

H\ f]`Yf! <]h' C a b]gWjYbh'F YUXYf .
8 Yi hgW\ Yf' ?]bcghUfh]a 'GYdhYa VYf°

9fZU\ fYb'G]Y'U`Yg'ØVYf'XYb'gØX_cfYUb]gWjYb'H\ f]`Yf
C a b]gWjYbh'F YUXYf ž]b_`i gj] Y' ?]bcghUfh' bX
J cfUVUi ZZØ\ fi b[Yb']b'8 Yi hgW\ `UbX"



6Yf`]bž'8 Yi hgW\ `UbX !' ð'GØX_cfYU`hi h'g]W\ `Y]b][Yg]a '6YfY]W\
XYg'?]bcg°'8Yf'bYi Y'H\ f]`Yf' C a b]gWjYbh'F YUXYf. 'H\ Y'Dfcd\YWm ž
VUg]YfYbX'Ui ZXYa ' [`Y]W\ bUa] [Yb'K YVfca Ubž'ZY]Yfh'Ua ' & ' "' & ')
&\$&) 'gY]bY'DfYa]YfY']b'XYb'gØX_cfYUb]gWjYb' ?]bcg"FY []Y'ZØ\ fh
XYf'hU`Ybh]YfhY' ?]a '6mi b[!k ccž'VY_Ubbh'ZØf'gY]bY'5fVY]hYb'k]Y
H\ Y'HYffcf'@j Y 'i bX' DA 7. 'H\ Y'6i b_Yf "'8]Y'; YgW\]W\ hY'XfY\ h
g]W\ 'i a 'Y]bYb' [Yk Ø\ b`]W\ Yb'6ØfcUb [YghY`hYbž'?]a '8c_! 'Už'XYf
YbhXYW_hž'XUgg'X]Y'; YgW\ Y\ b]ggY'gY]bYg'i bdc di `ÄfYb'Cb`]bY!
Fca Ub'g'hUhgÅW`jW`F YU`]hÄ'h'k YfXYb'i bX'Yf'X]Y'Xfc\YbXY
NYfghØfi b['XYf'K Y'h'UVk YbXYb'a i ggž'k cfUi ZXYf'Fca Ub' H\ fYY
K Umg'hc'Gi fj]j Y'h\ Y'5dcWU`mdgY 'j Yfk Y]gh"

8]Y' < Ui dhfc`Yb'g]bX'dfca]bYbh'VYgYhnh'5\ b' < mc!gYcdž'XYf'gY]b

:]`a XYVØh[]Vhžgd]Y`hX]Y`nYbhfU`Y :][i f`?]a `8c_!`Už`k Å\fybX`@YY
A]b!\cžVY_Ubbh`Ui g`XYf`GYf]Y` DUW]b_c žX]Y`Fc`Y`XYg`Mcc`š b[!
\mi _`ØVYfb]a a h`5i W`7\UY`Gcc!V]bž`G\]b`GYi b[!\cž?`a `š]!gcc
i bX`B UbUž`X]Y`?!Dcd!GÅb[Yf]bž`g]bX`HY]`XYg`GhUf!9bgYa V`Yg`8]Y
DfcXi _]h]cb`k]fX`j cb`XYf`bYi Yb` :]fa U`Ga]Y[UhY`FYU`]nY
Xi fW [YZØ\fhž`X]Y`b]W`h`bi f`ZØf`X]Y`G]W`Yfi b[`XYf`I f\YVYffYW`hY
XYg`C f][]bU`g`j YfUb`hk cfh`]W`]ghž`gcbXYfb`Ui W`Y]bYb`A Uf`h`ZØf
_cfYUb]gW`Y`ϕ\U`hY`Ui ZVUi Yb`a ØW`hYž`k]Y`6UY`_A]b!`Ycb[ž`79C
j cb`Ga]Y[UhY`FYU`]nYž`j Yf_ØbXYhY"

8 Yi hgW Yf`?]bc ghUfh`i bX J cfUVUi ZZØ\fi b[Yb

: Øf`U`Y : Ub]b`8Yi hgW`UbX`[]Vh`Yg`YVYbZU`g`gdUbbYbXY
BYi][_Y]hYb.`7UdY`][\h`D]Whi fYg`\Uh`X]Y`J Yf`Y]\fYW`hY`Yfk cfVYbž
i bX`XYf`XYi hgW`Y`?]bc ghUfh`]gh`ZØf`XYb`%"`GYdhYa VYf`&\$&)
Ub[YgYhnh`8cW`b]W`h`bi f`XUg.`a`F U`a Yb`XYg` : UbhUgm` :]a ZYghg
&\$&) `k]fX` Ca b]gW]Ybh`FYUXYf`]b`g]YVYb`GhÅXhYb`j cfUV`[YnY][h`
8]Y`HYfa]bY`g]bX`k]Y`Zc`[h`ZYgh[Y`Y[h`

