

9]b '@YVYb 'j c`Yf'5VYbhYi Yf.'5VgWx]YX
j cb ' >Ugcb '?]Y`NYfVYž' (%

8Yf'5fh]_Y`[YXYb_h' >Ugcb '?]Y`NYfVYžY]bYa 'J YhYfUbYb'XYf
I G!5fa YYžXYf'Ua ' &+ "' ħ b] ' & \$ &) ' j YfghcfVYb']gh" '9f
 \]bhYf`Àggh'Y]b'ghUf_Yg'9fVY"



?]Y`ž'8Yi hgWx`UbX'!'5a ' - "' ħ '] & \$ &) 'Yf]bbYfb'k]f'i bg'Ub' >Ugcb
?]Y`NYfVYž'XYf'Ua ' &+ "' ħ b] ' & \$ &) ']a '5'hYf'j cb' (% > \ fYb'j cb' i bg
[Y[Ub[Yb']gh"; YVcfYb'k i fXY'Yf'Ua ' &+ "' : YVfi Uf' % - , (']b
5`Vi ei Yfei YžBYk 'A YI]Wčžk c'Yf'Y]bY'h]YZ'J YfVi bXYb\Y]h'ni f
GWx`Ob\Y]h'gY]bYf'<Y]a Uh'dZY[hY" >Ugcb'k Uf'b]Wx'h'bi f'Y]b
dUgg]cb]YfhYf': U`gWx]fa gdf]b[Yf'i bX`Y]XYbgWx`UZh]WxYf'; ÀfhbYfž
gcbXYfb'Ui Wx`Y]b'hU`Ybh]YfhYf'? cWxžXYf'[YfbY'NY]h'a]h'gY]bYb
B]Wx'hYb'i bX`BYZYb'j YfVfUWx'hY"GY]bY`_fYUh]j Y'5XYf'nY][hY'g]Wx
Ui Wx`]b'XYf'<YfghY`i b['j cb'6Uh]_!H!G\]fhg'ZØf'gY]bY': Ua]'Y"
8]YgY'<cVVmg'gd]Y[Y'b'gY]bY`YV\UZhY'DYfg`Ob]Wx`_Y]h'k]XYfž'X]Y
Y]bY`@W_Y]b'XYb'd\]cgc d\]gWxYb'8]g_i gg]cbYb']bbYf\U`V'gY]bYf
: Ua]'Y` \]bhYf`Àggh"

; Y`YVhik i fXY`Yf`j cb`gY]bYb`9`hYfb`8 Ufmi bX`8YVcfU\`fK]`Ya gŁ
NYfVY`gck]Y`gY]bYb`; YgWk]ghYfb`B UH\ Ubž`ž`fcXž`< UbbU\`i bX
6`U`Y`NYfVY" `Ugcb`\ Uhik`À`fYbX`gY]bYf`NY]h`b`XYf`I b]hYX`GhUhg
5fa m[YX]Ybhi bX`k Uf`ja`FU\`a Yb`XYf`CdYfUh]cb`fUe]; fYYXca
U_hj] "`8]YgYf`8]Ybgh]gh`Y]b`XYi h]Wk Yg`NY]Wk Yb`gY]bYg`A i hYg`i bX
gY]bYf`6YfY]hgW UZž`ZØf`gY]b`@UbX`Y]bni ghY`Yb" `GdYbXYb`ja
; YXYb`Yb`Ub`Ugcb`_ØbbYb`Ui Z`XUg`?cbhc`j cb`< UbbU\`6ck`Yg`]b
YXYf`6Ybb]b[hc`b`GhUHY`6Ub`_ [Y`Y]ghYhik YfXYbž`i a`gY]b
5bXYb`Yb`]b`9`fYb`ni`U`hYb"

