

8 fUa U`]a `G_] [YV]Yh. `: fYYf]XYf
Ybh_ca a Yb`@Uk]bY`]b ``YhnhYf`GY_i bXY`°

Nk Y]: fYYf]XYf`Ybh_ca a Yb`]b`Gi `XYb`Y]bYf`@Uk]bY"
5_hi Y``Y`G]WXYf\Y]hg]bZcfa Uh]cbYb`i bX`@Uk]bYbk Ufbi b[Yb
ZØf`K]bhYfgdcfh`Yf"

G_] [YV]Yh`Gi `XYbž`GØXh]fc`ž`hU`]Yb`!`5a`&, ``>Jbi Uf'&\$&)
YfY][bYhY`g]W`]a `G_] [YV]Yh`Gi `XYbž`GØXh]fc`ž`Y]b`VYÅb[gh][YbXYf
J cfZU``ž`VY]`XYa`nk Y]: fYYf]XYf`bi f`]a `U`Yf`YhnhYb`A ca Ybh`Y]bYf
@Uk]bY`Ybh_Ua Yb``8]YgY``ØghY`g]W`]b`i ba]hY`VUfYf`BÀ\Y`i bX
VYk Y[hY`g]W`]gW`bY``]b`F]W`hi b[`XYf`GYggY``]ZhghUh]cb` 8Yg
5`dYg ``K]bhYfgdcfh`Yfž`X]Y`g]W`]a `@]h`VYZubXYbž`gdfUb[Yb
\Ugh][`ni f`GY]hY`i bX`gi W`hYb`bUW`Y]bYa`g]W`YfYb`D`Uhm"
6Yf]W`hYb`] cb`CF: `GØXh]fc`ni Zc`[Y`[UV`Yg`[`ØW`]W`Yfk Y]gY
_Y]bY`J`Yf`YhnhYb"

8]Y`XfUa Uh]gW`Yb`9fY][b]ggY`ZubXYb`]b`Y]bYf`NY]h`ghUhz`]b`XYf`X]Y
FY[]cb`j cb`ghUf`_Yb`GW`bYYZÅ``Yb`VYhf`c`ZYb`k Uf``&`H]fc`i bX
GØXh]fc`_Ua`Yg`]b`XYb`HU[Yb`ni j cf`ni`a`Y`fYfYb
@Uk]bYbUV[Åb[Ybž`k Ug`X]Y`G]W`Yf\Y]h`]a`K]bhYfgdcfh`Yf\YV`]W`
[YZÅ`fXYhY``6YgcbXYfg`U`Ufa]YfYbX`k Uf`Y]b`J cfZU``Ua
<]bhYfhi`I`Yf`; `YhgW`Yfž`k`c`Y]b``\$!`Å`f][Yf`A`Ubb`j cb`Y]bYf`@Uk]bY
YfZUgghi bX`XUfUi`Z`]b`]b`_f]h]gW`Ya`Ni`ghUbX`]bg`?`fUb`_Yb`Ui`g
bUW`i`&bgVfi`W`[YZc[Yb`k`i`fXY``GY]b`6Y[`Y]hYfž`Y]b`&-!`Å`f][Yfž
_c`bbhY`i`bj`Yf`Yhnh`[YfYhYh`k`YfXYbž`bUW`XYa`Yf`Y]bYb`B`chfi`Z
UV[YgYhnh`\UhhY"

5_hi Y``Y`@Uk]bYbk Ufbi b[Yb`i bX`F]g]_Yb

8]Y`@Uk]bYbk Ufbghi ZY`ZØf`H]fc`k`i`fXY`ZØf`XYb``\$``i`bX``%``>Jbi Uf
Ui`Z`ž`k`Ug`Y]bY`[fc»Y`@Uk]bYb[YZU`f`VYXYi`hYh``8]YgY`9]bghi`Z`b[

gc`hY`GdcfhYf`XUni`UbFY[YbžVYgcbXYfg]j cfg]W\h][`ni`gY]b"
=bgVYgcbXYfY`gc`hYb`g]Y`ghY]`Y`<`Ab[Y`j`Yfa`Y]XYb`i`bX
f]g]_ca`]bXYfbXY`A`U»`bU\`a`Yb`VYfØW_g]W\h][`Yb";`YfUXY
i`bYfZU\`fYbY`K`]bhYfgdcfhYf`k`YfXYb`Y]bXf]b[`]W`XUni
Ui`Z[YZcfXYfhž]g]W`Ui`Z`df`Å`dUf]YfhYb`5VZU\`fhYb`ni`VYk`Y[Yb"

I`a`X]Y`@Uk`]bYb[YZU\`f`VYggYf`Y]bni`gW`Å`hnYbž[`]Vh`Yg`XfY]
[`fi`bX`Y[YbXY`FY[Y`bž`X]Y`j`cb`**GdcfhgW`Y`W`**`Ya`dZc\`Yb`k`YfXYb"
Ni`b`Å`W`gh`gc`hYb`U`_`hi`Y`Y`@Uk`]bYbVYf]W\hY`[Ybi`hnh`k`YfXYbž`XU
g]Y`ØVYf`Ga`Ufhd\`cbYg`UV[Yfi`ZYb`k`YfXYb`_`ØbbYb";`YfbYf`]gh`X]Y
9]bgW`Å`hni`b[`XYf`<`Ub[`U[Y`i`bUVX]b[VUfž`XU`Yhk`U`-`+i`XYf
@Uk`]bYbi`bZ`Å`Y`]b`<`Ab[Yb`a`]h`a`Y\`f`U`g`" `\$;`fUX`BY][`i`b[
dUgg]YfYb"9]b`6`]W`_`Ui`Z`hcd`c[fUd\`]gW`Y`?`UfhYb`cXYf`XYf`9]bgUhm
Y]bYg`<`Ub[bY][`i`b[ga`YggYfg`_`ØbbYb`YVYbZU`g`\`ZFY]W`gY]b"

