

? fYUh]j Yf'NY]W Yb!K cf_g\cd'ZØf'?]bXYf
]a 'l `a Yf'?i bgha i gYi a °

5a '&, "' ħ b]'&\$&) 'V]YhYh'XUg'A i gYi a 'ZØf'V]'XYbXY'?i bgh]b
l `a 'Y]bYb'gdUbbYbXYb'K cf_g\cd'ZØf'?]bXYf'UV '* 'Ķ\fYb
Ub"



B Yfg]b[Yb!C VYfZU\`Y]a ž'8 Yi hgW`UbX'!' ħ' l `a 'k]fX`Yg`VU`X
_fYUh]j °'5a 'GUa ghU[ž'XYb'&, "' ħ b]'&\$&) ž'Z]bXYh]a 'A i gYi a 'ZØf
V]'XYbXY'?i bgh]b'BYfg]b[Yb!C VYfZU\`Y]a 'Y]b'gdUbbYbXYf
NY]W Ybk cf_g\cd'ZØf'?]bXYf'UV '* 'Ķ\fYb'ghUhh' ' ħ' XYf'NY]h]j cb
%(. \$ \$ `V]g%) . ' \$ 'l `f' _ØbbYb'† b[Y'?i bgh]bhYfYgg]YfhY'i bhYf
5b`Y]hi b['XYf'YfZU\`fYbYb'A i gYi a gdÅXU[c[]b'GUV]bY'A cgYf'X]Y
ZUgn]b]YfYbXYb'; fUZ]_Yb'XYf'?ØbghYf]bbYb'7\`f]gh]bY'FY]hYf'i bX
;]gY`U`<c» ZY`X!K YVYf'YbhXYW_Yb'i bX'gY`Vgh'_fYUh]j 'k YfXYb"8]Y
HY]'bY\`a Yf'Vf]b[Yb'\`fY`Y][YbYb'ĶYYb'Ui ZDUd]Yfž'i bX`XUg'U`Yg
a]h'6`Y]gh]Zhž'6i bhgh]Zhž'?c\`Y'i bX'bUhØf`]W`DUd]Yf°

8]Y`HY]'bU\`a Y`Ub`X]YgYa 'K cf_g\cd'_cghYh`YX][']W`)' '9i fc'dfc
?]bXž'X]Y`gck c\`X]Y': Ø\fi b[g!'U`g'Ui W`X]Y'A UhYf]U'[YVØ\`f

UVXYW_Yb"8Yf9]bhf]hh]bg'A i gYi a]gh_cghYbZfY]ž'k Ug'X]Y
JYfUbgU`hi b[`i a gc`UhhfU_hj] Yf'a UW'h"8Ua]h'X]Y`_Y]bYb
?ØbghYf`]\fYb`D`Uhn'g]WXYfb`_ØbbYbž'gc`hYb`9`hYfb`]\fY'?]bXYf`V]g
gdÅhYghYbg&)"`ž b]`&\$&) `Uba Y`XYb"8Ug[Y`h[Ub`n`Y]bZUW.
hY`YZc]b]gW`i bhYf`\$+' %+'\$(\$`(&\$%(`cXYf`dYf`9!A U]`Ub
_fY]ga i gYYb4 `UbX_fY]g!bi "XY"K Y]hYfY`žZcfa Uh]cbYb`[]Vh`Yg
Ui W`Ui ZXYf`K YVgY]hY`XYg`@UbX_fY]gYg`BYi !! `a "

? i bghj Yfa]hh`i b[`]a `: c_i g

8Yf`K cf_g\cd`gd]Y[Y`h`Y]bY`a cXYfbY`: cfa `XYf`?i bghj Yfa]hh`i b[
k]XYfž`X]Y`b]W`h`bi f`XYb`?i bgh[Ybi gg`ZØfXYfhž`gcbXYfb`Ui W`
Ya dUh\]gW`Y`i bX`_fYUhj] Y`: Å\][_Y]hYb`VY]`?]bXYfb`ghÅf`_Yb`_Ubb"
BYi YghY`: cfgW`i b[`nY][hž`XUgg`?]bXYf`ØVYf`Y]b`VfY]hYg`GdY`hf`i a
Ub`6]`X]bhYfYggYb`j YfZØ[Yb`i bX`X]YgY`j cb`dYfgØb`]W`Yb
9fZU\fi b[Yb`i bX`gcn]U`Yb`?cbhYi hYb`VYY]bZi ggh`k YfXYb"
<]ghc]f]gW`Y`i bX`nY]h[Yb`Øgg]gW`Y`?i bghk Yf`_Y`_ØbbYb`ZØf`?]bXYf
gdUbbYbX`gY]bž`i bUV\Åb[][`j cb`]\fYa `5`hYf`"8]Y`JYfa]hh`i b[
YfZc`[h`XUVY]`b]W`h`bi f`h`YcfYh]gW`ž`gcbXYfb`Xi fW`d`fU`_h]gW`Y
i bX`X]U`c[]gW`Y`5bgÅhnYž`X]Y`]bX]j]Xi Y`Y`ž`hYfYggYb
VYfØW_g]W`h[Yb`"8]Yg`YfØZbYh`bYi Y`Ni [Åb[Y`ni f`?i bgh`i bX
ZØfXYfh`XUg`; YgW`]W`hgVYk`i gghY]b`XYf`?]bXYf`"

