

: fUb_Yb\c`n`]a `: c_i g. `K YhhVYk YfV
I bgYf`8cfZ`Uh`Ni _i bZh `VY[Y]ghYfh°

5a `%&"\$* "&\$&) `dfÄgYbh]YfhY`g]W` : fUb_Yb\c`n`]a
K YhhVYk YfV` I bgYf`8cfZ`Uh`Ni _i bZh `i bX`]bZcfa]YfhY`ØVYf
ni _ØbZh][Y`9bhk]W_`i b[Yb"



: fUb_Yb\c`n`ž`8Yi hgW`UbX`!`5a `8]YbghU[bUW`a]hU[ž`XYa `%&"
† b]'&\$&) ž`ZUbX`]b`: fUb_Yb\c`n`XYf`K YhhVYk YfV` I bgYf`8cfZ`Uh
Ni _i bZh `ghUhh" `8]YgY`J`YfUbghU`hi b[`k]fX`j`ca
6i bXYga]b]ghYf]i a `ZØf`9fb`Ä`fi b[`i bX`@UbXk]fhgW`UZh`f6A`9@Ł
cf[Ub]g]Yfh`i bX`n]Y`h`XUfUi`Z`UVž`XUg`VØf[YfgW`UZh`]W`Y
9b[U[Ya`Ybh`ni`k`ØfX][Yb`gck]Y`dcg]h]j`Y`9bhk]W_`i b[Yb`]b
`ÄbX`]W`Yb`F`Y[]cbYb`g]W`hVuf`ni`a`UW`Yb" `8Yf`K YhhVYk YfV
VYghY`h`gY]h`%-`*`%`i bX`ghY`h`i bhYf`XYf`G`W`]fa` \YffgW`UZh`XYg
6i bXYgd`fÄg]XYbhYb" `9f`V]YhYh`Y]bY`D`UhhZcfa`ž`i`a`X]Y`J`Y`ZU`h`XYf
<YfUi`gZc`fXYfi`b[Yb`]b`X`Yb`8`ØfZYfb`ni`gd]Y[Y`b`i`bX`_fYU]h]j`Y
@Øgi`b[gUb`gÄhnY`ni`dfÄgYbh]YfYb" : Øf`&\$&) `k`i`fXY`VYfY]hg`XYf`&,"
Vi`bXYgk`Y]hY`K`YhhVYk`YfV`Ui`g[YgW`f]YVYbž`Ub`XYa
8cfZ[Ya`Y]bgW`UZhYb`hY]`bY`a`Yb`_ØbbYbž`X]Y`g]W`ZØf`X]Y

9bhk]W_i b[]\fYg'8cfZYg'Yb[U[]YfYb"'8Yf'@UbXYgg]Y[Yf'k]fX
&\$&* 'Ua '6i bXYgYbhgWXY]X'hY]'bY\ a Yb"

Jcf'Cfh'k Uf'Y]bY'ž fmXY'Y[Uh]cbž'X]Y'j cb'XYf'Cfhgj c'fghY\Yf]b
<Y'YbY'; i h\i a ZUggYbX'j]bZcfa]Yfh'k i fXY"'G]Y'ghY'hY'XYb
U_hi Y''Yb'ghNi ghUbX'XYg'8cfZYg'gck]Y'X]Y'Ni _i bZhgd'ÀbY'j cf"
8]Y'ž fm]bhYfYgg]YfhY'g]W\ VYgcbXYfg'ZØf'X]Y'j YfZØ[VUf_Y]hij cb
žF'Ughfi _hi fYb'k]Y'6ÀW_YfY]Ybž'A Yhm[YfY]Yb'i bX'5dch\Y_Ybž'X]Y
ZØf'X]Y'8cfZ[Ya Y]bgW\UZh'j cb'[fc»Yf'K]W'h[_Y]h'g]bX"'5i W'X]Y
gdcfh]W\Yb'A Ø[]W_Y]hYbž'gck c\''b'<U''Yb'U'g'Ui W'j'a : fY]Ybž
k i fXYb'h\Ya Uh]g]Yfh"

