

K]Y`XUg`5i gk Åfh][Y`5a h
F Y]gYk Ufbi b[Yb`ZØf`g]W\ YfYg`F Y]gYb
YfghY``h

9fZU\fyb`G]Yžk]Y`XUg`5i gk Åfh][Y`5a hF Y]gYk Ufbi b[Yb
YfghY``hž'i a`X]Y`G]W\ Yf\Y]h`XYi hgW\ Yf`F Y]gYbXYf`k Y`hk Y]h`ni
[Yk Å\`f`Y]ghYb"



B Y]bž`_Y]b`gdYn]Z]gW\ Yf`C fh`cXYf`5XfYggY`k i fXY`]a`HYI h
Yfk Å\`bh" `!`8]Y`F Y]gYk Ufbi b[Yb`XYg`5i gk Åfh][Yb`5a hg`g]bX`Y]b
k]W\ h][Yg` ðghfi a`Ybh`ZØf`F Y]gYbXY`Ui g`8Yi hgW\`UbXž`i a`g]W\
ØVYf`X]Y`G]W\ Yf\Y]hg`U[Y`]b`j YfgW\]YXYbYb`@ÅbXYfb`ni
]bZcfa`]YfYb" `8]YgY`K Ufbi b[Yb`VUg]YfYb`Ui ZY]bYa` `_ca`d`YI Yb
BYh`k Yf`_`Ui g`5bU`mgYb`i bX`6Yf]W\ hYbž`X]Y`j cb`]bhYfbUh]cbU`Yb
DUf`hbYfbž`XYi hgW\ Yb`6chgW\ UZhYb`gck]Y`?`cbgi``UhYb`j cf`C fh
[YgUa` a`Y`h`k YfXYb" `@Ui`h`Y]bYa` `6Yf]W\ h`j cb`**h!`cb`]**Y`[]`hž`XUgg
F Y]gYk Ufbi b[Yb`9a`dZY`\`i b[Yb`i bX`_Y]bY`cZZ]n]Y``Yb`J YfV`chY
XUfghY``Yb" `CV`Y]b`F Y]gYn]Y``U`g` g]W\ Yf`cXYf`f]g`_Ubh`Y]b[Yghi Zh

k]fXž`Y[h]a `9fa YggYb`XYf`9l dYfhYb`XYg`5i gk Åfh][Yb`5a hg"

8]Y`bZcfa Uh]cbYbž`X]Y`ni f`9fghY``i b[`X]YgYf`K Ufbi b[Yb
j Yfk YbXYh`k YfXYbž`g]bX`U`g`ni j Yf`Àgg][`Y]b[Yghi Zh`G]Y`ghUa a Yb
i bhYf`UbXYfYa `j cb`XYb`5i g`UbXgj YfhfYhi b[Ybž`X]Y`X]Y`@U[Y`ja
`Yk Y]][Yb`@UbX`VYcVUW`hYb`i bX`fY`Yj UbhY`Jcf`ca a b]ggY
Xc`i a Ybh]YfYb"8]YgY`A Y`Xi b[Yb`k YfXYb`bUW`6Yf`]b
k Y]hYf[Y`Y]hYh`i bX`Z]Y» Yb`]b`X]Y`@U[YY]bgW`Åhni b[Yb`Y]bž`X]Y
fY[Y`a Å»][`U`hi U`g]Yfh`i bXž`k Ybb`YfZcfXYf`]Wž`a Y`fa U`g`hÅ[`]W
Ub[YdUggh`k YfXYb"5i » YfXYa `k YfXYb`9f`Ybhb]ggY`j cb
B UW`f]W`hYbX]YbghYb`i bX`]bhYfbUh]cbU`Yb`C f[Ub]gUh]cbYb
`YfUb[Ync[Yb"

F]g]_c ZU`hc fYb`i b X`? f]gYb fY U`h]c b

6Y]`J YfÅbXYfi b[Yb`XYf`G]W`Yf`Y]hg`U[Y` `gY]`Yg`Xi fW
BUhi f`UhUghfcd`Ybž`hYffc]f]gh]gW`Y`5bgW`Å[Y`cXYf`dc`]h]gW`Y
I a k Å`ni b[Yb` `dfØZh`Y]b`gdYn]Y`Yf`?f]gYbghUV`X]Y`Bchk YbX][`Y]h
j cb`5bdUggi b[Yb`XYf`F Y]gY`]bk Y]gY"8 UVY]`U`h`X]Y`G]W`Yf`Y]h
XYf`F Y]gYbXYb`gck]Y`XYf`]b`XYa `Yk Y]][Yb`@UbX`VYVYbXYb
8Yi hgW`Yb`J cffUb["9g`]gh`k]W`h][`ni `VYUW`hYbž`XUgg`c Zh`bi f
HY]`fY]gYk Ufbi b[Yb`ZØf`VYgh]a a hY`F Y[]cbYb`cXYf`GhÅXhY
Ui g[YgdfcW`Yb`k YfXYbž`i a `X]Y`gdYn]Z]gW`Yb`F]g]_Yb`VYggYf`ni
fYZY`h]YfYb"

