

BYi Yf'GWk i b['VY]`I b]j YfgU`A U``cfWU
HfUj Y`DU`i a Vc ØVYfb]a a h'5[Ybhi fYb`

7YW]]U`DU`i a Vc `ØVYfb]a a h`&\$&) `X]Y`5[YbhYbVYhfYi i b[
VY]`i b]j YfgU`A U`c fWU`HfUj Y`žk Å\ fYbX`X]Y`F Y]gYVfUbWY
ghY][YbXYb < YfUi gZcfXYfi b[Yb`[Y[YbØVYfghY\ h"



K Ug`nY]WbYh`DU`i a Vc`Ui g3`ΔfY`Yb[Y`J YfV]bXi b[`ni `A U`c fWUž
XYF`<YfnYbq]bqY`ži bX`\f`k Y]hfY]WbYbXYq`B Yhnk Yf` q]bX`Y]b

_`UfYf`J cfhY]``'A Ubi Y``DcgW^Xž'8]fYWhcf`A Uf_Yh]b[/`+H`VY]
I b]j YfgUž'nY][h`g]W^Xcdh]a]gh]gW^XØVYf`]`fY`: A\][_Y]hYb`i bX`XYb
Zf]gW^XYb`K]bXž`XYb`g]Y`]b`X]Y`5[YbhYbVYhfYi`i b[`Vf]b[Yb`k`fX"

B Yi`Ui`gf]W^Xhi`b[`i`bX`J`Yf`Ab`XYfi`b[`Yb

8]Y`B`Yi`ghfi`_hi`f]Yfi`b[`XYf`5[YbhYbVYhfYi`i b[`VYhf]Zzh`b]W^Xh`bi`f
DU`i`a`Vc```b`XYf`F`ca`UbX]Y`i`bX`fUb_fY]W^X`k`fX`YVYbZU`g`Y]bY
bYi`Y`GhY`Y`[YgW^XUZZYbž`XU`UV]YbbY`DU`nY`Yf`XUg`l`bhYfbY\`a`Yb
]a`5i`[i`gh`&\$&)`j`Yf`Aggh`<]Yf`k`YfXYb`U_hi`Y`6Yk`YfVi`b[`Yb
Ybh`Y`[Yb[Ybca`a`Ybž`k`Ug`nY][hž`XUgg`l`b]j`YfgU`A`U`cfWU`HfUj`Y`
U_h]j`bYi`Y`HU`YbhY`gi`W^Xhž`i`a`g]W^XUb`X]Y`<YfUi`gZcfXYfi`b[`Yb`XYg
A`Uf_hYg`Ubni`dUggYbž`k`]Y`hfuj`Y`b`Yk`g"W^X]`bZcfa`]Yfh"

8]Y`6fUbW^XY`ghY\h`b]W^Xh`gh`G]Y`a`i`gg`g]W^X`cbh]b[`Yf`]W^X
k`Y]hYfYbhk`]W^Xbž`i`a`X]Y`6YXØfZb]ggY`XYf`F`Y]gYVØfcg`i`bX
`Yhnh`W^XXYf`F`Y]gYbXYb`ni`YfZØ`Yb`K`]W^Xh[`Y`HfYbXgž`X]Y`X]Y
F`Y]gYVfUbW^XY`&\$&)`Zcfa`Yb`k`YfXYbž`i`a`ZUggYb`Y]bY`ni`bY\`a`YbXY
B`UW^XZfU`Y`b`UW^XXmbUa`]gW^XYb`5b[`YVchYb`i`bX`Y]bY`k`UW^XgYbXY
X`[`]hU`Y`HfUbgbZcfa`Uh]cb`Gc`k`fX`dfc`[`bcgh]n`Yfhž`XUgg`**`i`XYf
F`Y]gYVi`W^Xi`b[`Yb`VYfY]hg`cb`]bY`YfZc`[`Yb`i`bX`X]YgYf`5bhY`V]g
&\$&+`ØVYf`+\$`i`ghY`[`Yb`_ObbhYž`k`]Y`hV`W^Xa`nY`[`h`

DfY]gXfi`W^Xi`bX`X`][`]hU`Y`HfYbXg

5`YfX]b[g`[`]Vh`Yg`Ui`W^X<YfUi`gZcfXYfi`b[`Ybž`X]Y`b]W^Xh`[`bcf]Yfh
k`YfXYb`_ObbhYb`<c\Y`DfY]gghY`[`Yfi`b[`gfUhYb`_ObbhYb`X]Y
B`UW^XZfU`Y`XÀa`dZYbž`i`bX`XUg`6i`W^Xi`b[`gj`Yf\U`hYb`nY`[`h`VYfY]hg
Y]bYb`FØW`[`Ub`[`VY]`XYb`D`Ubi`b[`Yb`ZØf`Y]bY`nk`Y]hY`F`Y]gY`]a`J\`f`
Gca`]h`a`i`gg`X]Y`6fUbW^XY`fYUh]j`Y`@Ogi`b[`Yb`ZbXYbž`i`a
I`f`Ui`VgfY]gYb`ZØf`X]Y`VfY]hY`6Yj`O`_Yfi`b[`YfgW^Xk`]b[`]W^Xni`
\U`hYb`Ni`XYa`VYY]bZi`ggYb`H\Ya`Yb`k`Y`8][`]hU`g]Yfi`b[`i`bX
?Øbgh`W^XY`b`hY`][`Ybn`fP`k`a`U»`[`YV`]W^XXYb`A`Uf_h`?`=_ObbhY`b]W^Xh
bi`f`6i`W^Xi`b[`gj`cf`[`Ab`[`Y`ØVYfbY\`a`Ybž`gc`bXYfb`Ui`W^XVY]`XYf
8`UhYb`UbU`mgY`YbhgW^XY]XYbXY`9Z]n]Ybn`[`Yk`]bbY`V]YhYb`

I`b]j`YfgU`A`U`cfWU`HfUj`Y`ghY`h`g]W^XYgYb`<YfUi`gZcfXYfi`b[`Yb
a`]h`DYfgcbU`k`YW^XgY`b`i`bX`Y]bYf`BYi`Ui`gf]W^Xhi`b[``8]Y`b`hY`[`fUh]cb

bYi Yf HYW b c`c[]Yb`i bX`X]Y`5bdUggi b[`Ub`A Uf_hj YfAbXYfi b[Yb
 g]bX`nYbhfu`Y`Di b_hyžX]Y`ZØf`XUg`I b_hYfbY\ a Yb`i bX`gY]bY`DUfhbYf
 j cb`VYXYi hYbXYf`FY`Yj Ubn`g]bX`i bX`X]Y`XUfUi ZUVn]Y`YbžX]Y
 F Y]gYYf`YYb]ggY`XYf`?i bXYb`ni`j YfVYggYfb"

8 YhU]`g

Cfh	A U``cfWUž`GdUb]Yb
E i Y``Yb	<ul style="list-style-type: none"> • UVci hhfUj Y``W • k k k "hfUj Y`bYk g"W • k k k "]hV"Wca

6Ygi W Yb`G]Y`i bg`Ui Z`i bgYfY!`chY`g"XY