

F UXZU\ fYf`]b`A ØbWXYb`g]bX`i`bni Zf]YXYb. K c`V`Y]Vh`X]Y`J YfVYggYfi b[3

A ØbWXYb`ghY`h`]a`i`c`_i`g`XYg`58: 7!: U\ffUX`_]a`U!HYghg
&\$&("I bni fY]WXYbXY`F UX]bZfUghfi`_hi`f`i`bX
G]WXYf\Y]hgVYXYb`_Yb`dfÅ[Yb`X]Y`9f[YVb]ggY"



A ØbWXYb`ž`8`Yi`hgW`U`b`X`!`&`6`UmYfb`g`W`Ui`h`X]Y`F`UX`Y`fg`W`U`Zh`
VYgcf[h`Ui`Z`X]Y`U`_hi`Y`Y`b`9f[YVb]ggY`XYg`58: 7!: U\ffUX`_]a`U!
HYghg`&\$&(ž`X]Y`Ua`i`8`]YbghU[`]b`A`ØbWXYb`dfÅgYbh]Yfh`k`i`f`XYb`"
9j`U`A`U`_`b[ž`X]Y`V`UmYf]g`W`Y`@`Ub`XYgj`c`fg]hnYbXY`XYg`58: 7`ž`
XfØW`h`]\`f`A`]ggZU`Yb`Ø`VYf`X]Y`ghU[b]YfYbXYb`K`YfhY`Ui`g`ž`X]Y`g`Y]h`
XYf`Y`h`h`Yb`9f`Y`Vi`b[j`c`f`nk`Y]`>`f`Yb`bi`f`a`]b]a`U`Y`i`c`fhg`W`f]h`h`Y`
nY][Yb`"A`]h`Y]b`Yf`HY]`b`U`a`Y`j`c`b`&%`"\$\$\$`A`Ybg`W`Yb`j`Yf`XYi`h`]`W`h`
X]Y`I`a`Z`fU[Yž`X`U`gg`j`]Y`Y`F`UXZU\`f`Y`b`XY`a`]h`XYf`&`Z`f`U`ghfi`_`hi`f`]b`
6`UmYfb`i`bni`Zf]YXYb`g]bX"

6YgcbXYfg`X]Y`F`UX`k`Y[Y`gcf[Yb`ZØf`Y`f[Yf.`G]Y`g]b`X`c`Zh`ni`g`W`a`U`
i`b`X`k`Yf`XYb`j`c`b`d`Uf`_`Yb`XYb`5i`hc`g`V`c`W_]Yfh`ž`k`Ug`X`U`g`
G]WXYf\Y]hg[YZØ`Y`XYf`F`UXZU\`f`Y`f`ghUf`_`V`Y`Y]b`hf`Å`W`h]h[h`"9]b`

k Y]hYfYg'XfÅb[YbXYg'DfcV`Ya`]gh'XUg', VYf\c`Yb`Xi fWk
5i hcZU\ fYfž'k cVY]'* \$`V]g'+\$`DfcnYbh'XYf'6YzFU[hYb`Ub[YVYbž
XUgg'XYf'[YgYhn`]Wk`[YZcfXYfhY`5VghUbX`j cb`%ž) `A YhYfb`]bbYfcfhg
i bX`&`A YhYfb`Ui » Yfcfhg`Åi Z[`b]Wk'hY]b[Y\U`hYb`k]fX"

B chYb`i bX`9a dZY\`i b[Yb

8]Y`9f[YVb]ggY`XYg`HYghg`g]bX`Xi fWk UWk gYb``Gc`k]fX`X]Y
: U\ffUXa`]hbU\`a Y`]b`XYb`ÖZZYbh`]WkYb`J Yf`Y\fga`]hhY`b`a`]h'XYf
B chY`(`ž+`VYk YfhYž`k Ug`]a`F Yghj`cb`8Yi hgWk`UbX`Y\Yf
i bhYfXi fWk gWk b]hh`]Wk`]gh`Dcg]hj Yg`: YYXVUW`_[UV`Yg`\]b[Y[Yb
Z0f`X]Y`F Y]b[i b[`XYf`F UXk Y[Y`i bX`XYb`K`]bhYfX]Ybghž`k cf0VYf
g]Wk`F UXZU\ fYbXY`]b`6UmYfb`YfzFYi Yb`X0fZYb``5i Wk`X]Y
8]YVghU\`fUhY`]fYf': U\ffÅXYf`]ghYfzFYi`]Wk Yfk Y]gY`[Yf]b["