9]bY`U`hi Y`Y`9]bgW`Åhni b[`XYg`5i gk Åfh][Yb`5a hg] YfXYi h]W`h
X]Y`Ub`U`hYbXY`k Y`hk Y]hY` ; YZU`f`hYffc]f]gh]gW`Yf`5bgW`Å[Yž
]bgVYgcbXYfY`Xi fW`C f[Ub]gUh]cbYb`k]Y` 5`E U]XU`i bX`XYb
`g`Ua]gW`Yb`GhUUh`f`G`@Ui h`Ui gk UYfh][Yg!Ua h`XY`VYghY`h
Y]b`Yf`Ö`hYg`A cV`]g]Yfi b[gdchYbn]U`Xi fW`XYb`?cbZ]_h]a
BU`Yb`C ghYbž`]bgVYgcbXYfY`bUW`XYb`HYffc]f]UbgW`Å[Yb`[Y[Yb
`gfUY`Ua `+"`C`hcVYf`&\$&' "8YfnY]h[]Vh`Yg`YXcW`_Y]bY
_cb`fYhYb`<]bk Y]gY`Ui Z`Y]bY` ; YZ`fXi b[`XYi hgW`Yf`b`hYfYggYb
]a`5i g`UbX"

G]W`Yf`Y]hgVYk`i`gghgY]b`ZØf`F Y]gYb XY

8]Y`9]bgW`Åhni b[ž`XUgg`XYi hgW`Y`GhUUhgUb[Y`Öf][Y`cXYf

9]bf]W\hi b[Yb`ja `5i g`UbX`N]Y`hYffc]gh]gW\Yf` ; Yk U`hU`hY`gY]b
 _`ObbhYbž`V`Y]Vh`VYghY`Yb`"A Ò[`]W\Y`5bgW`U[gn]Y`Y`i a ZUggYb
 C fhY`a]h`Gma Vc`W\UfU`hYf`k]Y`GY`Ybgk ØfX][_Y]hYb`i bX
 F Y[]Yfi b[g[YV`Ai XYž`UVYf`Ui W`J Yf`Y`f]g]bZfUghfi _hi fi bX
 [fÒ» YfY`A YbgW\YbUbgUa a`i b[Yb`"9I dYfhYb`k UfbYbž`XUgg`XYf
 ; fUX`XYf`hYffc]gh]gW\Yb`6YXfc`i b[`j cb`@UbX`ni `@UbX`j Uf]]Yfhž
 k cVY]`@AbXYf`a]h`gW\k UW\Yb`G]W\Yf`Y]hgj cf`Y`fi b[Yb`cXYf
 k]YXYf`c`hYb`5bgW`À[Yb`Y]b`À`YfYg`F]g]_c`Ui Zk Y]gYb`"

F Y]gYbXY`gc`hYb`g]W\`XYf` ; YZ`À`fXi b[`VYk i ggh`gY]b`i bX
 g]W\Yf`Y]hgVYk i ggh`UbXY`b`"J cf`i bX`k À`fYbX`XYf`F Y]gY`]gh`Yg
 fUhgUa ž`g]W\`ØVYf`X]Y`U`hi Y`Yb`J Yf`À`hb]ggY`]a`F Y]gY`UbX`ni
]bZcfa]YfYb`i bX`c`U`Y`gck]Y`]bhYfbUh]cbU`Y`A YX]Yb`ni `j YfZc`[Yb`
 J YfX`À`W\h][Y`J cf[`Ab[Yž`k]Y`i bVYUi Zg]W\h][hY` ; Yd`À`W`gh`Ø`W`Yž
 gc`hYb`i a [Y`YbX`XYb`Øfh]W\Yb`Dc`]nY]!`cXYf
 G]W\Yf`Y]hgVY`ØfXYb`[Ya Y`XYh`k YfXYb`"C Vk c`X]Y` ; YZU`fž
 CdZYf`Y]bYg`5bgW`U[g`ni`k YfXYbž`]a`J Yf[`Y]W`ni`UbXYfYb
 F]g]_Yb`k]Y`I bZ`À`Yb`cXYf`9f`fUb`_i b[Yb`U`g`[Yf]b[`Y]b[YgW`À`hnh
 k]fXž`]gh`Yg`XYbbcW`j cb`[fc» Yf`K]W\h][_Y]hž`Ub[Ya YggYbY
 J cfg]W\hga U» bU`a Yb`ni`hfYZZYb`"

8YhU]`g	
C fh	B Y]bž`_Y]b`gdYn]Z]gW\Yf`C fh`cXYf`5XfYggY k i fXY`]a`HYI h`Yfk À`bh"
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h!cb`]bY"XY • k k k "Ui gk UYfh][Yg!Ua h"XY

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