

E i Ub ['6]b \ 'VY [Y]ghYfh'a]h'&ž%'A]`]cbYb
Hci f]ghYb 'i bX 'gdUbbYbXYb '9j Yb hg°

E i Ub ['6]b \ 'ghUfhYh'X]Y 'Hci f]ga 'K YY_ '&\$&) 'a]h'<] [\`] [\hg
k]Y '?i bghUi gghY`i b [Ybž'_i `]bUf]gWYb': YghYb 'i bX
5VYbhYi YfU_h]j]h`hYb"



E i Ub ['6]b \ ž'J]YhbUa ' !E i Ub ['6]b \ \Uh'g]W`ni 'Y]bYa 'XYf
[YZfU[hYghYb 'FY]gYn]Y`Y]b 'J]YhbUa 'Ybhk]W_Y'h'i bX`cW_h]b
X]YgYa ' \f'VYfY]hg'ØVYf'&ž%'A]`]cbYb 'Hci f]ghYb 'Ub"'8]Y 'FY []cb
]gh'VY_Ubbh'ZØf']\fYb'^2 _chci f]ga i g'gck]Y 'ZØf'9bhXYW_i b [g! 'i bX
9f'YVb]gn]Y`Yž'X]Y '6Ygi WYf'Ui g'XYf' [UbnYb 'K Y'h'Ubn]Y\Yb"
J]YhbUa "j b 'VYf]W`hYhž'XUgg'VY`]YVhY '5hfU_h]cbYb 'k]Y 'X]Y 'A ccW
E i Y`Yž'XUg'< Uj U!HUž'X]Y 'D\cb [!B\U!< Ø\`Yž'X]Y 'H\]Yb!8i cb [!
< Ø\`Yž'cnc!Duf_gck]Y 'XYf'7\Um! : 'i gg' '8i b_Y'< Ø\`Y'ni 'XYb
< Äi Z' b [Yb 'j cb 'Hci f]ghYb ']b 'XYf'FY []cb 'VY]hfU [Yb"

I a 'X]Y 'hci f]gh]gWYb '5_h]j]h`hYb ']b 'E i Ub ['6]b \ 'k Y]hYf'ni
ZØfXYfbž'ZUbX ']b 'XYf'NY]hj ca ' &' "V]g' '\$" 'A U] ' &\$&) 'X]Y 'E i Ub ['6]b \ 'Hci f]ga 'K YY_ '&\$&) 'ghUhh"'8]YgY 'J YfUbgH'hi b [\UhY 'XUg

N]Y`žX]Y`<cW\gU]gcb`ZØf`Hci f]ghYb`Y]bni`Y]hYb`i bX`Y]bY`J]Y`nU\`
j cb`_i`hi fY`Yb`J YfUbgH`hi b[Yb`Ubni V]YhYb`"

J]Y`ZÀ`h][Y`5`_h]j]hÀhYb`k À`fYbX`XYf`Hci f]ga
K YY`_`

K À`fYbX`XYf`E i Ub[`6]b\`Hci f]ga`K YY`_`_`cbbhYb`X]Y`HY]`bY`a Yf
Y]bY`FY]\Y`gdUbbYbXYf`5`_h]j]hÀhYb`Yf`YVYb`"8Uni`[Y\`ØfhYb`Y]b
?i bghdfc[fUa`a`a`]h`XYa`H]hY`E i Ub[`6]b\`?ca`a`Yb`G]Y`i bX
`]YVYb`G]Y`žY]b`_i`bUf]gW\Yg`Ygh]j U`gck]Y`Y]b`6YfY]W`ni f
Hci f]ga`i gZØfXYfi b[žXYf`X]Y`Dfcj]bnYb`i bX`GhÀXhY`b`J]YhbUa
dfÀgYb]YfhY`"K`Y]hYf\]b`[UV`Yg`Y]bY`hfUX]h]cbY`Y
?i bghUi ZØ\fi b[`ni`a`;`Ybi gg`XYf`6Ygi W\Yf`i bX`Y]bY`5i gghY`i b[
ØVYf`) \$`:\fY`@]hYfUhi f`i bX`?i bgh`XYf`Dfcj]bn`E i Ub[`6]b\`"9]b
k Y]hYfYg`<][\`][\`h`k Uf`XUg`Ygh]j U`XYg`J`c`_g`_i`hi fWi`Vg`"

