

B Ua YbgXYVUhhY 'Ub '9VYfgVYf[Yf F YU`gWk i `Y. 'K]bhf]Wk `cXYf'5][bYf3

9VYfgVYf[`X]g_i h]Yfh`B Ua Ybg`AbXYfi b[`XYf'ægYZK]bhf]Wk!
F YU`gWk i `Y" '5bhfU['j cb'5Z8 `gcf[h'ZØf'?cbhfcj YfgYb'ØVYf`BG!
F c`Y"



9VYfgVYf[ž'8Yi hgWk `UbX'!'†'9VYfgVYf['k]fX'bi b'X]Y': fU[Y
`Ui hžk]Y'Yg'a]h'XYf'ægYZK]bhf]Wk!F YU`gWk i `Y'k Y]hYf[Y`h" '8]Y
GWk i `Y'ghY`h]j cf'XYf'gWk]Yf][Yb'9bhgWkY]Xi b[ž'\fYb`B Ua Yb`ni
VY`U`hYb`cXYf`]b'5bVYhfUWk`h`bYi Yf': cfgWk i b[gYf[YVb]ggY
i a ni VYbYbbYb" '8]YgY'8]g_i gg]cb` \Uh'XYf'5Z8!?'fY]gfUh'A UbZfYX
GWk a]Xh'Ub[Yghc» Ybž'XYf'XYb`J cfgWk `U['ni f'l a VYbYbbi b[']b
?cfV]b]Ub'5][bYf ž'Y]bYb`VY`Ub`bYb'; Y[bYf'XYg
B Uh]cbU`gcn]U`]ga i gžj cf[YhfU[Yb` \Uh" `GWk a]Xh'VYnY]Wk`bYh
K]bhf]Wk `U`g' F Y[]a Y!GhUV]'gUhc f'i bX`_Uff]YfYVYk i gghYb
Cddcfhi b]ghYb` i bX'a UWk`h`XUa]h'XYi h]Wk ž'XUgg`Yf'X]Y`DYfgcb
K]bhf]Wk `b]Wk`h`U`g`J cfV]'X'g]Y`h" '8]Y'8YVUhhY`k]fX'Ua`%'`†` `]j ca
5i ggWk i gg'XYg'9VYfgVYf[Yf'?fY]ghU[g`VY`UbXY`hžk cVY]'XYf
ÖZYbh]WkY'8fi W`ni a`l a XYb`Yb`k`ÀWk`gh"

ægYZA Ufei UfX`K]bhf]W`k i fXY`Ua`%) "": YVfi Uf`%, - %:]b`A ØbW`Yb
[YVcfYb`i bX`k Uf`k Å\FYbX`gY]bYf`VYfi Z]W`Yb`@Ui ZVU`b`]b
j YfgW`]YXYbYb`fYW`h]W`Yb`i b`_]cbYb`hÅh]["9f`ghi X]YfhY
F YW`hgk]ggYbgW`UZhYb`Ub`XYf`@ Xk][!A Ui]a`_]Ubgi! b]j Yfg]hÅh
A ØbW`Yb`i bX`k Uf`i bhYf`UbXYfYa`F]W`hYf`i bX`5bk U`h`GY]bY
?Uff]YfY`k Uf`YXcW`i a ghf]hhYbž`]bgVYgcbXYfY`Ui Z[fi bX`gY]bYf
Ni [Y\Öf][_Y]h`ni a`bUh]cbU`gcn]U`]gh]gW`Yb`FY[]a`Y.`%-`'`hfUh`Yf
XYa`6i bX`B Uh]cbU`gcn]U`]gh]gW`Yf`8Yi hgW`Yf`ž`f]ghYb`VY]i bX
VY`_Y]XYhY`Dcg]h]cbYbž`X]Y`]b`Yb[`a`]h`XYf`BG!ž`gh]n`j YfVUbXYb`
<]ghcf]_Yf]b`9j U`6U`n`VYgW`fY]Vh`K]bhf]W`U`g`Y]bY`nk]Ygd`Å`h][Y
:][i fž`X]Y`k YXYf`Y]bXYi h][`HÅhYf`bcW`; Y[bYf`XYf
bUh]cbU`gcn]U`]gh]gW`Yb`<YffgW`UZh`k Uf`8]YgY`Ua`V]j U`Yb`hY`F`c`Y
k]fZh: fU[Yb`Ui ZØVYf`gY]bY`9][bi b[`U`g`BUa`Ybg[YVYf`XYf
GW`i`Yž`X]Y`Y]bY`bYi`Y; YbYfUh]cbgg]W`h`Ui`Z; YgW`]W`hY`ZØfXYfb
a`ØW`hY`CGØXXYi hgW`YQ

