

? fYUh]j Y`≠XYbž'i a `5≠85! ? fYi nZU\ fh!
9f]bbYfi b[Yb`gh]`j c``ni `VYk U\ fYb`°

9bhXYW_Yb`G]Y`_fYUh]j Y`A Ò[`]W_X_Y]hYbž`≠fY`9f]bbYfi b[Yb
Ub`5≠85! ? fYi nZU\ fhYb`ZYghni \U`hYb` `j cb`YX`Yb`GYhn_ÀghYb
V]g`\]b`ni `: chcVØW_Yfb"



? fYi nZU\ fhž`8Yi hgW_X`UbX`!`l f`Ui VYfž`X]Y`Y]bY`5≠85! ? fYi nZU\ fh
d`UbYbž`ZfYi Yb`g]W_X`Zh`a cbUhY`Ub[`Ui ZX]Y`VYj c fghY\YbXY`FY]gY"
8cW`k Ybb`XUg`5VYbhYi Yf`gW`]Y» `]W_X`j c fVY]`]ghž`ghY\Yb`j]Y`Y`j c f
XYf`: fU[Yžk]Y`g]Y`]\fY`k Yfh] c``Yb`9f]bbYfi b[Yb`VYk U\ fYb
_ÒbbYb``9]b`l f`Ui VYf`\Uh]`b`Y]bYf`: UWVcc`!; fi ddY`gY]bY
F Uh`cg][_Y]h`ØVYf`X]Y`5i ZVYk U\ fi b[`j cb`?UfhYbž`H]W_Yhg`i bX
UbXYfYb`9f]bbYfi b[gghØW_Yb`[YÀi »Yfhž`k Ug`Y]b`\Ài Z[Yg
5b`Y[Yb`i bhYf`FY]gYbXYb`]gh`8]Y`7ca`a`i`b]hm`\Uh`XUfUi`Z]b
nU\`fY]W_X`_fYUh]j Y`≠XYb`ni f`gh]`j c``Yb`DfÀgYbhUh]cb`i`bX
5i ZVYk U\ fi b[`X]YgYf`9f]bbYfi b[Yb`Ub[YVchYb"

Ni `XYb`J c f gW`À[Yb`nÀ\`Yb`YX`Y`GYhn_ÀghYb`i`bX`A`]b]!; U`Yf]Yb`]b
6]`XYffU\`a`Ybž`X]Y`Y]bY`UbgdFYW_XYbXY`A`Ò[`]W_X_Y]h`V]YhYbž`X]Y

VYghYb'A ca YbhUi ZbU\ a Yb'Ui g'XYf'?fYi nZU\fh]b'GnYbY'ni
gYhnYb''9]bY'k Y]hYfY'gdUbbYbXY'ÆYY']gh'XUg'9fU\ a Yb'j cb
?UfhYbž'X]Y'X]Y'FY]gYfci hY'gck]Y': chc'g'nY][Yb''5i W\K ÅbXY
j c''Yf'6]'XYffU\ a Yb'_ÖbbYb'Y]bY']bX]j]Xi Y''Y'; YghU'hi b['XYf
9f]bbYfi b[Yb'Yfa Ö['jW\Yb''9]bY'dfU[a Uh]gW\Y'@Ögi b['VYghY\h
XUf]bž?UfhYb'X]fY_h]b'XUg'@c[Vi W\Y]bni '_YVYb''Ni XYa '[]Vh'Yg
]bbcj Uh]j Y'5'hYfbUh]j Yb'k]Y'XUg'5bVf]b[Yb'j cb'A U[bYhYb'cXYf
XUg'BÅ\Yb'XYf'9f]bbYfi b[Yb'Ub'; UfX]bYbghUb[Yb''8UVY]'gh'_Ufž
XUgg'X]Y'5bgÅhY'ni f'9f]bbYfi b[g[YghU'hi b['gc']bX]j]Xi Y''g]bX
k]Y'X]Y'FY]gYb'gY'Vgh"

