

: Ugh'%'\$ '9i fc 'ZØf'6]c!7i ffmk i fgh. 'K]hmg g
gcf[h'ZØf'5i ZfY[i b[']b'6Yf`]b°

9fZU\ fYb'G]Yž'k Ufi a 'X]Y'DfY]gY'ZØf'6]c!7i ffmk i fgh'VY]
K]hmg'ghY][Yb'i bX'k Y'WY': U_hcfYb'\]bhYf'X]YgYf
9bhk]W_i b['ghYW_Yb"



: f]YXf]W\ ghfU» Y'%'(%ž'%'\$%%+ '6Yf`]bž'8Yi hgW\`UbX'!'8]Y
7i ffmk i fghž'Y]b'VY'YVhYf'GbUW_]b'6Yf`]bž'gcf[h'U_hi Y''ZØf
8]g_i gg]cbYb'ØVYf'X]Y'ghY][YbXYb'DfY]gY" ðgVYgcbXYfY'XYf
hfUX]h]cbgfY]W\Y'æ V]gg'K]hmgž'XYf'Ub'XYf': f]YXf]W\ ghfU» Y
VY\Y]a UhYh'ghž'\Uh'X]Y'DfY]gY'ZØf'gY]bY'6]c!7i ffmk i fgh'a]h
Dca a Yg'Ui Z'bU\Yni '%\$'9i fc'Yf\Ø'h"GY]h%- , (]gh'K]hmg'Y]b
?i 'hcfh']b'XYf'<Ui dhghUXhž'i bX'gY]h'&\$'\$' 'gYhnh'XYf'æ V]gg'Ui Z'6]c!
Ni hUhYbž'k Ug'g]W\ 'bUhØf'W\ 'Ui W\]b'XYb'?cghYb'b]YXYfgW\`À[h'
6Yf`]b'@j Y'VYf]W\ hYhž'XUgg'Y]bY'6]c!7i ffmk i fgh'XYfnY]h'- ž \$
9i fc'_cghYhž'k À\ fYbX'X]Y'XUni [Y\Øf][Yb'Dca a Yg'VYbZU`g'a]h
(ž- \$'9i fc'ni '6i W\Y'gW\`U[Yb"

8]Y'\c\Yb'DfY]gY'g]bX']b'YfghYf'@]b]Y'Ui ZX]Y'J Yfk YbXi b[

\cWk Yfh][Yf'6]c!Ni hUhYb'ni fØW_ni ZØ\ fYb"K]hmgž'XYf'6]c`UbX!
nYfh]Z]n]YfhY'æ V]ggž'VYn]Y\h'gY]b':`Y]gW'j cb'XYf':`Y]gW'YfY]
8cfb][`]b'DUb_ck ž'X]Y'X]Y'6]c`UbX!7i ffmk ØfghY'bUW'K]hmg
F YnYdhi f'\YfghY`h"@Yfcm@Ya _Yž'XYf'X]Ybgh`hYghY'A]hUfVY]hYfž
VYhcbž'XUgg'bi f'A i g_Y`ZY]gW'j Yfk YbXYh'k YfXYž'XUg'X]fY_h]cf
Cfh[Y[f]'h'k]fX"8]Y'\c\Yb'6Yhf]YVg_cghYb'Xi fW'ghY][YbXY
A]YhYbž'9bYf[]Y_cghYb'i bX'ZU]fY'@Ø\ bY'ZØf'X]Y'A]hUfVY]hYf
Yf\Ø\Yb'ni gÅh'W'X]Y'DfY]gY"6Yf`]bYf`HU[YgV`Uhh\YVh\Yfj cfž
XUgg]b'XYb`YhYb'nk Y]`U\ fYb'X]Y'DfY]gY'i a`a]bXYghYbg'nY\ b
DfcnYbh[Ygh]Y[Yb'g]bX'i bX'ZØf'&\$&) `k Y]hYfY'GhY][Yfi b[Yb
Yfk UfhYh'k YfXYb"

E i U`]hÅh'j Yfgi g'DfY]g

8Yf'DfY]g'ZØf'Y]bY'7i ffmk i fgh]a`U\ f'&\$-\$-`VYhfi [`bi f'&ž) \$'9i fc"
8]YgY'DfY]gYbhk]W`i b[`k]fX'j cb'K]hmg'U`g'bc'hk YbX][Y'FYU_h]cb
Ui Z'X]Y'[Ygh]Y[YbYb'?cghYb'i bX'X]Y'E i U`]hÅh'XYf'DfcXi _hY
j YfhY]X][h'8Yf'æ V]gg'\YVh\Yfj cfž'XUgg'X]Y'?i bXYb'ZØf'X]Y'gY\ f
\cWk Yfh][Yb'Ni hUhYbž'X]Y'U`Y'V]c`c []gW'g]bXž'Ybhgd'fYW'YbX
VYnU\`Yb"

æ'XYf'VfY]hYb'8]g_i gg]cb'i a`X]Y'7i ffmk i fgh]gh'X]Y'E i U`]hÅh'XYg
GbUW_g]j cb'[fc»Yf'6YXYi hi b["8]Y'hfUX]h]cbY`Yb'7i ffmk i fgh!
æ V]ggY'j b'6Yf'j bž'k]Y'A]gW'_Yž'7i ffm' *i bX'?cbbcd_Ygž'V]YhYb
dfY]g`]W'j Uf]YfYbXY'5'hYfbUh]j Yb'Ub"8]YgY'æ V]ggY'\UVYb']\fY
Y][YbYb'GdYn]U`]hÅh'Yb'i bX'ØVYb'ghUf_Yb'9]bZi gg'Ui Z'X]Y
; Ughfcbca]YgnYbY'j b'XYf'GhUXh'Ui g"@Ui h'6Yf`]b'DcW'Y'k YfXYb
]b'6Yf'j b'Å\ f`]W'ØVYf'+\$'A]`]cbYb'7i ffmk ØfghY'_cbgi a]Yfhi bX
Yg[]Vh`Y]XYb'gW'UZh]W'Y'8YVUhYb'ØVYf'X]Y'<Yf_i bZhi bX
Ni VYfY]hi b[gUfhYb'XYf'7i ffmk i fgh"

5`g'5bhk cfh'Ui Z'X]Y': fU[Yž'cV'X]Y'\c\Y'E i U`]hÅh'XYb'DfY]g
fYW'hZYfh][hž'V'Y]Vh'Yg'gdUbbYbXž'k]Y'X]Y'?i bXYb'Ui Z'X]Y
DfY]gghY][Yfi b[Yb'fYU[]YfYb'i bX'cV'X]Y'K YfhgW'Åhni b['ZØf'X]Y
6]c!7i ffmk i fgh'_cbghUb'h'V'Y]Vh"K]hmg'gW'Y]bh'a]h'XYa
K UW'ghi a`i bX'XYf'9bhk]W`i b['XYf'6fUbW'Y'GW'f]h'\U'hYb'ni
k c`Ybž'j bXYa`g]Y'UV'5df]'&\$&(`Y]bY'Y][YbY'@UbXZY]gW'YfY]'j b
6fUbXYbVi f['d'UbYbž'i a`ni gÅh'W'X]Y'?cbhfc`Y'ØVYf'X]Y

E i U`]hÅh]\fYf`DfcXi _hY`ni `j YfVYggYfb"

8YhU]`g	
C fh	: f]YXf]W\ ghfU»Y`%(%ž`%\$%%+ `6Yf`]bž 8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "VYf`]b!`]j Y"XY• k k k "VYf`]bYf!hU[YgV`Uhh"XY• VYf`]bdc W\Y"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh