

A U`c fWU. 'DZYfXY_i hgW\ Yb 'ghY\ Yb 'j c f
XYa '5i g' 'K Ug 'Yfk UfhYh'Hci f]ghYb 3

I f`Ui V`]b`DU`a U`XY`A U`c fWU. '8]g_i gg]cbYb 'ØVYf`XUg`J YfVch
j cb`DZYfXY_i hgW\ Yb`UV`&\$&('i bX`XYb`9]bgUhn`j cb
9`Y_hfc_i hgW\ Yb"



DU`a U`XY`A U`c fWUž`GdUb]Yb`!`i f`Ui VYfž`X]Y`bUW\`A U`c fWU
fY]gYbž`_ØbbYb`g]W\`Ui Zi bj Yf[Ygg`]W\ Y`9f`YVb]ggY`]b`XYf
<Ui dhghUXh`DU`a U`ZFYi Yb``8]Y`GhUXh`n]Y\`h`a`]h`]\fYb`j Yfk]b_Y`hYb
; UggYbž`nU\`fY]W\ Yb`7UZÅg`i bX`XYf`VYY]bXfi W_YbXYb`? Uh\YXfU`Y
@Y`GYi`nU\`fY]W\ Y`Hci f]ghYb`Ub``8cW\`XUg`VY`]YVhY`6]`X`XYf
GhUXh`k]fX`j cb`Y]bYf`_cb`hfcj YfgYb`8]g_i gg]cb`ØVYf`XYb`9]bgUhn
j cb`DZYfXY_i hgW\ Yb`VY[`Y]hYh``8]YgY`DZYfXY_i hgW\ Yb`g]bX`gY]h
s\`fYb`]b`XYf`? f]h`_ž`XU`H]YfgW\`ØhnYf`X]Y`6YX]b[i b[Yb`ZØf`X]Y
H]YfYž`X]Y`VY]`c\`Yb`HYa`dYfUhi`fYb`UfVY]hYb`a`ØggYbž
UdbfUb[Yfb``5i Zi: UWVcc`_`i fg]YfYb`5i Zi ZY`ni`a`6cm`chh`XYf
DZYfXY_i hgW\ Yb`ž`k`À`fYbX`g]W\`]b`XYf`; YgY`gW\`UZh`X]Y`A`Y]bi`b[Yb
gdU`hYb``9]b][Y`Zc`fXYfb`Y]b`J`YfVch`XYf`?`i hgW\ Yb`k`Y[Yb
H]Yfei`À`YfY]ž`k`À`fYbX`Ub`XYfY`X]Y`Ub[Y`HfUX]h]cb`XYf
DZYfXY_i hgW\ Yb`j`YfhY]X][Yb"

8 Yf`GhUXhfUhj cb`DU`a U`Uh`VYfY]hg`&\$&`Y]bYb`6YgW`i gg
[YZUgghž`X]Y`DZYfXY`_i hgW`Yb`V]g`&\$&(`ni`j YfVUbbYb`i bX`X]Y
hfUX]h]cbY`Yb`?i hgW`Yb`Xi fW`9`Y`_hfc`_i hgW`Yb`ni`YfgYhnYb`
8]YgYg`J YfVch`gc`XYb`?i hgW`ZU`fYfbž`c`U`U`g` WU`YgYfcg
VYnY]W`bYhž`NY]h`ZØf`Y]bYb`i a gh]Y[`Ui Z`Y`Y`_hf]gW`Y`5bhf]YVY
[YVYb`"B]W`hgXYghc`hfc`hn`Y]hYh`XYf`6Yfi ZgghUbX`K`]XYfghUbX`[Y[Yb
XUg`J YfVch`Y]bž[`Ui VYb`g]Y`XcW`ž`X]Y`H]YfY`k ØfXYb`[i h
VY`U`bXY`hi bX`[YdZY[h`A Ubi Y`J Uf[Ugž`Y]b`GdfYW`Yf`XYf
?i hgW`Yfž`dfc`hYgh]Yfhj`Y`Ya`Ybhi[Y[Yb`XUg`J YfVch`9f`VYhc`bž
XUgg`X]Y`?i hgW`Yf`Ui`g`F`YgdY`_hini`]\fYb`H]YfYb`\UbXY`b`i bX`X]Y
J`cfk`ØfZY`ni`f`H]Yfa`]gg`\UbX`i b[`Ui Z[fi bX`fUgg]gh]gW`Yf`J`cfi`fhY`Y
[Y[Yb`X]Y`c`Zh`fca`U!gh`A`a`a`][Yb`?i hgW`Yf`Yb`hghUbXYb`g]bX`"

