

? i bghk Yf_Y`XYg'; `Ui VYbg. `G]Y[Yf
? ÒXYfg`5i ZYfghY\i b[gfY`]YZ`Y]b[Yk Y]\h

5a '-": YVfi Uf'&\$&) `k i fXY`j b`9`k Ub[Yb`Y]b`6fcbnYfY`]YZ
XYg`? ØbghYfg`G]Y[Yf`? ÒXYf`Y]b[Yk Y]\hž`Ub`gY]bYa `%"
HcXYghU["

9`k Ub[Ybž`8Yi hgWk`UbX`!`đ`XYf`<Y`][!; Y]gh?]fWY`]b
9`k Ub[Yb`k i fXY`\Yi hY`Y]b`bYi Yg`?i bghk Yf_`j cb`G]Y[Yf`? ÒXYf
Y]b[Yk Y]\h"8 Ug`6fcbnYfY`]YZ`nY][h`X]Y`i a f]ggY`XYg
Ui ZYfghUbXYbYb`žgi g`i bX`k i fXY`j cf" \$`ž\`fYb`i fgdfØb[`]Wk`U`g
; fUVXYb_a U`žØf`X]Y: Ua `]Y`?i fn`[YgWk`UZZb"8]Y`9]bk Y]\i b[
ZUbX`Ua `%"`HcXYghU[`XYg`? ØbghYfg`ghU`hž`XYf`Ua '-": YVfi Uf
&\$%) `j YfghUfV" GhUXhdZUffYf`Gj Yb`j Ub`A YY[Yb`gY[bYhY`XUg
?i bghk Yf_`k À`fYbX`Y]bYg`ZYgh`]WYb`; chhYgX]YbghYg`i bX
Yf]bbYfhY`Ub`? ÒXYfg`A chhc` 8 Ug`N]Y`]gh`XUg`N]Y` ž`XUg`Y]bY`h]YZY
J YfV]bXi b[`nk]gWk`Yb`; `Ui VYbgj Yfk i fnY`i b[`i bX`A cV`]h`h
]a d`n]Yfh"8]Y: Y]Yf`]Wk_Y]h`k i fXY`j cb`DZUffYf`5bhcb`9ggk Y]b`i bX
8]U_cb`G]Y[Z]YX`<Yffa Ubb`a]h[YghU`hYh"

8 Ug`F Y`]Yž`XUg`bi b`bYVYb`XYf`D]YhU`]b`XYf`?]fWk`Y`ghY`hž`gc``XYb
HfUi YfbXYb`Hfcgh`gdYbXYb"9g`k i fXY`j cb`XYa `6]`X\Ui Yf
A Uh\]Ug`GWk`YZZYf`Ui ZY]bYa `GcW_Y`a]h`XYf`đgWk`f]Zh` ÆW`V]b`X]Y
5i ZYfghY\i b[`i bX`XUg`@YVYb`Yf[`Àbnh`A i g]_U`]gWk`i a fU`a h
k i fXY`XYf`; chhYgX]Ybghj cb`XYb`?]fWk`YbWk`ØfYb`9 [[Ybfchi bX`<`
; Y]ghi bhYf`XYf`@Y]hi b[`j cb`<Y]bf]Wk`6Ui fž`[YZc`[hj cb`Y]bYa
GhY\Ya dZUb[`]a `; Ya Y]bXY\Ui gž`Ub`XYa `nU`\fY]Wk`Y`6Ygi Wk`Yf
i bX`5b[Y\Øf][Y]j cb`G]Y[Yf`? ÒXYf`hY]`bU`a Yb"

? Øbgh`Yf`i bX`Df]YghYf

G]Y[Yf`? ÒXYf`k ÀfY`Ua ` " `žbi Uf'&\$&) `%"`ž\`fY`U`h[Yk cfXYb

i bX`k i fXY`j b`K UggYfU`Z]b[Ybž`\\Yi hY`HY]`j cb`5U`Ybž[YVcfYb`
8Yf`?Øbgh`Yf`i bX`Df]YghYf`k Uf`ZØf`gY]bY`V]V`]gW`Yb`6]`XYf`i bX
[fc» Zcfa`Uh][Yb`5`hUfV]`XYf`]b`j`]Y`Yb`?]fW`Yb`VY`_Ubbh`"?i bgh`i bX
F`Y`][]cb`gU`\\`Yf`b]W`h`U`g` ; Y[Ybg`Åh`Yž`gcb`XYfb`U`g`E`i`Y`Yb`XYf`
=bgd]fUh]cb`" J`]Y`Y`gY]bYf`K`Yf`_Yž`k`]Y`X]Y`?f]ddY`]b`XYf`GUb`_h`
GhYd`\\`Ubi`g!`?]fW`Y`]b`K`UggYfU`Z]b[Ybž`nY][Yb`gY]bY`_fYUh]j`Y
J`YfV]bXi`b[`j`cb` ; `Ui`VYb`i`bX`?i`bgh`"

