

C f [UbgdYbXY '] b ' HYa dY ` \ c Z! GWX ÒbYVYf [. 9bhgWX Y] Xi b [' U _ h] j ' hfYZZY b °

5a ' + " ' † b] ' & \$ &) ' Z] bXYh'XYf' HU [' XYf' C f [UbgdYbXY ' ghUhh"
; Ygi bX \ Y] hgghUXhfUh'GWX k cfW_ fi Zh'ni f' 5i gY] bUbXYfgYhni b [a] h' C f [UbgdYbXYb ' Ui Z'



HYa dY ` \ c Z! GWX ÒbYVYf [ž' 6Yf`] b ž' 8 Yi hgWX ` UbX ! ' 5a ' + " ' † b]
& \$ &) ' Z] bXYh'XYf' Vi bXYgk Y] hY ' HU [' XYf' C f [UbgdYbXY ' ghUhh" ' 8] YgYf
k] WXh [Y ' HU [' k] fX ' gY] h' % - , ' ' Ua ' YfghYb ' GUa ghU ['] a ' † b] [YZY] Yfh
i bX ` \ Uh'XUg' N] Y ž' Ui Z X] Y ' 6YXYi hi b [' XYf' C f [UbgdYbXY
Ui Za Yf_gUa ' ni ' a UWXYb " ' 8 Yf : c _ i g `] Y [h' gck c ` ` Ui ZXYb
DUh] YbhYb ž' X] Y ' Xi fWX ' C f [UbgdYbXYb ' ØVYf' YVYb ' _ cbbhYb ž' U ` g' Ui WX
Ui ZXYb ' GdYbXYfb ' gY ` Vgh" ' 8 Yf ; Ygi bX \ Y] hgghUXhfUh' C `] j Yf
GWX k cfW_ fi Zh' X] Y ' 6Øf [Yf] bbYb ' i bX ' 6Øf [Yf] b ' HYa dY ` \ c Z!
GWX ÒbYVYf [' XUni ' Ui Z ž' g] WX ' ghÅf_Yf ' a] h' XYa ' H \ Ya U ' C f [UbgdYbXY
Ui gY] bUbXYfni gYhnYb " ' 9f' VYhc b hž' XUgg' X] Y ' A Y \ f \ Y] h' XYf
6Yj Ò ` _ Yfi b ['] \ fY ' 9] bghY ` i b [Yb ' ni f' C f [UbgdYbXY ' b] WX h' gWX f] Zh'] WX
ZYgh [Y \ U ' hYb ' \ Uh" ' 8] Yg' ZØ \ fh' XUni ž' XUgg' 5b [Y \ Øf] [Y ` \ Åi Z] ['] b
Ya ch] cbU ' VY ` UghYbXYb ' G] hi Uh] cbYb ' ØVYf' XYb ' a i ha U š `] WX Yb

K]`Yb`ni `YbhgWXY]XYb`UVYb"

8]YgY`9bhgWXY]Xi b[Yb`g]bX`cZhi`cb`l`bg]WXYf\Y]hYb`[YdfA[hi`bX
ZU`Yb`\Ai`Z[`bY[Uh]j`Ui`g"GWk`cfW_\YVh`X]Y`Bchk`YbX][`_Y]h`Y]bYf
Y]bXYi`h[Yb`9]bk`j`][`i`b[`ni`f`Cf[UbgdYbXY`\Yfj`cf"GW`jY»`jW
_ObbhY`YXYf`A`YbgW`ži`bUV`Ab`][`j`cb`5`hYf`i`bX
; Ygi`bX\Y]hgni`ghUbX`ž`Xi`fW`Y]bYb`i`bZU`cXYf`Y]bY`?fUb`\Y]h`Ui`Z
Y]bY`Cf[UbgdYbXY`Ub[Yk`j]YgYb`gY]b"8]Y`ØVYfk`jY[YbXY`A`Y`\f\Y]h
XYf`A`YbgW`Yb`j]ghidchYbn]Y`Y`GdYbXYf]b`cXYf`GdYbXYf"

