

? Ub[Y]_c'&\$&) . 'H]a 'Gk Ybb]b[g\cb
gW\ UZZh'DfØZi b['i bX'VY[Y]ghYfh'X]Y'?']Xg°

H]a 'Gk Ybb]b[g\cb'j ca 'HGJ 'FY]bVY_'VYghUbX'Ua
%+"\$%"&\$&) 'YfZc`[fY]W\ 'gY]bY'(' '? mi !DfØZi b['VY]a
hfUX]h]cbY`Yb'5_]Xc!?' Ub[Y]_c"

Ghcfa Ufbž'8Yi hgW\`UbX'!'5a'%'+"`>Jbi Uf'&\$&) 'ghUfhYhY'XUg
? Ub[Y]_c'XYg'HGJ 'FY]bVY_ž'Y]b'hfUX]h]cbY`Yg'K]b'hYfhfU]b]b[ž'XUg
j]Y'Y'HY]'bY\`a Yf'U'g'6fUi W\`Ya dZ]bXYb"'"`b'X]YgYa'`>\f
ØVYffUgW\hY'H]a 'Gk Ybb]b[g\cbž'?']bXYfhfU]bYf'VY]a 'HGJ
FY]bVY_ž]bXYa'Yf'ni a'(' '? mi '[YdfØZh'k i fXY'i bX'X]Y'DfØZi b[
YfZc`[fY]W\ 'VYghUbX"'8]Y'J YfUbghU'hi b['YfZfYi hY'g]W\ '[fc» Yf
6Y']YVh\Y]hž'nU\`fY]W\Y'HY]'bY\`a Yf'k UfYb'VYfY]hg'ni a'%) "'A U'
Ubk YgYbXž'k Å\`fYbX'Ui W\`bYi Y'; Yg]W\h]a'ZfØ\`a cf[YbX']W\Yb
HfU]b]b['VY[fØ» h'k i fXYb"'"8 Ug'? Ub[Y]_c'ZØfXYfh'b]W\h'bi f
8]gn]d`]b' i bX': fYi XYž'gcbXYfb'X]Ybh'Ui W\`U'g'; Y'Y[Yb\Y]hž'bYi Y
'fUZh'ni 'gW\ØdZYb' i bX'g]W\`Ui ZXUg'_ca a YbXY'`>\f
Y]bni gh]a a Yb"

8 Yf'5_]Xc!9]bgh]Y['ZØf'?']bXYf

DUFU`Y`ni a'?' Ub[Y]_c'V]YhYhXUg'G\]b'8c'č' 'GW\i 'Y'ZØf'5_]Xc'
Y]bYb'gdYn]Y`Yb'5_]Xc!9]bgh]Y[g_i fg'ZØf'?']bXYf'ja'5'hYf'j cb'*
V]g'%'\$'`>\fYb'Ub"'"8 Yf'?'i fg'`Ài Zh]j cb'A]h'k cW\ž'XYa') "' : YVfi Uf
&\$&) ž'V]g'ni a'%'-' : YVfi Uf'&\$&) 'i bX'ia ZUggh'ZØbZ'HYfa]bYž'X]Y
a]h'k cW\g'i bX'ZFY]hU[g'j cb'%'+' '\$'V]g'%'.' '\$'i \f'ghUhhZ]bXYb"'"8]Y
HY]'bU\`a Y[YVØ\`f'VYhfÅ[h') '9i fcž'i bX'X]Y'5ba Y'Xi b['YfZc`[h
j]U'9!A U]'`Ub']bZc4 g\]bXc'č"XY"

8 Yf': c_i g'XYg'?']bXYfhfU]b]b[g`]Y[h'Ui ZXyf': ØfXYfi b[
_ccfX]bUh]j Yf'i bX'_c[b]h]j Yf': Å\][_Y]hYb"'"?']bXYf'dfcZ]h]YfYb'j cb

Y]bYf'J]Y`nU\`j cb'J cfhY]YbžXUfi bhYf'j YfVYggYfhY':]hbYggž
 ? ÒfdYfk U\fbY\ a i b[ž? cc fX]bUh]cb'gck]Y`Y]b'[YghY][YfhYg
 GY`Vghj YfhfUi Yb"8 Ug'5_]Xc!HfU]b]b['k]fX`U`g`Zf]YX`]WXY
 GY`Vghj YfhY]X][i b[g_i bghj Yfa]hhY`hž]b`XYf`FYgdY`hi bX': U]fbYgg
]a`l a [Ub['a]hY]bUbXYf`Yf`Yfbh'k YfXYb"BYVYb`XYf`_ÒfdYf`]WXYb
 5i g[Y[`]WXYb\Y]hi bhYfghØmh'XUg`HfU]b]b[`X]Y`? cbnYbhfUh]cb`i bX
 \]Ži'?]bXYfbž'a]h'GhfYgg`]b`Y]bYf`fY]nØVYfZi`hYhYb`; YgY`gWUZh
 VYggYf`i a ni [Y\Yb"9`hYfb`VYf]W`hYb`d'cg]hj`'ØVYf`X]Y`9bhk]W`i b[
]\fYf'?]bXYfž`X]Y`Xi fW`XUg'5_]Xc!HfU]b]b[`b]W`h'bi f`d\mg]gW`ž
 gcbXYfb`Ui W`a YbhU`d'fcZ]h]YfYb"

5_]Xc'k]fX`U`g`gd]Y`Yf]gWXYg`i bX`U`hYfg[YfYW`hYg`HfU]b]b[
 XUf[YVchYbž`k cVY]'?]bXYf`VYfY]hg]a`J c'fgW`i`U`hYf`a]h`XYb
 ; fi bX`U[Yb`VY[]bbYb`_ÒbbYb"9]b`D'fcVYhfU]b]b[`V]YhYh`X]Y
 A Ò[`]W`_Y]hž`V]g`ni`XfY]a`U`_c'ghYb`c'g`hY]`ni bY\ a Ybž`k Ug`Y]bY
]XYU`Y'; Y`Y[Yb\Y]h`ZØf`9`hYfb`XUfghY`hž`XYb`[Y]Y][bYhYb`9]bgh]Y[
 ZØf`\f'?]bX`ni`Z]bXYb"9`hYfb`k YfXYb`Yfa`i h][hž]\fY'?]bXYf`U`h]j
 ni`i bhYfghØhnYbž`]bXYa`'g]Y`NY]h`ZØf`, Vi b[Yb`i bX`HfU]b]b[
 VYfY]hghY`Yb"

8]Y`hfUX]h]cbY`Yb`5_]Xc!Df]bn]d]Yb`ZØfXYfb`b]W`h'bi f`X]Y
 _ÒfdYf`]WXY':]hbYggž'gcbXYfb`Ui W`'gcn]U`Y': À\][_Y]hYb`i bX`XUg
 JYfUbhk cfhi b[gVYk`i gghgY]b`XYf`'t b[Yb`HY]`bY\ a Yf"8i fW
 fY[Y`a À»][Y`HY]`bU\ a Y`Ua`'HfU]b]b[`_ÒbbYb'?]bXYf`b]W`h'bi f
]\fY': À\][_Y]hYb`j YfZY]bYfbž'gcbXYfb`Ui W`'k Yfhj`c`Y
 @YVYbg_ca`dYhYbnYb`Yfk YfVYb"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	Ghcfa Ufbž'8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "g\n"XY • k k k "g\]bXc`c"XY

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