9b[U[Ya Ybh'i bX'6Øf[YfVYhY]'] [i b[

Bi a Yfci g'6Øf[Yf]bbYb'i bX'6Øf[Yf'bU\ a Yb'X]Y'; Y'Y[Yb\Y]h
k U\ fž'i a 'g]W\ ØVYf'X]Y'9bhk]W_i b[Yb'i bX'D'ÀbY'j]b']\fYa '8cfZ
ni]bZcfa]YfYb'i bX']\fY'5bg]W'hYb'ni 'hY]'Yb"'8Yf'K YhVYk Yfv']gh
b]W'h'bi f'Y]bY'A Ø[]W_Y]h'XYf'DfÀgYbhUh]cbž'gcbXYfb'ZØfXYfh
Ui W'X]Y'gcn]U'Y'8cfZYbhk]W_i b["'Gc'W'Y'ž]h]Uh]j Yb'g]bX'HY]'XYg
'Gcn]U'Y'8cfZYbhk]W_i b[!Dfc[fUa a g'XYg'6A 9@ž'XUg'X]Y
6Y'YVi b[]j cb'8cfZ[Ya Y]bgW\UZhYb'ni a 'N]Y''\Uh"

8Yf'K YhVYk Yfv'\Uh'g]W'j'a '@Ui ZXYf'ž\ fY'k Y]hYfYbhk]W_Y'h'i bX
V]bXYh'gY]h'%'-' 'HY]'bY\ a YfXØfZYf'Ui g'XYb'U'hYb'i bX'bYi Yb
6i bXYg'ÀbXYfb'j]b'X]Y'6Yk Yfhi b['a]h'Y]b"'9]b': UW\Zcfi a ž'XUg'j a
FU\ a Yb'XYg'K YhVYk Yfv'g'cf[Ub]g]Yfh'k]fXž'X]g_i h]Yfh'U_hi Y'Y
: c'fgW'i b[gYf[YVb]ggY'ni a 'Y\ fYbUa h]W\Yb'9b[U[Ya Ybh]b
'ÀbX'j]W\Yb'FÀi a Yb'i bX'j YfXYi h]W'h'X]Y'6YXYi hi b[]j cb
8cfZdfc'Y_hYb'i bX'6Øf[YfVYhY]'] [i b["

- K YhVYk Yfv' l bgYf'8cfZ\Uh'Ni _i bZh'cf[Ub]g]Yfh'j ca '6A 9@"
- 8Yf'K YhVYk Yfv'k ØfX][h'VØf[YfgW\UZh]W\Yg'9b[U[Ya Ybh'gY]h'%'-' *%"
- 6Øf[Yf]bbYb'i bX'6Øf[Yf'g]bX'U_h]j'j]b']\fY'8cfZYbhk]W_i b['Y]b[YVi bXYb"
- : UW\Zcfi a 'h\Ya Uh]g]Yfh'9\ fYbUa h'i bX'VØf[YfgW\UZh]W\Yg'9b[U[Ya Ybh"

ðg[YgUa h'V]YhYh' I bgYf'8cfZ'\Uh'Ni _i bZh 'Y]bY'k Yfhj c``Y
 D`UhhZcfa ži a 'X]Y'Y]bn][Ufh][Yb'<YfUi gZcfXYfi b[Yb'i bX'XUg
 DchYbn]U``ÅbX`]WXYf'; Ya Y]bXYb'\Yfj cfni \YVYb""8]Yg'k]fX'Ui W
]b': fUb_Yb\c`n'XYi h]Wž'k c'X]Y`c_U`Y'; Ya Y]bgWUZh'g]W
 Yb[U[]Yfh'ZØf'X]Y'Ni _i bZh']\fYg'8cfZYg'Y]bgYmh"8Yf'5i ghUi gW
]a 'FU\ a Yb'X]YgYg'K YhhVYk YfVg'\]Zhž'X]Y'K Y]WYb'ZØf'Y]bY
 dcg]hj] Y'9bhk]W`i b['ni 'ghY``Yb"

8YhU]`g	
C fh	: fUb_Yb\c`nž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gUUfVfi YW_Yf!nY]hi b["XY • k k k "Va Y`"XY

6Ygi WYb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh