

G]W\ Yf\ Y]hg! 5`Ufa`]b`DUb_ck .`5bk c\bYf
ZcfXYfb`Xf]b[YbX`F UXk Y[Y`Ui Z`XYf
6Yf`]bYf`5`YY`

⊕`DUb_ck`ZcfXYfb`5bk c\bYf`bUW\`Y]bYf`I a ZFU[Y`a Y\ f
J Yf_Y\fgg]W\ Yf\ Y]h`Ui Z`XYf`6Yf`]bYf`5`YY`"8]Y`GD8`_f]h]g]Yfh
XYb`GYbUh"

DUb_ck ž`8Yi hgW`UbX`!`⊕`DUb_ck`gcf[hY`Y]bY`b]W\h!
fYdfÅgYbhUh]j Y`I a ZFU[Y`ni f`J Yf_Y\fgg]W\ Yf\ Y]h`Ui Z`XYf`6Yf`]bYf
5`YY`ZØf`5i ZgY\Ybž`bUW\XYa`g]Y`Yf[UVž`XUgg`" `ž&`DfcnYbh`XYf
&))`6YZFU[hYb`X]Y`GhfU» Y`U`g`i bg]W\ Yf`Ya dZ]bXYb`"@Ui h`X]YgYf
I a ZFU[Y`bi hnYb`) +`DfcnYbh`XYf`HY]`bY\ a Yf`X]Y`6Yf`]bYf`5`YY
a Y\fa U`g`hÅ[`]W\ ž`k Å\ fYbX`&(`DfcnYbh`X]Yg`Y]ba U`dfc`K cW\Y
hi b`"8]Y`5bk c\bYf`ZcfXYfb`Xf]b[YbX`g]W\ Yf`Y`F UXk Y[Y`i bX`Y]bY
[YfYW\ hYfY`F Ui a Ui ZhY]`i b[ž`i a`XUg`G]W\ Yf\ Y]hg[YZØ`\`ni
Yf\ Ò\Yb`"F c`UbX`GW\ fÒXYfž`XYf`J cfg]hnYbXY`XYf`GD8! : fU_h]cb`]b
DUb_ck ž`VYhcbhY`X]Y`Bch`k YbX][_Y]h]j cb`A U» bU\ a Yb`ni f
J YfVYggYfi b[`XYf`J Yf_Y\fgg]hi Uh]cb`i bX`XYg`GhUXh`_]a Ug"
Ni XYa`_f]h]g]YfhY`X]Y`GD8! : fU_h]cb`X]Y`78I ! [YZØ\fhY
GYbUh]j Yfk U`hi b[ž`X]Y`Ui h`XYb`5bk c\bYfb`i bX`6YZFU[hYb
a Y\ fYfY`A U» bU\ a Yb`ZØf`a Y\ f`J Yf_Y\fgg]W\ Yf\ Y]h`V`cW_]Yfh"

8]Y`I a ZFU[Y`nY][hž`XUgg`* +`DfcnYbh`XYf`6YZFU[hYb`X]Y
i fgdfØb[`]W\ Yb`D`ÅbY`ZØf`a Y\ f` : `ÅW\ Yb`ZØf` : i »!`i bX`F UXj Yf_Y\ f
gck]Y`ni f`J YfVYggYfi b[`XYf`5i ZYbh\U`hgei U`]hÅh`U`g` gY\ f
k]W\h][`cXYf` Y\Yf`k]W\h][`YfUW\ hYhYb`" , VYf`* \$`DfcnYbh
k ØfXYb`7UZÅg`i bX` ; YgW\ ÅZhY`Ub`XYf`6Yf`]bYf`5`YY`\ Åi Z[Yf
VYgi W\ Ybž`k Ybb`X]Y`5i ZYbh\U`hgei U`]hÅh]j YfVYggYfh`k ØfXY`"8]Y
_`UfY`5bgU[Y`XYf`5bk c\bYf`]ghž`XUgg`< UbX`i b[gVYXUfZVYghY\h"
8]Y`8]g_i gg]cb`i a`XYb`5i gVUi`XYf`F UXk Y[]bZfUghfi`_hi`f`]b
DUb_ck`k]fX`j cb`_cbhfc] YfgYb`8YVUhYb`ØVYf`X]Y`A cV`]hÅh`i bX

