

GUFUbXU. '8 Ug' [Y\Y]a Y'Gca a YfdUfUX]Yg XYf'U`VUb]gW\Yb'F]j]YfU°

9bhXYW_Yb'G]Y'GUFUbXUž'X]Y' DYf'Y'XYf'U`VUb]gW\Yb
F]j]YfU ži bX'Yf'YVYb'G]Y'bYi Y'Gca a Yfi f'Ui VghfYbXg']b
9i fcdU"



GUFUbXUž'5`VUb]Yb'!'8]Y'F Y]gYnY]h'fØW_h'bA\Yfž'i bX'X]Y
HYa dYfUhi fYb']b'GØXYi fcdU'ghY][Ybž'k Ug'nU\`fY]W\Y'f'Ui VYf
XUni'j YfUb`Ugghž'gcb]b][Y'N]Y'Y']b'6YhfUW\h'ni'n]Y\Yb"'b'X]YgYa
Ni gUa a Yb\Ub['[Yk]bbh'GUFUbXUž'Y]bY'ØghYbghUXh]a'GØXYb
5`VUb]Ybgž'ni bY\ a YbX'Ub'6Y'YVh\Y]h'G]Y'k]fX'b]W\h'bi f'U`g
DYf'Y'XYf'U`VUb]gW\Yb'F]j]YfU`VYnY]W\Yhž'gcbXYfb'Ui W
ni bY\ a YbX'U`g'X]Y' A U`X]j Yg'cZ'9i fcdY'k U\ f[Ybca a Yb"
8]YgYg'HfYbXn]Y'n]Y\h]a a Yf'a Y\ f'F Y]gYbXY'Ubž'X]Y'bUW\Y]bYf
'ca V]bUh]cb'Ui g'\]ghcf]gW\Yb'i bX'a cXYfbYb'9f'YVb]ggYb
gi W\Yb"'@Ui h'Y]bYa'5fh]_Y'j cb'J]b]W]i g'7cghU']b'XYf
Ua Yf]_Ub]gW\Yb'F Y]gYnY]hgW\ f]Zh' HfUj Y'cZ'DUh\ 'k]fX'X]Y'GhUXh
Ui W'U`g'g]W\Yb'k]W_Y'bXY'Hci f]ghYbghUXh'W\UfU_hYf]g]Yfž'X]Y
Y]bY'UhYa VYfUi VYbXY'@UbXgW\UZh]b'Y]bYf'\i ZY]gYbZØfa][Yb

6i W\h'nk]gW\Yb' [fØbYb' <Ø[Y'b'i bX'XYa 'εb]gW\Yb'A YYf'V]YhYh"

8]Y'cZZ]n]Y''Y'U'VUb]gW\Y'GW\fy]Vk Y]gY' GUFUbXÇ 'i bX'X]Y
Yb[']gW\Y'gck]Y'XYi hgW\Y'6YnY]W\bi b[' GUFUbXU 'j Yfk Y]gYb'Ui Z
X]Y' ['Y]W\Y' ?ØghYbghUXhž'X]Y'bi f'Yhk U' '\$?']ca YhYf'j cb'XYf
[f]YW\]gW\Yb' ; fYbnY'YbhZYfbh''Y[h'' ð'XYb'Gca a Yfa cbUhYb
Yi d'cX]Yfh'X]Y'6Yj Ø'_Yfi b['j cb'fi bX'' '\$\$\$\$'Ui ZV]g'ni '' '\$\$\$\$
A YbgW\Yb''GW\Åhni b[Yb'ni Zc'[Y'VYgi W\Yb'ØVYf'nk Y]'A]''cbYb
Hci f]ghYb'GUFUbXU']b'Y]bYf'GU]gcbž'k cVY]'Yhk U' (\$'DfcnYbh'Ui g
XYa '5i g'UbX'ghUa a Yb''8]YgY'Ni ZØggY'g]bX'b]W\h'ni 'Yhnh'Ui ZX]Y
U'g'dfY]gk Yfh'[Y'hYbXY'GhUXh'ni fØW'ni ZØ\ fYbž'X]Y'gck c\`
6UW_dUW_Yfž'5''Y]bfY]gYbXY'U'g'Ui W\ : Ua]']Yb'Ubn]Y\h"

: Ugn]bUh]cb'XYf'5_h]j]hÅhYb']b'GUFUbXU

8]Y'GhUXh'V]YhYh'Y]bY'J]Y'nU\''Ub'5_h]j]hÅhYbž'X]Y'XYb'5i ZYbh\U'h
gck c\`ZØf'5VYbhYi Yf'i gh][Y'U'g'Ui W\ :ZØf'9f\c'i b[ggi W\YbXY
UhhfU_h]j 'a UW\Yb''6Y']YVhY' l bhYfbY\ a i b[Yb']b'GUFUbXU'g]bX.

