

J ca 'l bXYfXc['ni a 'Gi dYf!6ck `!GhUf.
Hf]gh]b 'A Wc`i a g'VYY]bXfi W_YbXY'F Y]gY

Hf]gh]b 'A Wc`i a ži b[YXfUZhYhYf'F cc_]Y'XYf'D\]'UXY'd\]U
9U[`Ygž']bgd]f]Yfh'a]h'gY]bYa '5i Zgh]Y['ni a 'Gi dYf'6ck ``@Ł
5bk ÀfhYf"



D\]'UXY'd\]Už'I G5 '!Hf]gh]b 'A Wc`i a žY]b'i b[YXfUZhYhYf'F cc_]Y
XYf'D\]'UXY'd\]U'9U[`Ygž'\Uh'g]W\ 'Ui ZVYY]bXfi W_YbXY'K Y]gY'ni a
5bk ÀfhYf'Ui Z'XYb'Gi dYf'6ck ``@Ł 'Ybhk]W_Y'h"GY]bY'F Y]gY]gh
[YdfÀ[hj cb'K]Xf][_Y]hYb'i bX'Y]bYa 'ghUf_Yb'K]''Ybž'XYf']\b']b
X]Y'K Y]hYb'XYg'dfcZYgg]cbY''Yb'5a Yf]WUb': cchVU`g'[YhfU[Yb'\Uh"
A Wc`i a 'k i fXY'k À\fybX'XYg'HfU]b]b[g'U[Yfg'XYf'9U[`Yg']a
Gca a Yf'&\$&('YbhXYW_hi bX'_ccb'hY'hfch'XYf'<YfUi gZcfXYfi b[Yb
Y]bYg'i b[YXfUZhYhYb'Gd]Y'Yfg'Xi fW\`Yfj cffU[YbXY'@Y]ghi b[Yb']b
XYf'J cfgU]gcb'Ui Zg]W\ 'Ui Za Yf_gUa 'a UWXYb"GY]bY': À\][_Y]hž
g]W\ 'U'g'hU'Ybh]YfhYf'GUZYhmini 'VYk Y]gYbž'k Uf'YbhgWXY]XYbXžXU
GmXbYm'6fck b'ni '6Y[]bb'XYg'ſ\`fYg'Ui Z'XYf'ĉ'† fYX'FYgYfj Y'k Ufž
k Ug'A Wc`i a 'X]Y'bÖh][Y'Gd]Y'nY]h'j YfgW\UZZhYž'i a 'gY]bY
: À\][_Y]hYb'ni 'nY][Yb"'9f'g]W\ YfhY'g]W\ 'gW\]Y» 'W\ 'Y]bYb'D'Uhn'ja
)' !A Ubb!?'UXYf'XYf'9U[`Yg'i bX'ghUfhYhY']b'nk Y]'Gd]Y'Yb'XYf

`Ui ZYbXYb`GU]gcb"

8]Y`FY]gY`j cb`A Wc`i a`]gh`b]Wk`h`bi f`Y]bY`; YgWk]Wk`hY`j cb
dYfgOb`]WkYa`9fZc`[ž`gcbXYfb`ghY`h`Ui Wk`ja`9]b`_Ub[`a`]h`XYa
l bXYfXc`[!; Y]ghž`XYf`X]Y`GhUXh`D\`]UXY`d\`]U`dfÅ[h`A`]h`XYa
5V[Ub[`j` cb`GhUfh]b[`GUZYhm`7">"; UfXbYf!æ\bgcb`]b`XYf
C ZgYUgcb`YfÒZbYb`g]Wk`ZØf`\b`bYi`Y`A`Ò[`]Wk`_Y]hYbž`g]Wk`U`g
9W_dZY`]Yf`XYf`J`YfhY]X][i` b[`XYf`9U[`Yg`i` bX`U`g
: Ø\fi`b[gdYfgOb`]Wk`_Y]h`ni`Y`hUV`]YfYb`"GY]bY`@Y]ghi`b[Yb`]b`XYf
U`hi`Y`Yb`GU]gcbž`]b`XYf`Yf`]b`%(`Gd]Y`Yb`" \$`HUW`_Yg`Yfn]Y`h`\Uhž
\UVYb`]b`gWk`bY`ni`Y]bYa` :`Ub`]YV`]b[`] Ya` UWk`hž`XYf`ZØf`gY]bY
<UfhbÅW_] [_Y]h`i` bX`9bhgWk`cggYb`Y]h[YZY]Yfh`k`]fX`"

A c hc W]W]ga c`VYf]Wk`hYhž`XUgg`A Wc`i a` g`5i`Zgh]Y[`X]Y`FYg`]Ybn
XYf`9U[`Yg`k`]XYfgd]Y[Y`h`i` bX`j`]Y`Y`]bgd]f]Yfhž`Y][YbY`K`]Xf][_Y]hYb
ni`ØVYfk`]bXYb"