GhUXhYbhk]W_`i b[` [YdfÄ[hž`k]Y`Ui W`X]Y`9fZU\ fi b[Yb`a]h`XYf
6]nYhghfU» Y`nY][Yb`"

GhfY]h`i a `F UXk Y[Y`i bX`ghÄXh]gW`Y`A cV]`hÄh

8]Y`D`ÄbY`Z0f`F UXghfY]ZYb`Ub`XYf`6Yf`]bYf`5`YY`k i fXYb`j ca
6Yf`]bYf`GYbUh[Yghcddhž`k Ug`i bhYf`UbXYfYa `ni `YZh][Yf`? f]h]_
j cb` ; f0bYb!5V[YcfXbYhYb`Z0\fhY`"C XU`< UggYdU» `VYnY]W`bYhY
X]Y`9bhgW`Y]Xi b[`U`g` a YbgW`YbZY]bX`]W` " `b`XYf`J Yf[Ub[Yb`Y]h
ZUbX`VY]gd]Y`gk Y]gY`XYf`I a VUi `XYf`C XYfVYf[Yf`GhfU» Y`i bX
F UXk Y[Y`Ui Z`XYf`GW`0b`Ui gYf`5`YY`YVYbZU`g`]b`XYb
8]g_i gg]cbYb`ghUhh" `b`XYf`GhUf[UfXYf`GhfU» Y`k i fXY`Y]bY
Dc`YfgdYffY`]bghU`]Yfhž`i a `X]Y`J Yf`_Y`fgg]hi Uh]cb`ni `j YfVYggYfbž
bUW`XYa `0ZZYbh]W`Yf`8fi W`YbghU`bXYb`k Uf`" `b]h]Uh]j Yb`k]Y
7\Ub[]b[`7]h]Yg `i bX` : U\ffUXZfYi bX`]W`Yg`DUb`ck
VYUbghU`bXYhYb`]bXYg`X]Y`i bni fY]W`YbXYb`A U» bU`a Yb`ni f
: U\ffUXghfU» Ybg]W`Yf`Y]h"

5_hi Y`Y`9bhk]W_`i b[Yb`nY][Ybž`XUgg`]bg[YgUa`h`Y`Z
: U\ffUXdfc`Y`_hY`]a `6Yn]f`_DUb`ck `j cb`Y]bYf`bYi Yb`F]W`h]b]Y`XYf
GYbUhgj Yf`_Y`fgj Yfk U`hi b[`VYhfcZZYb`g]bX`"8]Y`bYi Y`78I !
J Yf`_Y`fggYbUhcf]b`A Ub`U`GW`fY]bYf`U`h`Yb`hgW`]YXYbž`Dfc`Y`_hYž
VY]`XYbYb`DUf`_d`ÄhnY`cXYf` : U`fgdi fYb`k Y[ZU`Ybž`ni `ghcddYb`"
8]Yg`VYhf]Zh`Ui W`X`Yb`I a VUi `XYf`F UXk Y[Y`Ui Z`XYf`GW`0b`Ui gYf
5`YYž`XYf`VYfY]hg`Z0f`XYb`Gca`a Yf`Ub[Y`0bX][h`k Uf`"8Yf`Ghcdd
VYhf]Zh`Ui W`k Y]hfY]W`YbXY`Y`bXYfi b[Ybž`k]Y`XYb`K Y[ZU`]j cb
) \$`DUf`_d`ÄhnYb`ni f`GW`UZI b[`j cb`[YY][bYhYb
F UXZU`fVYX]b[i b[Yb`"