- 6Yf`]b`i bX`<Ua Vi f[.`" `V]g`%\$`"GYdhYa VYf`
- A ØbW`Ybž`BØfbVYf[`i bX`Ghi hh[Ufh`%\$`V]g`%+`"GYdhYa VYf`
- : fUb_Zi fh`i bX`? Ø`b.`%+`"V]g`&(`"GYdhYa VYf`

8]YgY`J cfUVUi ZZØ\fi b[Yb`V]YhYb`Y]bY`[fc»Ufh][Y ; Y`Y[Yb`Y]h`ZØf
X]Y : Ubgž`Y]bYb`YfghYb`6`]W`_Ui ZXUg`Ui ZFY[YbXY`A UhYf]U`ni
k YfZYb"

<]bhYf[fØbXY`ni f`gØX_c fYUb]gW`Yb :]`a]bXi ghf]Y

8Yf`_cfYUb]gW`Y :]`a `UhY]bY`Ub[Y`i bX`VYk Y[hY` ; YgW`]W`hY`
J cb`XYb`5bZÅb[Yb`]a`gdÅhYb`%-`" `š\`f\`i bXYfhž`U`g`XYf
7]bÅa Uhc[fUd`Y`bUW`?cfYU`_Ua žV]g`\]b`ni`XYb`\Yi h][Yb
6`cW`Vi ghYfb`k]Y` DUfUg]hY ž`XYf`]bhYfbUh]cbU`Y`9fZc`[Y`ZY]YfhY`
8]YgY`9fZc`[g[YgW`]W`hY`k]fX`Xi fW`j]Y`Y : UW`hhYb`[YdfÅ[hž
XUfi bhYf`bUh]cbU`Yf`Ghc`n`i bX`Y]bY`6`ØhYnY]h]b`XYb`%-`* \$Yf`

ǂ\ŀfYbž'U`g'XYf'gØX_cfYUb]gWXY':]a' fUgUbh'Ub'Dcdi`Uf]hÀh
 [Yk Ubb"; YfUXY']b'XYb'`YhnhYb'ǂ\ŀfYb'\Uh'X]Y'6fUbWXY'Ybcfa Yb
 Ni k UWg'YfZU\ŀfYbž'gck c\`]b'XYf'5bnU\`XYf':]a' Y'U'g'Ui W']b
 XYf'Ni gWUi YfnU\`"

<Yi hni hU[Y'YfZfYi Yb'g]W'gdUbbYbXY'; YgW]W'hYb'i bX
]bbcj Uh]j Y'ǂYYb'Y]bYf'ghYh][`k UWgYbXYb'6Y']YVh\Y]h'`k]Y'a Ub
 Ub'XYf'bYi YfYb'9bhk]W_i b[`fi bX'i a' Ca b]gW]Ybh'FYUXYf
 gY\Yb'`Ubb"8 Ug'K Yf'_gd]Y[Y'h'XYb'Zcfhk À\ŀfYbXYb'HfYbX'k]XYfž
 XUgg'gØX_cfYUb]gWXY':]a' Y'i bX'GYf]Yb'b]W'h'bi f'ja' Y][YbYb
 @UbXž'gcbXYfb'Ui W']bhYfbUh]cbU`ghUf'_bUW [YZfU[h'k YfXYb"

A]h' Ca b]gW]Ybh'FYUXYf. H\Y'Dfcd\YWm`XØfZYb'g]W'X]Y
 Ni gWUi Yf'Ui ZY]b'k Y]hYfYg<][\`][\h'Ui g'GØX_cfYU'ZfYi Yb'8 Ug
 ; YgWY\Yb'i a' ?]a' 8c_!`U'i bX'gY]bY'6Ya Ø\i b[Ybž'X]Y'K Y'hini
 fYhhYbž'_ØbbhY'VU'X'Ui Zj]Y'Yb'@]bk ÀbXYb'Vf]`YfYb'i bX'nY][h
 Y]bXfi W_gj c`ž'XUgg'XUg'gØX_cfYUb]gWXY'?]bc'i bUi Z.Øf'W']a
 ?ca a Yb']gh"

: Øf'k Y]hYfY'ǂZcfa Uh]cbYb'i bX' l dXUhYg'ØVYf'X]Y':]a' !i bX
 ?]bcg]hi Uh]cb']b'GØX_cfYUž'_ØbbYb'G]Y'X]Y'6Yf]W'hY'j cb'
 :]a' ghUfhgž'7]bXfUa U'i bX'K]_]dYX]U'j YfZc`[Yb"

8YhU]`g	
C fh	6Yf`]bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Z]`a ghUfhg"XY • k k k "W]bXfUa U"Wca • XY"a "k]_]dYX]U"cf[

6Ygi WXYb'G]Y'i bg'Ui Z. 'a Y]b!_cY`b"bYh