5i`Z`_`Àfi`b[`i`bX

8c`_`i`a`YbhUh]cbga`Ò[`]W`_`Y]hYb

I`a`X]Y`5b[Y\`Öf][Yb`ni`Ybh`UghYb`ž`Ya`dZ]Y`\`h`GWk`cfW`ž`X]Y
9bhgWXY]Xi`b[`ni`f`Cf[UbgdYbXY`gW`f]Zi]W`ZYghni`\U`hYb"
Cf[UbgdYbXYUi`gk`Y]gY`g]bX`Y]bY`dfU`_h]gW`Y`C`dh]cb`ž`X]Y`b]W`h`bi`f
Ui`g[YZØ`hi`bX`a`]h[YZØ`fh`k`YfXYb`gc`hYb`ž`gcbXYfb`Ui`W`X]Y
A`Ò[`]W`_`Y]hV]YhYb`ž`Y]bY`5V`Y`bi`b[`ni`Xc`_`i`a`Ybh]YfYb"8]YgY
5i`gk`Y]gY`g]bX`j`a`<Ui`g`XYf`; Ygi`bX\Y]hi`bX`i`Ua`j]Y`j]b
A`Uf]YbXcfZ`gck`jY`j]b`XYb`6Øf[Yf`Aa`hYfb`XYg`6Yn]f`_g`Yf`\`A`h]W`"
A`j]hUfVY]hYbXY`ghY`Yb`VYfY]h`ž`i`a`&Zcfa`Uh]cbYb`Ui`gni`ZØ`Yb`ž`ZU`g
_Y]bY`i`mYf`j`cf`\UbXYb`g]bX"

8Yf`HU[`XYf`Cf[UbgdYbXY`ghY`h`b]W`h`bi`f`Y]bY`; Y`Y[Yb\Y]h`ni`f
GYbg]V]j]g]Yfi`b[`XUf`ž`gcbXYfb`k`j]fX`Ui`W`X`i`fW`j`YfgW`j]YXYbY
[YgYhn`]W`Y`; fi`bX`U[Yb`[YghØ`hnh`; Ya`À»`XYf`[YgYhn`]W`Yb
F]W`h`]b]Yb`ni`f`YghghY`i`b[`XYg`HcXYg`g]bX`X]Y`j`YfZU`fYb`ni`f
<]fbhcXX]U[bcgh]_`[YbUi`XYZ]b]Yfh"8]YgY`8]U[bcgh]_`V]XYh`X]Y
6Ug]g`XUZØf`ž`XUgg`Cf[UbgdYbXYb`g]W`Yf`i`bX`i`bhYf`6YUW`hi`b[
ghfYb[Yf`Bcfa`Yb`YfZc`[Yb`_`ObbYb"8]Y`F]W`h`]b]Yb`fY[Y`b`b]W`h
bi`f`X]Y`6Yi`fhY]i`b[`j`cb`GdYbXYfb`ž`gcbXYfb`Ui`W`X]Y
K`UfhY`]ghYbZØ`fi`b[`i`bX`X]Y`Cf[Ubj`Yfa`]h`i`b["

9]b[Y`X]YgYf`F]W`h`]b]Yb`[YVYb`_`UfY`j`cf[UVYb`ž`k`jY`XYf
Cf[UbgdYbXYdfcnYgg`UV`Ui`ZYb`a`i`gg"Gc`g]bX`VY]gd]Y`gk`Y]gY
5b[Y\`Öf][Yb[Ygdf`AW`Y`YfZc`fXYf`]W`ži`a`X]Y`Ni`gh]a`a`i`b[`cXYf
5V`Y`bi`b[`ni`f`Cf[UbgdYbXY`ni`_`_`ÀfYb`ž`k`Ug`Y]bY`k`j]W`h][`Y
A`U»bU`a`Y`ni`a`GW`i`hn`XYf`Cf[UbYa`dZ`Ab[Yf`XUfghY`h"8]Yg

K Y]hYfYb []VhYg _`UfY J cf[UVYb`ni f`E i U`]hÅhgg]WXYfi b[`VY]
 Cf[UbYbhbU\ a Y`i bX`!ØVYfhfU[i b[ži a `g]WXYfni ghY``Ybž`XUgg`X]Y
 GhUbXUfXg`Y]b[Y\U`hYb`k YfXYb"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ni a `HU[`XYf`Cf[UbgdYbXY`i bX`ni `XYb
 8c_i a YbhUh]cbga Ò[`]W_X]hYb`_ÒbbYb` ðhYfYgg]YfhY`X]Y
 K YVgY]hY`XYf`GhUXh`FY[YbgVi f[`VYgi WXYb`cXYf`X]Y`GY]hY`ni f
 Cf[UbgdYbXYb]bZcfa Uh]cb`_cbgi `h]YfYb"

8YhU]`g	
C fh	HYa dY`\cZlGW ÒbYVYf[ž`6Yf`]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "cf[UbgdYbXY!]bZc"XY • k k k "cf[UbgdYbXY!]bZc"XY

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