

6Yf[VU\b!CVYfdYfZi gg. 'Hci f]ga i gVcca
i bX'gdUbbYbXY'9j Ybhg']b' ðbgVfi W_°

8Yf'5fh]_Y''bZcfa]Yfh'ØVYf'XYb'Øb[ghYb'Hci f]ga i gVcca]b
ðbgVfi W_žY]bgW'Y»`jW' bYi Yf'5hhfU_h]cbYbž'ghY][YbXYf
; ÀghYnU\`Yb'i bX'k]bhYf'jWYf'9j Ybhg"



ðbgVfi W_ž² ghYffYjW'!'8]Y'Hci f]ga i gfY[]cb'ðbgVfi W_
j YfnY]W'byh'Y]bYb'YfZfYi`jWYb'5bgh]Y['XYf'BÀW'h][i b[Yb']b'XYf
K]bhYfgU]gcb'&\$&) "A]h'%ž+%A]`]cbYb', VYfbUW'hi b[Yb'k i fXY
Y]b'D'i g'j cb`*`DfcnYbh'a`J Yf[`Y]W'ni f'J cf!7cfcU!NY]h'Yfn]Y'h"
8]YgY'dcg]h]j Y'9bhk]W_`i b[`_Ubb'i bhYf'UbXYfYa`Ui ZX]Y'bYi Y
6Yf[VU\b']b'CVYfdYfZi gg'ni fØW_[YZØ\fh'k YfXYbž'X]Y'nU\`fY]WY
; ÀghY`Ubn]Y\`h'i bX'HY]'Y]bYg'k UW'gYbXYb'5b[YVchg'Ub
K]bhYfU_h]j]h'ÀhYb'`gh"l bhYf'XYb'<Yf_i bZhg`ÀbXYfb'XYf'6Ygi W'Yf
ghY\Yb'8Yi hgW'`UbXž² ghYffYjW'`i bX'X]Y'GW'k Y]n'Ub'XYf'Gd]hnY
a]h'Ni k ÀW'gYb"

6YgcbXYfg`VYa Yf_Ybgk Yfh]gh`XUg`]bhYfbUh]cbU`Y` ðhYfYggY. `8]Y
FY[]cb`j YfnY]WbYhY`Y]bYb`5bgh]Y[`j cb`%- `DfcnYbh`VY]`XYb`i G!
5a Yf]_UbYfbž`%+ `DfcnYbh`VY]`XYb`7\`]bYgYb`i bX`&- `DfcnYbh`VY]
XYb`dc`b]gWXYb`; ÅghYb``5i W`5i ghfU`Y]b`nY][`h`fY[Yg`ðhYfYggY
a]h`Y]bYa `VYY]bXfi W_YbXYb`Ni k UW`g`j cb`(` * `DfcnYbhž`k Ug
&(`\$\$\$`B`ÅW`h][`i b[Yb`Ybhgd]W`h``8]YgY`NU\`Yb`VY`Y[Ybž`XUgg
ðbgVfi W_`b]W`h`bi f`Y]b`N]Y`Z0f`9]b\`Y]a]gW`Y`]ghž`gcbXYfb`Ui W
]bhYfbUh]cbU`ni bY\`a YbX`Ub`6Y`]YVh\`Y]h[Yk]bbh"

J]Y`gY]h][Y`J YfUbghU`hi b[Yb`i bX`5`_h]j]h`ÅhYb

8Yf`K]bhYf`]b`ðbgVfi W_`V]YhYh`b]W`h`bi f`G_]a 0[`]W`_Y]hYbž
gcbXYfb`Ui W`Y]bY`J]Y`nU\`j cb`9j Ybhg`i bX`5`_h]j]h`ÅhYb`Z0f`B]W`h!
G_]ZU\`fYfž`XUfi bhYf`K UbXYfbž`F`cXY`b`i bX`@Ub[`Ui ZYb``8]Y
5i ZYbh`U`hgXUi Yf`XYf`; ÅghY`gh]Y[`Ui ZXi fW`gW`b]hh]W`i`ž(
B`ÅW`hYž`k Ug`Y]bYb`5bgh]Y[`j cb`&`DfcnYbh`VYXYi hYh"
J YfUbghU`hi b[Yb`k]Y`XUg`HfU`fi b!: Ygh]j U`a]h`+`\$\$\$`HY]`bY\`a Yfb
i bX`X]Y`A YggY`ðhYfU`d]bž`X]Y`" *", \$\$`6Ygi W`Yf`Ub`cW`_hYž`hfU[Yb
ni f`6Y`YVi b[`XYg`Hci f]ga`i`g`VY]"

6YgcbXYfg`XYf`A cbUh`8YnYa VYf`ghY`h`Xi fW`X]Y`nU\`fY]W`Yb
5Xj Ybha `Åf`_hY`Y]bYb`<`0\`Ydi b`_h]a `hci f]gh]gW`Yb`?`U`YbXYf`XUf`
Ni g`Åh`]W`YffY]W`hY`X]Y`?`ca`V]VU\`b`DYhYf`5b]W`i`==`Ua`F`Ub[[Yf
?`0dZ`Yfgha`U`g`%\$\$\$`\$\$\$`G_]Yf!`8Umg`i bX`i bhYfghfY]W`h`XUa]h`X]Y
5hhfU`_h]j]h`Åh`XYf`F`Y[]cb`Z0f`K]bhYfgdcfh`Yf``Nk`Y]`8f]hY`X`XYf`; ÅghY
g]bX`9]b\`Y]a]gW`Yž`k Ug`X]Y`J YfVi bXYb\`Y]h`XYf`6Yj 0`_Yfi b[`a]h
XYf`F`Y[]cb`nY][`h"