B Yi Y`DYfgdY`_h]j Yb`Ui`Z`K]bhf]W`

8]Y`8YVUhY`i a`X]Y`l a`VYbYbbi b[`]gh`U`YfX]b[`g`b]W`h`c`b`Y
K]XYfghUbX`7`f]ghc`d`G`W`k Ufnž`Y]b`J`YfhfYhYf`XYg`J`YfY]bg
; YfUi`VhY`?]bXYf`j`Yf[YggYbY`C`dZYf`ž`Y`b`h`X]Y`A`]hUfVY]h`XYf
5Z8`UV`i bX`_f]h]g]Yfh`X]Y`DUfhY]`gW`UfZ`U`g`fUgg]gh]gW`Y`i bX
fYW`hgYl hfYa`Y`; fi`dd]Yfi b["Gc`W`Y`Gh]a`a`Yb`ZcfXYfb`Y]bY
X]ZZYfYbn]YfhY`i bX`j`YfUb`hk`cfhi b[`gj`c`Y`5i`gY]bUbXYfgYhni b[`a`]h
XYf`J`Yf[Ub[Yb`Y]hž`X]Y`b]W`h]a`GW`UhhYb`dc`]h]gW`Yf`F`Y`hc`f]_
[YZØ`fh`k`YfXYb`gc`hY`8]Y`7`Ui`gU`K]bhf]W`U`h`Ui`W`X`Yb
: fY]Vi`f[Yf`J`YfY]b`a`cV]`g]Yfhž`XYf`Ui`Z`X]Y`B`ch`k`Yb`X][_Y]h`Y]bYf
BYi`VYk`Yfhi b[`]bk`Y]ghi bX`gY]bYfgY]hg`ZØf`Y]bY`l a`VYbYbbi b[
d`Å`X]Yfh`

8 Ug`H`Y`a`U`K]bhf]W`k]fX`j`cb`j`YfgW`]YXYbYb`GY]hYb`VY`Yi`W`hY`h`
8 Yf`?`fY]gUfW`]j`Uf`6Yfb`UfX`GW`ÅZYf`g]Y`h`Y`hk`U`_Y]bYb`5b`Ugg`ZØf
Y]bY`BYi`VYk`Yfhi b[`XYf`F`c`Y`K]bhf]W`g`]a`B`Uh]cbU`gcn]U`]ga`i`g
i`bX`g][bU`]g]Yfh`X`Ua`]h`Y]bY`_cbgYfj`Uh]j`Y`<`U`hi`b[`]bbYf`U`V`XYf
dc`]h]gW`Yb`b`gh]hi`h]cbYb`GY]b`GhUbXdi`b`_h]ghY`h`Y`XcW`]a
K]XYfgdfi`W`ni`XYb`Øb[`ghYb`i`c`fgW`i`b[`gYf[`YVb]ggYbž`X]Y`Y]b
X]ZZYfYbn]YfhYfYg`6]X`nY]W`b`Yb`K]Y`k`]fX`g]W`X`Yf`9VYfgVYf[`Yf
?`fY]ghU[`Yb`hgW`Y]XYb`3

8]Y`gW\ i `Y][YbY`6YfY]hgW\ UZh`ni f

l a VYbYbbi b[

GW\ i `Y]hYf`A Uf_i g`GW\ a]X`nY][h`g]W\ `ni a]bXYghcZZYb`Z0f`X]Y
A 0[`]W\ _Y]h`Y]bYf`i a VYbYbbi b[ž`gcZYfb`g]W\ `bYi Y`cXYf
YfgW\ fYW_YbXY` : U_hYb` \YfUi g_f]ghU``]g]YfYb`gc`hYb`"8]Yg`Àggh
XUfUi Z`gW\ `]Y» Ybž`XUgg`X]Y`GW\ i `Y`VYfY]h`]ghž`g]W\ `a]h`]\fYf`F`c`Y
i bX` ; YgW\]W\ hY`Ui gY]bUbXYfni gYhnYb`Ni `XYb`5`hYfbUhj] Ybž`X]Y
GW\ a]Xh`]bg`Gd]Y` [YVfUW\ h` \Uhž`nÀ` \Yb`Ui W\ `U`hYfbUhj] Y
BUa Ybg[YVYf`k]Y`9fk]b`F`ca` a Y`cXYf`X]Y` ; YgW\ k]ghYf`GW\ c``"
9j Ybhi Y``_0bbhY`X]Yg`Ui W\ `ni f`9]bVYn]Y\i b[`XYf`GW\ 0`YfgW\ UZh
i bX`XYfYb`DYfgdY_hj] Yb`Z0`fYb`i bX`Y]bY`VfY]hYfY`8]g_i gg]cb
0VYf`BUa Ybg[YVi b[`]b`XYf`\Yi h][Yb`NY]h`Ui g`0gYb`"

Gc`ghY`Yb`X]Y`9VYfgVYf[Yf`j`c`f`Y]bYf`gdUbbYbXYbž`UVYf`Ui W\
\Y]_Yb`9bhgW\ Y]Xi b[``8 Ug`H\Ya U`\À`h`U`gc`U`Y`]b`5hYa`i bX
j YfXYi h`]W\ hž`k]Y`k]W\ h[`Y]bY`_f]h]gW\ Y`5i ZUfVY]hi b[`XYf
J Yf[Ub[Yb`Y]h`]ghž`i a `XYb`K Y[`]b`Y]bY`fYgdY_hj`c`Y`i bX
[YfYW\ hY`Ni _i bZhini `YVbYb`**CK]_dYX]UQ08Yi hgW\ Y**
; YgW\]W\ hYQ

8YhU]`g	
C fh	9VYfgVYf[ž`8Yi hgW\ `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW\ Y"XY • XY"a "k]_dYX]U"c f[• [Yfa Ub` \]ghc fmXc Wg"c f[

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