9]b`6Y]gd]Y`ZØf`YZZY`_hj] Y`_]bXcf]Ybh]YfhY`?i bghj Yfa]hh`i b[`]gh`Y]b
Dfc`Y`_hž`XUg`g]W`a]h`XYa `; fØbXi b[gfY`]ei]Uf`]a `<]`XYg\Y]a Yf
8ca`a`i`gYi`a`VYgW`ÅZh[h`<]Yf`Åi`»Yfb`?]bXYf`j]Y`ZÅ`h[Y`: fU[Yb
i bX`5ggcn]Uh]cbYbž`k Ug`nY][hž`XUgg`g]Y`Xi fW`U`_h]j Y
JYfghY\YbgdfcnYggY`i bX`Y][YbY`; YghU`hi b[Yb`j]Y`ØVYf`X]Y
JYfV]bXi b[`j cb`JYf[Ub[Yb`Y]h`i bX`; Y[Ybk Ufh`YfbYb`_ØbbYb"
Gc`W`Y`5bgÅhnY`j YfZc`[Yb`XUg`N]Y`ž`?i bghk Yf`_Y`U`g`fY`Yj UbhY
5b_bØdZi b[gdi b`_hY`ZØf`X]Y`Y][YbY`@YVYbgk Y`h`XYf`?]bXYf`ni
dfÅgYbh]YfYb`"Gc`_ØbbYb`g]Y`]\fY`?fYUhj]]hÅh`YbhZU`hYb`i bX
[`Y]W`nY]h[`Y]b`h]YZYg`JYfghÅbXb]g`ZØf`?i `hi f`i bX`; YgW`]W`hY
Yb`hk]W`_Y`b"

5ba Y`XYa Ø[`]W`_Y]hYb`i bX`? cghYb

- 8Uhi a `XYg`K cf_g\cdg.`&,"`ž b]`&\$&)

- I \fnY]h.%(.\$\$.%).'\$'\f
- Cfh.'A i gYi a 'Z0f'V]'XYbXY'?i bghž'BYfg]b[Yb! CVYfZU\`\\Y]a
- ? cghYb. ') '9i fc'fi Ø\fi b[gl'i bX'A UhYf]U'[YVØ\f'dfc '?']bXž 9]bhf]hh]bg'A i gYi a '_cghYbZfY]t
- 5ba Y`XYgW\`i gg.'&)"`ž b]`&\$&)
- ? cbhU_h'ni f'5ba Y`Xi b[.`HY`YZcb`\$+'%+'\$(\$'(&\$%(\$ ž 9a U]`_fY]ga i gYYb4 `UbX_fY]g!bi "XY

8]YgY`đ]h]Uh]j Y`]gh'HY]'`Y]bYf'VfY]hYfYb`8]g_i gg]cb`ØVYf`X]Y ?i bghj Yfa]hh'i b[`]a `A i gYi a žX]Y`g]W\`ni bY\`a YbX`j cb`Y]bYa _`Ugg]gW\Yb`5bgUhn'ni `Y]bYa `YfZU\fi b[gcf]Ybh]YfhYb`?cbnYdh Ybhk]W_Y`h`\Uh"8]Y`bYi YghY`5i g[UVY`XYf`Di V`_]Uh]cb ?i bghj Yfa]hh'i b[`]a `A i gYi a "`9]b`9fZU\fi b[gfUi a `k]Xa Yh g]W\`X]YgYb`J Yf`AbXYfi b[Yb`i bX`V]YhYhk Yfhj c``Y`9]bg]W\hYb`i bX dfU_h]gW\Y`6Y]gd]Y`Y`Z0f`X]Y`?i bghd`AXU[c[]_`XYf`Ni _i bZh"đ X]YgYa `G]bbY``AXh`XYf`K cf_g\cd]b`i `a `b]W\h`bi f`ni a `NY]W\bYb Y]bž`gcbXYfb`Ui W\`ni f`U_h]j Yb`5i gY]bUbXYfgYhni b[`a]h`?i bgh i bX`]fYf`6YXYi hi b[`]b`i bgYfYa `5``hU["

8YhU]`g	
Cfh	BYfg]b[Yb!CVYfZU\`\\Y]a ž8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "hfYbXmc bY"XY • k k k "ZUW dcfhU`!dUYXU[c[]_"XY • k k k "_i V]!cb`]bY"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!Vk "XY