: Ua]`Y]YbZfYi bX`]W`Y`5i gZ`i [gn]Y`Y

9]b`<][` \`][` \`h`Z0f`:`Ua]`Y]b`]b`XYf`F`Y[]cb`]gh`XYf`5`dYbncc
ðbgVfi W_``8Yf`Nccž`XYf`]XYU`]b`XYf`J`c`fk`Y]\`bUW`hgnY]h`VYgi W`h
k YfXYb`_Ubbž`]Y[`h`Ub`XYf`G`cbbYbgY]hY`XYg`ðbhU`g`i bX`YfghfYW`_h
g]W`a`U`Yf]gW`XYb`6Yf[\`Ub[\`]bUi ZV]g`ni f`<`i b[YfVi f[``8]Y
5bfY]gY`YfZc`[`h`VYei`Ya`a]h`XYf`<`i b[YfVi f[VU\`bž`i bX`Y]bY
?`ca`V]_UfhY`Z0f`X]Y`6U\`b`i bX`XYb`9]bhf]hh]b`XYb`Ncc`]gh
Yf\`Å`h]W`ž`X]Y`Ui W`XUg`DUf`_Yb`]b`XYf`H]YZ[UfU[Y`]b`ðbgVfi W_
i`a`ZUggh"

8]Y'5b`U[Y`XYg'5`dYbncc`]gh`bUhi fbU\ [YghU`hYh'i bX`V]YhYh
gdUbbYbXY`H]YfVYcVUW`hi b[Yb``Cvk c\`XYf`K]bhYf`b]W`h`X]Y
]XYU`Y`NY]h`ZØf`Ncc!6Ygi W`Y`]gh` `XU`Y]b][Y`H]YfY`K]bhYfgW`U`Z
\U`hYb` ` _cbbhYb`6Ygi W`Yf`XYbbcW`Y]bn][Ufh][Y`9]bV`]W`_Y`]b`XUg
@YVYb`j cb`H]YfYb`k]Y`@ W`gž; Åa`gY`i bX`6fUi bV`Åf`[Yk]bbYb`
8Ug` : ØhhYfb`j cb`N]Y[Yb`i bX`GW`UZyb`ghY`h`VYgcbXYfg`ZØf`?]bXYf
Y]b`<][\`][\`h`XUf``Ni XYa` `V]YhYh`XYf`Ncc`Y]bYb`VYY]bXfi W`_YbXYb
5i gV`]W`_Ui Z`XUg` ðbhU`i bX` ðbgVfi W`ž`k Ug`XYb`6Ygi W`ni` `Y]bYa
VYgcbXYfYb`9f`YVb]g`a U`W`h`

Ni g`Åh`]W` []Vh`Yg`j cf`C fh`XUg`6]ghfc`5B`Å 5<@gck]Y`Y]bYb
Ncc`UXYbž`X]Y`XYb`6Ygi W` `UVfi bXYb``9]b`k Y]hYfYg`UhhfU`_h] Yg
5b[YVch`]b`XYf`I a [YVi b[`]gh`XYf`7`f]gh_]bX`a Uf`_h`Ui Z`XYf
<i b[YfVi f[ž`XYf`nk Uf`ØVYfgW`Ui VUf`]ghž`YXcW`a]h`Y]bYa
[fc»Ufh][Yb`5i gV`]W`_Ui Z` ðbgVfi W`_Ui Zk UfhYh`B U`W`Y]bYa` HU[
j c``Yf`9f`YVb]ggY`n]Y`h`Yg`X]Y`6Ygi W`Yf`cZh`ni fØW`_]bg` ðbhU`ž`k c
g]W`nU`\fY]W`Y`GY`Yb`gk ØfX][_Y]hYb`VY]bXYb`"

ðg[YgUa` h`V]YhYh`X]Y`F`Y[]cb` ðbgVfi W`_]b`XYf`K]bhYfgU]gcb`Y]b
UVk YW`g`i b[gfY]W`Yg`Dfc[fUa` a ž`gck c\`ZØf`G_]ZU`fYf`U`g`Ui W`
ZØf` : Ua`]`Yb``8]Y`?ca` V]bUh]cb`Ui g`B Uhi fž`J YfUbghU`hi b[Yb`i bX
_`i`hi fY``Yb`<][\`][\`hg`gW`UZZh`Y]b`Y]ba` U`][Yg`I f`Ui VgYf`YVb]g`"

8YhU]`g	
Cfh	ðbgVfi W`ž`2 ghYffY]W`
EiY`Yb	<ul style="list-style-type: none"> • k k k "_fcbY"Uh • ZYfbk Y`V`c["bYh

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