A U» bU`a Yb`i bX`?`cb`hfc`Yb`

5`g`5b`hk`cfh`Ui`Z`X]Y`Ub`\U`hYbXY`?f]h]_`\Uh`X]Y`GhUXh`DU`a`U
Yb`hgW`]YXYbž`ghUhh`Y]bYg`j`c`gh`Å`bX][Yb`J`YfVch`g`a`Y`f`?`cb`hfc`Yb`
Y]bni`ZØ`fYb`"8]Y`?i hgW`Yf`g]bX`bi`b`j`YfdZ]W`hYhž`h]Yf`Å`fnh`]W`Y
5hhYgh`Y`j`cfni`Y[Ybž`X]Y`a`dZ`b[Yb`i`bX`6Y`\UbX`i`b[Yb`XYf`DZYfXY
Xc`_i`a`Ybh]YfYb`"Ni`XYa`a`ØggYb`@]nYbnbi`a`a`Yfb`[i`h`g]W`hVUf`Ua
;`YgW`]ff`XYf`H]YfY`Ub[YVfUW`h`k`YfXYbž`i`bX`X]Y`<`i`ZY]gYb`a`ØggYb
Ui`g`i`a`a`][YZYfh][`h`gY]b`"8]YgY`A`U»`bU`a`Yb`gc`Yb`
g]W`YfghY`Ybž`XUgg`X]Y`H]YfY`b]W`hi`bb`Øh][`Y]XYb`a`ØggYb`"

Ni`g`Å`hn`]W`k`]fX`Yg`_`UfY`F`Y[Y`i`b[Yb`[YVYbž`X]Y`XYb`9]bgUhn`XYf
DZYfXY`Ub`\Y]»`Yb`HU[Yb`fY[i`Y]YfYb`"6Y]Y]bYf`K`Ufbghi`ZY`XYg
gdUb]gW`Yb`K`YhhYfX]YbghYg`XØfZYb`X]Y`DZYfXY`b]W`h`UfVY]hYbž`k`Ug
j`cb`C`fXbi`b[gk`]Xf][`_Y]hYb`a`]h`6i`»[Y`XYfb`j`cb`V]g`ni`"%`,`\$\$`9i`fc
[YU`bXYh`k`]fX`"a`?`cb`hYi`h`Yi`hfYa`Yf`HYa`dYfUhi`fYb`\Uh`Y]b`Ui`Z
:`UW`Vcc`_j`YfVfY]hYhYg`<`UbXmj`]XYcž`XUg`Y]b`DZYfX`nY][`hž`XUg`VY]
(`\$`i`fUX`7Y`g]i`g`ni`gUa`a`YbVf]W`hž`X]Y`8]g`_i`gg]cb`i`a`X]Y
H]YfgW`i`mVYX]b[i`b[Yb`k`Y]hYf`Ub[Y`Y]nh`H]YfgW`Ø`hnYf
_f]h]g]YfYbž`XUgg`X]Y`DZYfXY`c`Zh`b]W`h`Ui`gfY]W`Yb`X`K`UggYf
Yf`\U`hYb`i`bX`F`i`\YnY]hYb`b]W`h`Y]b[Y`\U`hYb`k`YfXYb`"

Ni`_i`b`Zh`XYf`?`i`hgW`ZU`\`fhY`b`

8]Y`Ni`_i`b`Zh`XYf`DZYfXY`_i`hgW`Yb`]b`DU`a`U`gW`Y]b`hi`bg]W`Yf`"

K Å\fybX`XYf`GhUXhfUh; YgYhnY`Y]bZØ\fhž`X]Y`XYb`9]bgUhn`j cb
 DZYfXYb`]b`XYf`GhUXh`V]g`&\$&(`j YfV]YhYb`gc`Ybž[`]Vh`Yg`VYfY]hg
 , VYf`Y[i b[Yb`ØVYf`U`hYfbUh]j Y`HfUbgdcfha `]hhY`ž`k `]Y`X]Y
 9`Y`_hfc`_i hgWXYb``8]Y`8]g`_i gg]cb`ØVYf`X]Y`DZYfXY`_i hgWXYb
 gWk Uddh`b]Wk`h`bi f`bUW`DU`a U`ØVYf`/Ui W`]b`K `]Yb`Z]bXYh`Y]bY
 Å\b`]WXY`8YVUhhY`ghUhh``8cfh`V`Y]Vh`X]Y`GhUXh]Yfk`U`hi b[`V]g\Yf
 VY]`XYf; YbY\`a][i b[`j cb`:`]U`Yfbž`Ui W`k Ybb`6YXYb`_Yb
 \]bg]Wk`h]Wk`XYg`H]YfgWk`i hnYg`[YÅi »Yfh`k YfXYbž`Å\b`]W`k `]Y`VY]
 XYa `; fØbYb`; Ygi bX\Y]hga `]b]ghYf`æ\UbbYg`F`Ui W`"

⊖`DU`a Už`_ØbbhY`XYf`6YgW`i gg`XYg`GhUXhfUh]j ca `%"`"A U]`&\$&)
 i bX`X]Y`_ca`a YbXYb`Y`bXYfi b[Yb`]a `?i hgWk`YgYb`VU`X`X]Y
 @UbxgW`UZh`i bX`XUg`h`ci f]gh]gWY`9f`YVb]g`]b`X]YgYf`VY`]YVhYb
 I`f`Ui VgXYgh]bUh]cb`j YfÅbXYfb"

: Øf`k Y]hYfY`⊖Zcfa`Uh]cbYb`ni `X]YgYb`9bhk`]W`i b[Ybž`g]Y\Y`
 XYfk`YghYb`"XY`i bX`[Yc`"XY"

8YhU]`g	
Cfh	DU`a U`XY`A U``cfWUž`GdUb]Yb
EiY`Yb	<ul style="list-style-type: none"> • k k k "XYfk`YghYb`"XY • k k k "[Yc`"XY

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