8]Y`A Wc`i a`!6fØXYf.`J ca`HYUa` [Y]gh`ni`f
B: @

Hf]gh]b`]gh`b]Wk`h`U`Y]b`]b`gY]bYa`HfUi`a`j`ca` :`cchVU`""`GY]b
Nk`j`]b[`gVfi`XYf`Nmc`bž`XYf`U`g`hU`Y`bh]YfhYf`Gd]Y`Yf`[U`h`i` bX`]b`XYf
&\$&&`B: @8fUZh]j`cb`XYb`HUa`dU`6Um`6i`WWU`bY`Yfg`[YXfUZhYh
k`i`fXYž`gd]Y`hY`Y]bY`nY`bhfU`Y`F`c`Y`]b`Hf]gh]bg`@VYb`gk`Y[``6Y]XY
6fØXYf`k`i`Wk`gYb`ni`gUa`a`Yb`Ui`Zž`gd]Y`hYb`š` [YbXZcchVU`i`bX
k`UfYb`]b]Wk`h`bi`f`Ui`Zž`gcbXYfb`Ui`Wk`UV`gY]hg`XYg` :`Y`XYg
i`bnYfhfYbb`]Wk`"K`Å`fYbX`]fYf`NY]h`Ub`XYf`GUa``<ci`ghcb`GhU`hY
l`b]j`Yfg]hm`k`UfYb`g]Y`A`]h[`]YXYf`XYg`HYUa`gž`XUg`X]Y` :`7G`B`Uh]cbU`
7`Ua`d]cb`g\`d`]a``š`f`&\$&\$`[Yk`Ubb`"Hf]gh]bž`XYf`Y]bYb
gWk`k`]Yf][Yb`K`Y[`]b`X]Y`B: @VYgWk`f]hž`]gh`bi`b`XYf`YfghY`]b`]fYf
: Ua`]Yž`XYf`Ub`Y]bYa`Gi`dYf`6ck`ž`XYa`Gi`dYf`6ck``@Ł`ž
hY`]bY`a`Yb`k`]fXž`]b`XYa`X]Y`9U[`Yg`[Y[Yb`X]Y`?`UbgUg`7]hm`7\`]Yžg
UbhfYhYb`"HYI Ug: c chVU`""`YVh`Yfj`c`fž`XUgg`Hf]gh]b`i`bX`Nmc`b`]a
š`f`&\$&`B: @; YgWk]Wk`hY`gWk`f]YVYbž`]bXYa`g]Y`U`g`YfghY
]XYbh]gWk`Y`Nk`j`]b[Y`]b`XYb`D`Umc`Zg`[Y[YbY]bUbXYf`UbhfU`hYb"

8]Y`i`bhYfghØhni`b[`]fYf` :`Ua`]Yž`Y]bgWk`]Y»`]Wk`j`fYf`9`hYfbž`X]Y
VY]XY`gd`c`fh`]Wk`Y`<]bhYf[fØbXY`UVYbž`ghY`hY`g]Wk`Yfž`XUgg`X]Y
6fØXYf`Y]bYb`i`a`ZUggYbXYb`Uh`\Yh]gWk`Yb`5bgUhm`j`YfZc`[hYb`"`š`fY

A i hYfz'H]g\Uz'ZOfXYfhY'g]Y'Ui Zj]Y'Y'j YfgW]YXYbY'5fhYb'i bX
 Yfa i h][hY'g]Yž'g]W]b'j YfgW]YXYbYb'GdcfhUfhYb'Ui gni dfcV]YfYb"
 Hfchn'XYf'<YfUi gZcfXYfi b[Yb'i bX'i bhYfgW]YXY']b']\fYb'8fUZh!
 FUb_]b[g' 'Nmc b'k i fXY'U`g' !GhYfbY!FY_fi h'i bX'Hf]gh]b'U`g
 &!GhYfbY!FY_fi h'Ub[YgY\Yb' 'nY][hY'Hf]gh]b'k Å\fybX'gY]bYf
 7c`Y[Y!NY]h'i bX'gdÅhYf'VY]'XYb'<ci ghcb'HYI Ubgž'XUgg'Yf'\UfhY
 5fVY]h'i bX'9bhgW`cggYb\Y]h'VYg]hnh"

Ÿhnhž'k Å\fybX'Yf'g]W]Ui ZXYb'Gi dYf'6ck ``@Ł'j cfVYfY]hYhž']gh
 Hf]gh]b'ghc`n'XUfUi Zž'b]W]h'bi f'gY]bY'Y][YbY'FY]gY'ni 'fYZY_h]YfYbž
 gcbXYfb'Ui W]X]Y' bhYfghØhni b['gY]bYf': Ua]]'Y'ni 'gdØfYb"' ð'XYf
 GhUX]cbgcZZYbg]j Y'k]fX'Yf'bUW]gY]bYb'9'hYfb'i bX'gY]bYa'6fi XYf
 5i ggW]Ui '\U'hYb'i bX'X]Y'6YXYi hi b['X]YgYg'5i [YbV']W_g'ZØf'X]Y
 A Wc`i a !: Ua]]'Y'k ØfX][Yb"

8YhU]`g	
Cfh	D\]'UXY`d\]Už' G5
EiY`Yb	<ul style="list-style-type: none"> • a chcW]W]ga c"d h • k k k "hYI UgZcchVU``"Wca

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