9]bn][Ufh][Y'9f'YVb]ggY'Ui Z'GYY

5=85!?'fYi nZU\fhYb'V]YhYb'Y]b'GdY_hfi a 'Ub'Y]bn][Ufh][Yb
9f'YVb]ggYbž'X]Y'ZÖf'DUUFYž: Ua]]Yb'i bX'5''Y]bfY]gYbXY'UhhfU_h]j
g]bX''Å\^]W\ghYW\Yb'nU\^fY]W\Y'A YbgW\Yb'Ui Z'j YfgW\]YXYbYb
Fci hYb']b'GYY'i bX'[Yb]Y»Yb'UhYa VYfUi VYbXY'5i gV']W_Y'Ui Z
X]j YfgY'B Uhi f_i]ggYb''8]Y'A Ö['jW_Y]hž'X]Y'9f]bbYfi b[Yb'Ub
X]YgY'VYgcbXYfYb'5i [YbV']W_Y'ZYgmi \U'hYbž'ghY''h'Y]bY'k Yfhj c''Y
Cdh]cb'XUfž'XUa]h'X]Y'FY]gY'b]W\h'bi f']b'X][]hU'Yf': cfa 'Yi]gh]Yfh"

9]bY'VY']YVhY'A Yh\cXY'ni f'5i ZYk U\fi b['X]YgYf'VYgcbXYfYb
A ca YbhY']gh'XUg'9fghY''Yb'Y]bYg'dYfgÖb']W\Yb'79K 9
: CHC 6I 7 < G''8]YgYg': chc'Vi W\'_Ubb']bX]j]Xi Y''[YghU'hYh'k YfXYbž
k cVY]'X]Y'79K 9'6YghY''gcZhk UfY'nU\^fY]W\Y'_fYUh]j Y
; YghU'hi b[gY'Ya YbhY'k]Y'Vi bhY'6]'XYffU\ a Ybž'7']dUfhg'i bX
j YfgW\]YXYbY'@Umc'i hg'UbV]YhYh''8UVY]'UVYb'X]Y'I f'Ui VYf'X]Y
5i gk U\^nk]gW\Yb'_Y]bYbž'_ca dU_hYb'i bX'[fc»Yb'DUbcfUa U!
: cfa UhYbž'X]Y'X]Y'J]Y'gY]h][_Y]h']\fYf'9f'YVb]ggY'dYfZY_h
k]XYfgd]Y[Y'b'_ÖbbYb"

Ni gUa a YbZUggYbX']gh'X]Y'5i ZYk U\fi b['j cb'9f]bbYfi b[Yb'bUW
Y]bYf'5=85!?'fYi nZU\fh'Y]bY'_fYUh]j Y'<YfUi gZcfXYfi b[ž'X]Y'j]Y'Y
FY]gYbXY'UbbY\ a Yb''A]h']bbcj Uh]j Yb'ÆYYb'i bX'XYf'Bi hni b[
a cXYfbYf': chc'Vi W\!HYW\bc'c[]Yb'_Ubb'^XYf'gY]bY'Y]bn][Ufh][Yb
9f'YVb]ggY'ZÖf'X]Y'Ni _i bZi'ZYgh\U'hYbž'i a 'X]Y'i bj Yf[Ygg']W\Yb
A ca YbhY'XYf'FY]gY'Ui W\^Å\^fY'gdÅhYf'bcW\''YVYbX]['k YfXYb'ni
'UggYb''': Öf'k Y]hYfY'ÆZcfa Uh]cbYb'i bX'6Y]gd]Y'Y'ni '79K 9

: C HC 6 , W Y fb ` V Y gi W Y b ` G] Y ` 7 9 K 9 " ` K Y] h Y f Z Ø \ f Y b X Y ` 8 Y h U] ` g ` ni f
 D f Å g Y b h U h] c b ` j c b ` F Y] g Y Y f] b b Y f i b [Y b ` Z] b X Y b ` g] W ` U i W ` U i Z `
 a c] b " X Y "

8 Y h U] ` g	
C f h	? f Y i n Z U \ f h ž 8 Y i h g W ` U b X
E i Y ` ` Y b	<ul style="list-style-type: none"> • k k k " a c] b " X Y • k k k " W k Y ! Z c h c g Y f j] W " U h

6 Y gi W Y b ` G] Y ` i b g ` U i Z . ` Y] b Y ! f Y] g Y " X Y