9]b`k]W\h][Yf`c`_i`g`U[`Ui Z`XYf`bYi`[YgW\UZYbYb
:i »[Àb[YfncbY`i bX`XYa`B UW\hghfU»Yb`_ca`d`YI`FY[U`@Y[YbX`"
8]YgY`6YfY]W\Y`k UfYb`k À`fYbX`XYf`[YgUa`hYb`K`cW\Y`a`]h
nU\`fY]W\Yb`GdU`!`i bX`i`bhYf\U`hi b[gU`_h]j]hÀhYb`[YZØ`hž`i bX
nU\`fY]W\Y`Hci f]ghYb`VYgi W\hYb`X]Y`ghUf`_ZfYe`i Yb]YfhY
:i »[Àb[YfncbY`i bX`XYb`B UW\hghfU»Yb`_ca`d`YI`j`ca`&`"V]g`&`,`"
A U]`&\$&)`"

8 Ug`F Y[U`@Y[YbX`Dfc`Y`_h`

9]b`k Y]hYfYf`gdUbbYbXYf`5gdY`_h`XYf`FY[]cb`]gh`XUg`FY[U`@Y[YbX`
Dfc`Y`_hž`XUg`g]W\`Ui Z`Y]bYa`i`&%`<Y`_hUf`[fc»Yb`5fYU`YfghfYW`_h`
@Ui`hi`bZcfa`Uh]cbYb`j`cb`@Y[YbX`E i Ub[`6]b\`VYghY`h`XUg
Dfc`Y`_h`Ui`g`nk Y]NcbYb`Y]bYf`<cW\`Ui`g!`i bX`Y]bYf
B]YXf][VUi`ncbY`"8]Y`<cW\`Ui`gncbY`i`a`ZUggh`ZØb`ZK`c`_Yb`_fUhnYfž
X]Y`nk`]gW\Yb`" \$`i bX`" -`9hU[Yb`\cW`g]bX`"G]Y`V]YhYh`Y]b
a`cXYfbYg`8Yg][b`a`]h`Y]bYa`]bhYfbUh]cbU`Yb`) !GhYfbY!<c`hY`ž
Y]bYa`9]b`_Ui`ZgnYbhfi`a`gck]Y`i`i`f]ØgYb`K`c\bi`b[Yb`"

8]Y`B]YXf][VUi`ncbY`\]b[Y[Yb`i`a`ZUggh`Y]bY`?ca`V]bUh]cb`Ui`g
K`c\`b\`Ài`gYfbž`X]Y`Y`YgW\`ÀZhga`Ø[`]W\`_Y]hYb`V]YhYb`ž`XUfi`bhYf`

G\cd\Ài gYfž'6ci h]ei Y!<chY`g'i bX'6ci h]ei Y!J]`Yb"FY[U`@Y[YbX
 YfZØ`hj YfgW]YXYbY`Nk YW_YžXUfi bhYf`K c\bYbž'9f\c`i b[ž
 ; YgWÀŽž`ðj Ygh]h]cb`gck]Y`XUg`9f`YVYb`j cb`: fY]nY]hlž'9]b_Ui Zg!
 i bX`?i `hi fUb[YVchYb"

8YhU]`g	
C fh	E i Ub[`6]b\žJ]YhbUa
E i Y`Yb	<ul style="list-style-type: none"> • k k k "j]YhbUa "j b • `Y[YbXe i Ub[V]b\ "Wċ a

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