

B YcbUn]!; Yk U`h`]b`@]W\ hYbVYf[. `GW\ Ø`Yf
ZØfW\ hYh`i a `gY]b`@YVYb`°

Ni bY\ a YbXY`fYW\hgYl hfYa Y` ; Yk U`h`]b`6Yf`b!@]W\ hYbVYf[.
6Yf]W\ hY`ØVYf`6YXfc\i b[Yb`i bX`5b[f]ZY`Ui Z ÷ [YbX`]W\ Y
U`Ufa]YfYb`X]Y`Dc`nY]"



@]W\ hYbVYf[ž`6Yf`]b ž`8 Yi hgW\ `UbX`!`÷`6Yf`b!@]W\ hYbVYf[`g]bX
X]Y` , VYf[f]ZY`Xi fW\ `Y]bY` [Yk U`h`VYfY]hY`B YcbUn]!6Yk Y [i b [
ni `Ymh`ghUf`_Ub[Ygh]Y [Yb`"8]Yg [Y\`h`Ui g`Y]bYa `U`_hi Y`Yb`6Yf]W\ h
j cb`fVV&(`\Yf] cf`"6Y]`Y]bYa `J cfZU`"a `A U]`&\$&) `VYf]W\ hYhY`XYf
%+!`Å\ f][Y`@Ycb`K `""ØVYf`Y]bY`VYXfc\`]W\ Y`G]hi Uh]cb ž`U`g`Yf`j cb
Y]bYf` ; fi ddY`j Yfa`i a a hYf`DYfgcbYb`j YfZc` [h`k`i`fXY`"8Yf`J cfZU`
YfY][bYhY`g]W\ ž`bUW\XYa `Y]bY`J YfUbghU`hi b [`XYf`5`hYfbUh]j Y`ZØf
8Yi hgW\ `UbX`fBZ8Ł`a ` : YVfi Uf`ghUhhZUbX ž`X]Y`ni f`9]bgW\ ØW\ hYfi b [
j cb`GW\ Ø`Yfb`ZØ\ fhY"

@Ycb`K `""Yb [U []Yfh`g]W\ `U`_hj` [[Y [Yb`F Ugg]ga`i`g`Ub`gY]bYf`GW\ i`Y`
8YbbcW\`gU\`Yf`g]W\ [[i b [`Y]bYf`_cbnYfh]YfhYb`5`_h]cb`j`cb
B YcbUn]g`Ui`g [YgYmh`i`bVY`_UbbhY`j`YfhY]`hYb`GhYW`_Vf]YZY ž`X]Y`]\b

U`g' @]b_gfUX]_U`Yb `VYnY]Wk.bYhYb"Gc`WkY`5hhUW_Yb`g]bX`HY`
Y]bYg`VYgcf[b]gYffY[YbXYb`HfYbXg`]b`@]Wk.hYbVYf[ž`k`c`X]Y`Dc`]nY]
VYfY]hg`j`cb`Y]bYa`5bgh]Y[`fYWk.hgYI`hfYa`Yf`GhfUZhUhYb`VYf]Wk.hYh"
= `]U`f`&\$&(`k`i`fXYb`\\Yf`&(`*`fYWk.hgYI`hfYa`Y`8Y`_]_hY`fY[]ghf]Yfhž
j`Yf[`]WkYb`a`]h`%(+`]a`]U`f`&\$&&`" `= `YfghYb`E`i`UfnU`&\$&) `n`A`\\hY
a`Ub`VYfY]hg`,`)`gc`WkYf`GhfUZhUhYb"

5bgh]Y[`fYWk.hgYI`hfYa`Yf`;`Yk`U`h

8]Y`;`YZA`fXi`b[`g`U[`Y`]b`6Yf`]b`nY][`hg]Wk`b]Wk`h`bi`f`]b
@]Wk.hYbVYf[``5i`Wk`k`Y]hYfY`6Yn]f`_Y`k`]Y`A`UfnU`b!<Y`YfgXcfZž
HfYd`hck`!`?`OdYb]W_`i`bX`<c`YbgWk`Ob`\\Ui`gYb`VYf]Wk.hYb`j`cb
ghY][`YbXYb`J`cfZ`A`Yb``9hk`U`%&`j`Yfa`i`a`a`hY`B`YcbUn]g`\\UhhYb`]a
5df]`&\$&) `@Ycb`K` ``]b`<c`YbgWk`Ob`\\Ui`gYb`Ui`Z[`Y`Ui`Yfh`i`bX`]`\\b
VY`Y]X][`h`8Yf`GhUUhgWk`i`hn`Yfa`]hY`h`]b`X]YgYa`i`bX`k`Y]hYfYb
: `A`Ybž`XU`X]Y`,`VYf[`f]ZZY`Ub`GWk`i`Yb`ni`bY`a`Yb`i`bX`Ui`Wk`X]Y
ž`[`YbX`]WkYb`ghUf`_`VY`UghYb"