Ni`gY]bYb`VY`_Ubbh`YghYb`A`ch]j`Yb`[Y`\\`ÖfYb`Ui`W`\\`Åb[Yb`XY
[c`XYbY`9b[Y`ž`Y]b`?fYi`nk`Y[`gck`]Y`Y]b` : fUi`Yb`U`hUfž`Ui`Z`XYa
A`Uf]U`i`bX`Ub`XYfY`VY`XYi`hYb`XY` : fUi`Yb`XYf`?]fW`Y`XUf[YghY`h
g]bX`"?ØXYf`]b`hY`fd`fYh]YfhY`VY`_UbbhY`V]V`]gW`Y`A`ch]j`Y`b`Yi`ž
VY]gd]Y`gk`Y]gY`ghY`h`Y`f`XYb`5`dc`ghY`DUi`i`g`U`g`7`c`k`b`XUf`i`bX
k`Å`\\`hY`Y]bY`Ui`Z[YgW`U[YbY`6]VY`_UbbhY`Y`Y]bYg`?]bXYg`]b`gY]bYf
?f]ddY`"8]YgY`]bbcj`Uh]j`Yb`8`UfghY`i`b[Yb`Z]bXYb`g]W`j`Yfa`Y`\\`fh]b
GW`i`V`Ø`W`Yfb`k`]Y`XYf`"

K`YfXY[Ub[`i`bX`9]bZ`i`gg

J`cf`gY]bYf`Df]YghYf`k`Y`\\`Y`k`Uf`?ØXYf`?i`bghYfn]Y`\\`Yf`i`bX
9b[`]gW`Y`Y`fYf`"A`]h`(\$`\\`fYb`Yb`hgW`c`gg`Yf`g]W`ž`H`Y`c`c[]Y`ni
ghi`X]YfYb`i`bX`k`i`fXY`%-`+%`ni`a`Df]YghYf`[Yk`Y]`h`"Ni`gY]bYb
Dfc`ZY`ggc`fYb`n`Å`\\`hYb`VY`XYi`hYb`XY`DY`fg`Øb`]W`_Y]hYb`k`]Y`<`Ubg`?Øb[
i`bX`XYf`gd`Å`hYfY`DUdgh`6`Yb`YX]_`h`L`J`="ž`j`cb`XYa`i`?ØXYf`&\$\$)`Y]bY
6`YgW`Y]b][i`b[`ØVYf`Ui`gfY]W`Yb`XY`8`c[a`Uh]__Y`b`b`hb]ggY`Yf`\\`Y`h`
?ØXYf`k`Uf`V]g`ni`gY]bY`a`i`+\$`"@YVYbg`U`f`U`g` ; Ya`Y]bXYd`ZUffYf
h`Å]h[`i`bX`k`]f`_`hY`V]g`ni`Y`h`h`_`fYUh]j`ž`]bXYa`Yf`X]Y`<`Ui`g`_`UdY`Y
Y]bYg`5`hYb`\\`Y]a`g`a`]h`\\`c`Vga`i`gW`Y`b`ž`gY]bY`a
@YV`]b[gk`Y[nY]W`Yb`ž`Ui`g[YghU`h`Y`hY`"

GY]b`_Øbgh`Yf]gW`Yg`9`fVY`Y`V`h`b]W`h`b`i`f`]b`XYb`?]fW`Yb`k`Y]hYfž
gcb`XYfb`Ui`W`]b`Y]bY`a`i`gYi`a`]b`9`k`Ub[Ybž`XUg`*`\$`gY]bYf
K`Yf`_Y`VY`\\`YfVYf[h`"?ØXYf`k`c`h`Y`XYb`HcX`b]W`h`U`g`9`bX`di`b`_h
VY[fY]Z`Ybž`gcb`XYfb`\\`c`Z`hY`Ui`Z`XUg`@YVYb`b`UW`X`Y`a`HcX`ž`k`Ug`g]W`
Ui`W`]b`gY]bYb`?i`bgh`k`Yf`_Yb`k`]XYfgd]Y[Y`h`<]bhYf`gY]bY`a` ; fUV
]b`K`UggYfU`Z]b[Yb`\\`Åb[hY]b`j`cb`]a`[YZYfh][hYg`F`Y`]YZ`XYf
J`Yf`_`Åfi`b[`Ua`i`6`Yf[`HU`V`c`f`"GY]bY`5`fVY]hYb`i`bX`gY]b`K`]f`_Yb`U`g
A`YbgW`YbZ]gW`Yf`ž`XYf`Xi`fW`gY]bY`?i`bgh`XUg`9j`Ub[Y`]i`a`

j Yfa]hY`hYž`k YfXYb`Ui W`k Y]hYf\]b` [YgW`Àhhi bX`Yf]bbYfh"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ØVYf`G]Y [Yf`? ÒXYf`i bX`gY]b
_Øbgh`Yf]gW`Yg`GW`UZZYb`_ØbbYb`G]Y`X]Y`5fh]_Y``Ui Z`GW`k `ÀV]gW`Y
Dcghž`?]fW`Y`i bX`@YVYb`i bX`? Uh`c`]gW`"XY`bUW`YgYb"

8YhU]`g	
C fh	9`k Ub [Ybž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "gW`k UYV]gW`Y!dcgh"XY• k k k "_]fW`Y!i bX!`YVYb"XY• k k k "_Uh`c`]gW`"XY

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