? f]h]_`Ub`XYf`U`_hi Y`Y`b`J Yf`_Y`fgdc`]h]_

DUb`ck g`J Yf`_Y`fgghUXhfÄh]b`A Ubi Y`U`5bXYfg!; fUb]hm_]`_0bX][hY
Ubž`XUgg`nY`b`k Y]hYfY`Dfc`Y`_hY`Ui g`XYa `F UXk Y[YUi gVUi
[Yghcddh`k YfXYb`"6YhfcZZYbY`Dfc`Y`_hY`g]bX`i bhYf`UbXYfYa `XYf
I a VUi `XYf`BYi a Ub`bghfU» Yž`XYf`F UXk Y[`Ui Z`XYf`Ghcf`ck Yf
GhfU» Y`i bX`XYf` : U\ffUXk Y[`6Y`a`ghfU» Yž`k`Ä`fYbX`k Y]hYfY
]bZfUghfi`_hi fY`Y`I a VUi hYb`]b`XYb` ; fY`ghfU» Yž`6`Ub`YbZY`XYf
7`Ui ggYYž`< Ub`gUghfU» Y`i bX`A`0`Yb`ghfU» Y`YVYbZU`g`Y]b[YghY`h

k YfXYb"8]Y'GD8'g]Y\h'\]Yf'b]W\h'bi f'Y]bY'i bni fY]W\YbXY
 J Yf_Y\fgdc`]h]_ž'gcbXYfb'Ui W\Y]bY'J YfgW\k YbXi b['j cb
 GhYi Yf[Y'XYfb'Ubž'XU'i b_'Uf']ghž'k Y'W\Y'5i gk]f_i b[Yb'XYf'Ghcdd
 Ui Z'X]Y'VYhfcZZYbYb'Dfc'Y_hY'\UVYb'k]fX"

Ni gUa a YbZUggYbX`'Aggh'g]W'gU[Ybž'XUgg'X]Y'8]g_i gg]cbYb'i a
 X]Y'J Yf_Y\fgg]W\Yf\Y]hi bX'F UXk Y[Y']b'DUb_ck`Y]bY
 [fi bX'Y[YbXY'9fbYi Yfi b['XYf'ghÅXh]gW\Yb'D'Ubi b['YfZcfXYfb"
 8]Y'5bk c\ bYf'ZcfXYfb'i a ZUggYbXY'A U» bU\ a Yb'ZØf'a Y\ f
 G]W\Yf\Y]hi bX'J YfVYggYfi b[Yb']b'XYf'5i ZYbh\U'hgei U']hÅhž'X]Y
 'YXcW\]b'XYf'U_hi Y''Yb'dc`]h]gW\Yb'@UbXgW\UZh'Ui Z'K]XYfghUbX
 ghc» Yb"9]b'l a XYb_Yb']b'XYf'J Yf_Y\fgdc`]h]_gW\Y]bh'Xf]b[YbX
 bØh][ži a 'XYb'6YXØfZb]ggYb'U''Yf'J Yf_Y\fgHY]'bY\ a Yf'[YfYW\h'ni
 k YfXYb"

8]Y'6Yf]W\hYfghUhi b['ni 'X]YgYf'H\Ya Uh]_]gh'k Y]hYf\]b'j cb
 6YXYi hi b[ž'XU'X]Y'DUb_ck Yf'J Yf_Y\fgdc`]h]_X]Y'@VYbgei U']hÅh
]b'XYf'F Y[]cb'YbhgW\Y]XYbX'VY]bZi ggh"8]Y'Ub\U'hYbXYb
 DfchYghY'i bX': cfXYfi b[Yb'XYf'6Øf[Yf'_ØbbhYb'a Ø['W\Yfk Y]gY
 ni 'Y]bYa 'l a XYb_Yb']b'XYf'`c_U'dc`]h]gW\Yb
 9bhgW\Y]Xi b[gZ]bXi b['ZØ\ fYb"

6Yf`]bYf'NY]hi b['p9bhk]W_`i b[gghUXh'p9bhk]W_`i b[gghUXh

8YhU]`g	
C fh	DUb_ck ž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "VYf`]bYf!nY]hi b["XY • Ybhk]W_`i b[gghUXh"XY • Ybhk]W_`i b[gghUXh"XY

6Ygi W\Yb'G]Y'i bg'Ui Z.'b!U["XY