8]Y`D`UhhZcfa` `@]Wk.hYbVYf[`Yf`F`Y[]ghYf`Xc`_i`a`Ybh]Yfh`j`Yfa`Y`f`h
,`VYf[`f]ZZY`i`bX`GWk`a`]YfYfY]Ybž`XUfi`bhYf`Ui`Wk`Y]bYb`,`VYf[`f]ZZY`Ui`Z
XUg`?`i`hi`fnYb`hfi`a`K`6`%'`"@Ui`h`hUn`g]bX`c`_U`Y`F`Y[]ghYfghY`Yb
ØVYf`UghYhž`XU`X]Y`A`Y`Xi`b[`Yb`ØVYf`fYWk.hY`i`bX`fUgg]gh]gWk`Y
J`cfZ`A`Y`ghUf`_`Ub[`Ygh]Y[`Yb`g]bX``5bbY`GWk`Ob`ZY`X`j`ca`F`Y[]ghYf
A`UfnU`b!<Y`YfgXcfZ`Yfk`UfhYhž`XUgg`X]Y`:`U`nU`Yb`&\$&(`a`Y`f`U`g
Xcdd`Y`hg`c`\\cWk`gY]b`k`YfXYb`k`]Y`]a`]U`f`&\$&`ž`k`Ug`Ui`ZY]bYb
U`Ufa`]YfYbXYb`HfYbX`\\]bk`Y]gh"

F`Y`_fi`h]Yfi`b[`i`b[`Yf`B`YcbUn]g

:`cfgWk`i`b[`Yb`XYg`6Yf`]bYf`J`YfZUggi`b[`ggWk`i`hnYg`VY`Y[`Ybž`XUgg
fYWk.hgYI`hfYa`]gh]gWk`Y`;`fi`ddYb`ni`bY`a`YbX`gcn]U`Y`A`YX]Yb`k`]Y
HY`Y[`fUa`i`bX`K`\\Uhg5dd`bi`hnYbž`i`a`i`f`b[`Y`A`YbgWkYb`ni
fY`_fi`h]YfYb``8]Y`C`f[`Ub]gUh]cbYb`ž`b[`i`bX`ghUf`_`gc`k`]Y
8Yi`hgWk`Y`ž`[`YbX`j`cfUb`i`[`Y`hYb`U`g`[`Yk`U`hVYfY]hi`bX`U[]YfYb
c`ZZYbg]j`i`Y[`Yb`5bXYfgXYb`_YbXY``ž`]Ub`A`ž`Y]b`A`]h[`]YX`XYf
8Yi`hgWk`Yb`ž`[`YbX`j`cfUb`ž`k`i`fXY`_Øfn`]Wk`ni`ØVYf`XfY]`]U`f`Yb
<UZh`j`Yfi`fhY]`h`ZØf`,`VYf[`f]ZZY`Ui`Z`DYfgcbYb`a`]h`5bh]ZU!Gma`Vc`Yb"

8 Yf'6Yf']bYf'J YfZUggi b[ggWxi hn'j YfnY]Wx bYh'ni fnY]h'Y]b
 DYfgcbYbdchYbn]U`'j cb`Yhk U`%) "" \$\$` [Yk U`hcf]Ybh]YfhYb
 FYWxhgYI hfYa]ghYb`i bX`]bg[YgUa h') \$"&) \$`fYWxhgYI hfYa]gh]gWxYb
 DYfgcbYb""-a` `x\`f`&\$&(`k i fXYb`' +", ') `fYWxhgYI hfYa]gh]gWxY
 GhfUZhUhYb`fY[]ghf]Yfhz`Y]b`5bgh]Y[`j cb`(+z(`i` `)a` `JYf[`Y]Wx`ni a
 Jcf`U\`f""6YgcbXYfg`VYgcf[b]gYffY[YbX`g]bX`X]Y`_ÖfdYf`]WxYb
 , VYf[f]ZZYž`X]Y`i a` `(ž`i` `[Ygh]Y[Yb`g]bX""8]Y`fYWxhgYI hfYa Y
 DfcdU[UbXU`Uhg]Wx`bU`Yni` `j YfXfY]ZUWxhž`k Ug`X]Y`Ni bU`a Y`XYf
 fYWxhgYI hfYa Yb`5_h]j]h`hYb`i bhYfa Ui Yfh"

5b[Yg]Wxhg`X]YgYf`9bhk]W`i b[Yb`ZcfXYfb`X]Y`GD8ž`X]Y`; fØbYb
 i bX`X]Y`@]b_Y`Y]bYb`Fi bXYb`H]gWx`ni f`6Y_Åa dZ b[`XYf
 bYcbUn]gh]gWxYb`; Yk U`h`ja` `6Yn]f_""8Yf'6YXUfZ`Ub`j YfghÅf`hYb
 A U» bU`a Yb`ni f`GhÅf`_i b[`XYg`Ni gUa` a Yb`U`hg`]b`XYf
 ; YgY``gWxUZh`k]fX`]a` a Yf`XfÅb[YbXYf"

8 YhU]`g	
C fh	@]Wx hYbVYf[ž`6Yf`]bž`8Yi hgWx`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • hUn"XY • k k k "j YfZUggi b[ggWxi hn"XY

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