YV
XYb`I bZU``VYhY]`][hYbž`XUfi bhYf`Ui WÅ`Y]b`(`\$!`Å\`f][Yf`': U\fyf`Ui`g
K`UfXYbVi f[ž`J`Yf`Yhni`b[Yb`YfgdUfh`"5i Z[fi bX`XYf
6Yf[i b[gUfVY]hYb`k`i`fXY`X]Y`5 &- 'ZØf`a`Y\`fyfY`Ghi`bXYb`]b
: U\fhf]WÅ`hi`b['C`gbUVfØW_]`c``[YgdYffh"

8YhU]`g`ni`a`'I`bZU``

K]Y`Vi hYb`i b`V]bbYb`VYf]W hYhYž`Z \fYb`X]Y`VYhfcZZYbYb
 J Yf_Y`fghY`bY`a Yf`ØVYf`Y]bYb`Àb[YfYb`NY]hfUi a`]b`Y]bYf
 V`cW_]YfhYb`NcbYž`k Ug`ni`Yf`YV`]W Yb`J Yf_Y`fgVY`]bXYfi b[Yb
 ZØ`fhY`"8]Y`Dc`]nY`_cbbhY`gW`bY`Ui Z`X]Y`G]hi Uh]cb`fYU[]YfYb`i bX
 _`ÅfYbž`XUgg`Yg`_Y]bYb`:`i [nYi [UVghi fn`[Y[YVYb`UhhY`"

Ni gÅh`]W`]bZcfa]YfhY`bcfX&("XY`ØVYf`X]Y`VYhY`)] hYb`:`U`fYf
 i bX`k Y]hYfY`8YhU]`g`ni a`i bZU`Y`f[Ub[" `gVYgcbXYfY`k i fXY
 VYhcbhž`XUgg`gck c`X`Yf`" \$!`Å`f][Y`Ui g`C`XYbVi f[`U`g`Ui W`XYf
 (\$!`Å`f)[Y`Ui g`K UfXYbVi f[`_Y]bY`J Yf`Ymi b[Yb`Yf`]hYb`U`VYb`"
 8YbbcW`k Uf`XYf`a UhYf]Y`Y`GW`UXYb`g][b]Z`_Ubhi bX`X]Y`5&-
 V`]YV`Ui Z[fi bX`XYf`6Yf[i b[gUfVY]hYb`ZØf`a Y`fYfY`Ghi bXYb
 [YgdYffh`"

8YhU]`g	
J c fZU``	J Yf_Y`fgi bZU``
I fgUWXY	A]ggj YfghÅbXb]g
C fh	J UfY`!C VYbghfc`Yž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vi hYbi bV]bbYb"XY • k k k "bcfX&("XY

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