6Y]`XYb`GhÅXhYb`a`]h`V]g`ni`&\$`\$`\$`\$`9]bk c\`bYfb`Z0\fh`9f`Ub[Yb
a`]h`Y]bYf`B chY`j`cb`i`ž%`ž`k`Å`fYbX`A`0bWkYb`VY]`XYb`[f0»`YfYb
GhÅXhYb`a`]h`0VYf`)`\$`\$`\$`\$`9]bk c\`bYfb`XYb`Z0bZnYb`D`Uhn`VY`Y[h
i bX``ž`-`Di`b`_hY`Yf`Å`h``8]Y`6YzFU[hYb`]b`A`0bWkYb`gWk Y]bYb
`YXc`Wk`Ub`J YfVYggYfi b[Yb`]bhYfYgg]Yfhž`g]Y`k`0bgWkYb`g]Wk
VfY]hYfY`F UXk Y[Y`i bX`Y]bY`VYggYfY`b`hY[fUh]cb`XYf': U\ffÅXYf`]b
XYb`ÖZZYbh`]WkYb`J Yf`Y\`f"

8 Yf`b`ÅWk ghY`HY gh`ghY`h`VYj`c`f

8 Yf`58: 7!: U\ffUX`_]a U!HYgh`]gh`X]Y`[f0»`hY`I`a`zFU[Y`ni`f
Ni`zF]YXYb`Y]h]j`cb`F UX`Yfb`i bX`k`]fX`U`Y`nk`Y`]X\`fY`Xi fWk [YZ0\fh`
: 0f`X]Y`b`ÅWk ghY`F i bXYž`X]Y`j`ca`%`GYdhYa`VYf`V]g``\$``B`cj`Ya`VYf
&\$`&(`ghUhhZ]bXYb`k`]fXž`g]bX`bYi`Y`: fU[Yb`[Yd`Ubh``8]YgY`gc``Yb
b]Wk`h`bi`f`X]Y`: U\ffUXzFYi bX`]Wk`_Y]h`VYk`YfhYbž`gcbXYfb`Ui Wk`XUg
A`]hY]bUbXYf`]a`J Yf`Y\`f`gck`]Y`XUg`J Yf`U`hYb`UbXYfYf
J Yf`Y\`fghY`]bY\`a`YbXYb`]b`XYb`: c`_i`g`f0W`Yb``8]Y`9f[YVb]ggY`XYf
_ca`a`YbXYb`I`a`zFU[Y`k`YfXYb`]a`i`f0\`U\`f`&\$`&)`]b`6Yf`]b
dfÅgYbh]Yfh`<]YfVY]`k`YfXYb`: i`»[Åb[Yf.]bbYbž`F UX`Yf.]bbYb`i`bX
5i hcZU\ fYf.]bbYb`[`Y]Wk gUa`]b`XYb`6`]W`_[Ybca`a`Ybž`i`a`Y]bY
fYU`]gh]gWk Y`9]bgWk`Åhni`b[`XYf`J Yf`Y\`fgg]hi`Uh]cb`ni`Yfa`0[`]WkYb`"

5i Z`X]Y`Ni`_i`bZi[Yf]Wk`hYž`_0b`bhY`XYf`58: 7!: U\ffUX`_]a U!HYgh

&\$&('k Yfhj c``Y'<]bk Y]gY'ZØf'X]Y'J Yf_Y\fgd`Ubi b[']b'XYb'GhÅXhYb
 [YVYb"8Ua]h'gc``Yb'X]Y'6YX]b[i b[Yb'ZØf'F UXZU\fybXY
 _cbh]bi]Yf`]W\j YfVYggYfh'k YfXYb"9]b'Yb[U[]YfhYf'5i ghUi gW\
 nk]gW\Yb'F UXZU\fybXYb'i bX'dc`h]gW\Yb'9b hgW\Y]Xi b[ghfÅ [Yfb
 k]fX'ja a Yf'k]W\h][Yfž'i a 'g]W\Yfni ghY``Ybž'XUgg'bchk YbX][Y
 ðj Ygh]h]cbYb'Ui W\]b'X]Y'f]W\h][Y'F]W\hi b['Z]Y» Yb"GW\`Y» `]W\
 g]bX'X]Y'F ØW_a Y`Xi b[Yb'XYf'F UXZU\fyf'Y]b'k]W\h][Yg'A]hY`ž'i a
 _cbghfi _hj] Y'J YfÅbXYfi b[Yb']b'XYf' ðZfUghfi _hi f'ni `VYk]f_Yb
 i bX'XUg': U\ffUXZU\fyb']b'6UmYfb'ni `ZØfXYfb"

8YhU]`g	
C fh	A ØbW\Ybž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "UVYbXnY]hi b[! a i YbW\Yb"XY • ZU\ffUX_]a U!hYgh"UXZWXY • k k k "UXZWXY

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