- : 'Ub]YfYb'Ui ZXYa '6ci 'Yj UfX
- 6Ygi W\ 'XYf'6i f['@ç_i fÇg]'ZØf'Y]bYb'UhYa VYfUi VYbXYb
5i gV`]W_
- 9f_i bXi b['XYf'l B9G7C!GhÅhY'6i hf]bh
- 6Yg]W\h][i b['XYf'6i f['j cb'5`]'DUg\U
- 6Ygi W\ 'XYg'VYfØ\ a hYb'6'Ui Yb'5i [Yg'fGmf]']? U'hÇfŁ
- 9f\c'i b['Ua 'Gd]Y[Y`ghfUbX
- HU[YgUi gZi ['bUW\ '?gUa]'
- ; Ybi gg'Zf]gW\Yf'A YYfYgZfØW\hY']b''c_U'Yb
:]gW\fyghUi fUbhg
- 9bhXYW_i b['XYf'Fi]bYb'Y]bYf'U'hYb'GmbU[c[Y

8]Y'; Ughfcbca]Y']b'GUFUbXUž'XUfi bhYf'VY_UbbhY'F YghUi fUbhg'k]Y
HUj YfbU'@UVYf]U'i bX'@]a Ub]ž']gh'Y]b'k Y]hYfYf'; fi bX'ZØf'X]Y
6Y']YVh\Y]h'XYf'GhUXh''B UW\hg'di `g]Yfh'GUFUbXU']b'Y]bYa
'YV\UžhYb'BUW\h'YVYb']b'@c_U'Yb'k]Y'>f]W\c'i bX'<ci 'BU'i ž'k Ug
gck c\`9]b\Y]a]gW\Y'U'g'Ui W\ 'Hci f]ghYb'Ubn]Y\h"

➤U\ fYgnY]hYb' i bX'G]W\Yf\Y]h

8]Y`_`]a Uh]gWkYb`6YX]b[i b[Yb`i]b`GUfUbXU`g]bX`WkUfU_hYf]g]Yfh
Xi fWk`Y]bYb`_i fnYbž`Y]» Yb`i bX`hfcW_YbYb`Gca`a Yfž`[YZc`[hij cb
Y]bYa`Ub[Ybž`_U`hYb`i bX`bUggYb`K`]bhYf`"8]Y`HYa`dYfUhi`fYb
gWk`Ub_Yb`nk`]gWkYb`" ..7`]a`K`]bhYf`i bX`i`) ..7`]a`Gca`a Yf`
K`À`fYbX`X]Y`GhUXh`]a`GYdhYa`VYf`fi` \][Yf`k`]fX`i bX`X]Y
Hci f]ghYbnU`Yb`ni fØW_[Y`Ybž`dfcZ]h]YfYb`X]Y`6Ygi`WkYf`]a`K`]bhYf`
j`cb`[Øbgh][YfYb`DfY]gYb`i bX`Y]bYf`k`Yb][Yf`Y`_h]gWkYb
5ha`cgd`À`fY`" `b`X]YgYf`NY]h`V`Y]Vh`Y]bY`J`]Y`nU`j`cb`F`YghUi`fUbhg
[YØZbYhž`i bX`GUfUbXU`j`YfnY]Wk`bYh`Xi`fWk`gWk`b]h`]Wk`" &\$
GcbbYbhU[Y`]a`"Y`f`"

8]Y`GhUXh`[]h`]bg[YgUa`h`U`g`g]WkYfž`YXcWk`gc`hYb`6Ygi`WkYf`k`]Y
ØVYfU`Ui`Z`HUGWkYbX]YVY`UWk`hYbž`]bgVYgcbXYfY`]b`VY`YVhYfYb
hci f]gh]gWkYb`6YfY]WkYb`"8]Y`5b`fY]gY`YfZc`[h`Ua`VYei`Ya`ghYb
ØVYf`X]Y`bU`Y[Y`Y[YbYb`:`i`[\`ÀZb`]b`H]fUbU`i bX`?cfZ`ž`k`cVY]
@YhnhYfY`bi`f`Y]bY`" \$!a`]bØh][Y`:`À`fZU`fh`Yb`hZ`f`b`h`g]bX`"

`b`5bVYhfUWk`h`XYf`ghY][YbXYb`6Y`]YVh`Y]h`j`cb`GUfUbXU`]gh`X]Y
GhUXh`b]Wk`h`bi`f`Y]b`a`U`Yf]gWkYg`l`f`Ui`Vgn]Y`ž`gcbXYfb`V]YhYh`Ui`Wk
X]Y`A`Ø`[`]Wk`_Y]hž`]b`Y]bY`_i`h`i`fY`fY]WkY`:`YgWk]Wk`h`Y`Y]bni`hUi`WkYb
i`bX`g]Wk`Ub`UhYa`VYfUi`VYbXYb`@UbXgWk`UZhYb`ni`YfZ`fYi`Yb`" `a`a`Yf
a`Y`f`F`Y]gYbXY`Yb`h`XYW`_Yb`X]YgYg`k`Y`i`bX`a`UWkYb`GUfUbXU`ni
Y]bYa`A`i`gg`ZØf`]\`fY`b`À`Wk`ghY`F`Y]gY`]b`XYb`Yi`fcd`À]gWkYb`GØXYb`"

8YhU]`g	
Cfh	GUfUbXUž`5`VUb]Yb
EiY`Yb	<ul style="list-style-type: none"> • fhg`\"U` • hf]dU`V`"Wka

6Ygi`WkYb`G]Y`i`bg`Ui`Z.`Y]bY`!fY]gY`"XY