A i h][Y`HUhYb`]b`XYf`; YgWk]Wk hY

Ugcbg`8]Ybgh]b`XYf`5fa`m`Yf]bbYfh`Ub`j]Y`Y`hUdZYfY`Gc`XUHybž`X]Y
ZØf`\`fYb`A i h`Ui g[YnY]Wk bYhik i fXYb" `<`Ai`Z[`k YfXYb`gc`Wk Y
<Y`XYbhUHyb`]b`XYb`9`fYb`]ghYb`[YZY]Yfh" `9]b`6Y]gd]Y`]gh`HfUj]g
K "`5h_]bgž`XYf`ZØf`gY]bYb`A i h`Ua`%`ž`b]`&\$+\$`+`]b`fU`_`a`]h`XYa
A YXU`c`Z`<`cbcf`Ui`g[YnY]Wk bYhik i fXY" `9f`gW`ØhnhY`gY]bY
?Ua`YfUXYbž`]bXYa`Yf`Y]bYb`f`gi`f[YbhYb`]b`Y]bY`I`a`Ufa`i`b[
bU\`a`i`bX`XUVY]`gY]b`Y][YbYg`@YVYb`j`Yf`cfž`i`a`XfY]`Gc`XUHyb`ni
fYhhYb"

9VYbgc`VYY]bXfi`W`YbX`]gh`X]Y`; YgWk]Wk hY`j`cb`A]Wk UY`5"
A`cbg`ccfž`XYf`g]Wk`Ua`i`&-`"GYdhYa`VYf`&\$*\$`Ui`Z`Y]bY`; fUbUHy
k`Ufžž`i`a`nk`Y]`gY]bYf`?Ua`YfUXYb`ni`fYhhYb" `Gc`Wk
Ui`»`Yf[Yk`Ø\`b`]Wk`Y`9`bhgWk`cggYb`Y]h`i`bX`HUdZYf`_Y]h`nY]Wk`bYb
j`]Y`Y`Gc`XUHyb`Ui`gž`X]Y`]\`f`@YVYb`ZØf`XUg`K`c`\`UbXYfYf`f]g_]Yfh
\UVYb"

fbZcfa`Uh]cbYb`ni`f`J`YhYfUbYbgi`Wk`Y

: Øf`YbYž`X]Y`a`Y`f`ØVYf`J`YhYfUbYb`YfZU\`fYb`a`ØWk`hYbž`]gh`X]Y
K`YVgY]hY`XYg`J`YhYfUbYba`]b]ghYf]i`a`g`Y]bY`b`Øhn`]Wk`Y`FYggci`fWk`"
I`bhYf`j`a`"W`a`"j`U"[`cj`_`Ubb`a`Ub`J`YhYfUbYb`VYe`i`Ya`i`Z]bXYbž
]bXYa`a`Ub`Y]bZUWk`XYb`B`UWk`b`Ua`Yb`Y]b[]Vh`I`a`X]Y`Gi`Wk`Y`ni
j`YfZY]bYfbž`ghY`Yb`ni`g`À`h`]Wk`Y`; Y`XYf`ni`f`J`YfZØ[`i`b[ž`X]Y`Yg
Yfa`Ò[`]Wk`Ybž`gd`Yn]Z]gWk`Y`8`UhYb`i`bX`5`i`gnY]Wk`bi`b[Yb
Y]bni`[YVYbž`i`a`i`[Ygi`Wk`hY`fbZcfa`Uh]cbYb`gWk`bY`Yf`ni`Yf`U`hYb"

>Ugcb '?]Y`NYfVY`V`Y]Vh`b]W`h`b`i`f`]b`XYb`9fnÅ\`i`b[Yb`gY]bYf
 : Ua `]Y`YVYbX][žgcbXYfb`Ui W`]a`<YfnYb`U`YbYfž`X]Y`Xi fW
 gY]bY`9f]bbYfi b[Yb`]bgd]f]Yfh`k`YfXYb`"GY]b`9fVY`k`]fX`Xi fW`X]Y
 [i hY`NY]h`a`]h`XYb`@]YVYbž`gY]bY`\cVVma`Å»][Yb`HU`Yb`hY`i`bX
 gY]bYb`i`bYfgW`ØhYf`]W`Yb`8]Ybgh`k`Y]hYf`]b`[YgW`Åhnh"

8YhU]`g	
C fh	?]Y`ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_gU`"W`a • k k k "Ufa m"a]` • k k k "j`a "W`a "j U"[cj

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`X]Y!bUW`f]W`hYb`"W`a