K`Y`hhY`fVYX]b[i`b[Yb`U`g`F`]g]_c`ZU`_`hcf`

Ni`g`Å`h`]W`gd]Y`h`XUg`K`Y`hhY`f`Y]bY`Yb`hgW`Y]XYbXY`F`c`Y`Y`K`]bX`i`bX
HYa`dYfUhi`f`VYY]bZi`ggYb`X]Y`@Uk`]bYb[YZU\`f`Yf\`YV`]W`"
6YgcbXYfg[YZ\`f`]W`g]bX`BYi`gW`bYY`i`bX`ghUf`_`Y`K`]bXYž`X]Y
VYfY]hg`VYghY\`YbXY`GW`bYYUbgUa`a`i`b[Yb`XYghUV`]g]YfYb
_`ØbbYb"5i`W`Å`Ab[YfY`?`Å`hYdYf]cXYbž[YZc`[`hj`cb`d`Øh`]W`Yb
HYa`dYfUhi`f`Ubgh]Y[YbžVYf[Yb`F`]g]_Yb"
K`]Y`**G`_`!`c`b`]**bY`VYgW`fY]Vhž`g]bX`:`UW`k`]ggYb`i`bX`f]W\h][`Y
5i`gfØghi`b[`j`cb[`fc»`Yf`6YXYi`hi`b[ž]bgVYgcbXYfY`XU`:`fYf]XYb
i`bX`G`_`hcf`fYb`Ui`W`i`bhYf`5bZ`Ab[Yfb`]a`a`Yf`VY`]YVhYf`k`YfXYb"
I`b`_`Yb`b`hb]g`XYf`G]W`Yf\`Y]hga`U»`bU\`a`Yb`Yf\`Ø`h`XUg`F`]g]_c`Y]bYg
@Uk`]bYbUV[Ub[g`Yf\`YV`]W`"

J`c`fVYfY]hi`b[`i`bX`B`c`hZU``a`U»`bU\`a`Yb`

=a`:`U`Y]bYg`@Uk`]bYbUV[Ub[g`]gh`gW`bY`Yg`<`UbXY`b
Yb`hgW`Y]XYbX"6Y]Y]bYf`Xfc\`YbXYb`@Uk`]bY`gc`hYb`K`]bhYfgdcfhYf`
j`Yfgi`W`Ybž`gY]h]W`Ui`g`XYf`;`YZU\`fYbnc`bY`ni`ZU\`fYb";`Y]b[`h`X]Yg
b]W`hž`gc`hY`a`Ub`X]Y`5fa`Y`gW`Øh`nYbX`j`c`f`XUg`;`Yg]W`h`bY\`a`Ybž
i`a`Y]bY`5hY`a`\`Ø`Y`ni`gW`UZZYb"9]b`56G!F`i`W_gUW`_`_`Ubb`]a
B`c`hZU``X`Yb`5]fVU[`Ui`g`Ø`gYb`i`bX`gca`]h`X]Y`,`VYf`YVYbgW`UbW`b
Yf\`Ø`Yb"

Ni f'cdh]a U`Yb`J cfVYfY]hi b[`]gh`XUg`A]hZØ\ fYb`Y]bYg`@ G!; YfÅhgž
 Y]bYf`GcbXY`i bX`Y]bYf`GWUi ZY``i bYf`Àgg`]W`"8]YgY`_ÒbbYb
 `VYVbgbfYhhYbX`gY]bž`k Ybb`Yg`XUfi a `[Y\hž`J YfgW`ØhhYhY`ni
 VYf[Yb``Ni XYa `gc``hYb`K]bhYfgdcfh`Yf`fY[Y`a Å»][`DfUI]g_`i fgY
 ni f`Gi W`Y`bUW`J YfgW`ØhhYhYb`VYgi W`Ybž`i a `ZØf`XYb`BchZU``
 [Yk UddbYh`ni `gY]b``9]bY`[i hY`≠Zcfa Uh]cbgei Y``Y`ZØf
 @Uk]bYb`U[YVYf]W`hY`g]bX`K YVg]hYg`k]Y`X]Y`XYg
 @Uk]bYbk UfbX]YbghYg`6UmYfb"

≠`XYf`YfghYb`J]YfhY`ghi bXY`bUW`Y]bYa `@Uk]bYbi bZU``]gh`X]Y
 gW`bY``Y`9fghY`<`]ZY`YbhgW`Y]XYbX``8 U\Yf`]gh`Yg`k]W`h][ž`Ui W`]a
 K]bhYf`[i h] cfVYfY]hYh`ni `gY]b`i bX`X]Y`f]W`h][Y`5i gfØghi b[`]a
 ; YdÅW`_ni `UVYb``Ni `XYb`Ya dZc`YbYb
 5i gfØghi b[g[Y[YbghÅbXYb`[Y\ØfYb`i bhYf`UbXYfYa
 @Uk]bYbU]fVU[gž`@ G!; YfÅhY`gck]Y`GWUi ZY`b`i bX`GcbXYb"

8YhU]`g	
J cfZU``	@Uk]bYbUV[Ub[
I fgUW`Y	ghUf`_Y`GW`bY`ZÅ``Y
C fh	G_][YV]Yh`Gi `XYbž`GØXh]fc`ž`≠U`]Yb
J Yf`YhnhY	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gW`k UYV]gW`Y`XY • k k k "gd`c`fhgW`YW`"W`a • k k k "g_]!`c`b`]bY`XY

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