

A c fX`]b`XYf`DfUI]g. `K Yf`ghYW_h`\]b hYf
XYa `h`O`X`]W`X Yb`GW`k]b XY`3

⊕`XYf`bYi Yb`9d]gcXY`j cb`/ ei ch`8]Y`F cgYb`\\Y]a !
7cdg`/ ei ch`/k]fX`X]Y`9fb`À`fi b[gVYfUhYf]b`@]bU` ; YVUi Yf
Yfa cfXYh`Ui Z[YZ bXYb`"9fa]h`i b[Yb`XYi hYb`Ui Z
dYfg`Öb`]W`Y`?cbZ]_hY`\\]b"



F cgYb`\\Y]a ž`8Yi hgW`X`UbX`!`?Y]b`HU[`k]Y`YXYf`UbXYfY. `⊕`XYf
bYi Yb`9d]gcXY`XYf` F cgYb`\\Y]a `7cdg` `ghY`\\h`X]Y`W`Ufa UbhY`GhUXh
]a `A]hY`di b`_h`Y]bYg`a mghYf]ÖgYb`A cfXYg`"9fb`À`fi b[gVYfUhYf]b
@]bU` ; YVUi Yf`k]fX`[fUi gUa` `]b`XYf`5fnhd`fUI]g`]`fYg`7`\\YZg`8`f"
GW`i ghYf`Yfg`hcW`Yb`Ui Z[YZ bXYb`"8Yf`J cfZU`Vf]b[h`X]Y`Öfh`]W`Y
Dc`]nY]ž`j Yfhf`YhYb`Xi fW`X]Y`?ca`a]ggUfY`5bhcb`GhUX`Yf`i bX`9j U
K]bhYf`ž`Ui Z`XYb`D`Ub`"8]Y`VY]XYb`a UW`Yb`g]W`gW`bY`XUfUb`ž`X]Y
<]bhYf[f`ØbXY`ni `Yf[f`ØbXYb`i bX`ghc»Yb`Ui ZY]b`BYhn`Ui g
?cb`_i ffYbnž` ; Y`\\Y]a b]ggYb`i bX`J YffUh"

8]Y`9fa]h`i b[Yb`nY][Yb`gW`bY`ž`XUgg`@]bU`_Y]bY`i bVYgW`c`hYbY
6Øf[Yf]b`k Uf`"G]Y`Z`Ø`\\fhY`Y]b`8`cddY`VYb`i bX`YVhY`b]W`h`XUgž

k Ug'g]Y'dfYX][hY" GhUhh[Ygi bXYf'@VYVbgk Y]gY'j Yf_Ui ZhY'g]Y
ØVYfhYi YfhY'6]c!HYY!A]gWxi b[Ybž'X]Y'Ui g'Y]bZUWYb'Gi dYfa Uf_h!
DfcXi _hYb'[Ya]gWxh'k UfYb"9]b'i _fUh]j Yg'; YgWx'ÀZhž'XUg'\f'; Y'X
ZØf'hYi fY'<UbXhUgWxYb'Y]bVfUWxhY"L Yb]U'GhUa a ž'Y]bY'?c''Y[]bž
ghY\h'XUVY]'U'g'?cb_i ffYbh]b'ja ': c_i g"@Ui h'N8: '\UhhY'g]Y'Y]b
Ub[YgdUbbhYg'J Yf\À'hb]g'ni '@]bU'i bX'j YfX'ÀWxh][h'bi b'@]bUg
: fYi bX': `cf]Ub'@YI ž'XYf'U'g'8 >UfVY]hYhi bX'\Ài Z]['a]h'XYf'HchYb
]b'GhfY]h'[Yf]Yh"

8]Y'J YfX'ÀWxh][Yb

8 Ug'F ÀhgY'k]fX'bcWx'ZUWxhYbFY]WxYfž'U'g'Ui Z'@]bUg'<UbXm
_ca dfca]hh]YfYbXY': chc g[YZi bXYb'k YfXYbž'X]Y'Y]bY'5ZZÀfY
nk]gWxYb'8f"GWxi ghYf'i bX'L Yb]U'VY'Y[Yb"9g'k]fX'j Yfa i hYhž
XUgg'@]bU'a Ò['WxYfk Y]gY'j Yfgi Wxh'\Uhž'\fYb'7\YZ'ni 'YfdfYggYb"
<]Yf'ghY'h'g]Wx'X]Y': fU[Y.'<UhhY']\fY'Xi b_'Y'J Yf[Ub[Yb\Y]h'a]h
XYa 'A cfX'ni 'hi b3': YfbgY\gYf]Yb"XY'Vf]b[h'XUg'GdUbbi b[gZY'X
nk]gWxYb'XYb'6Yn]Y\i b[g[YZYWxhYb'ni hU[Y'i bX''Àggh'X]Y
Ni gWxUi Yf'a]hZ]YVYfb"

K À\fybX'X]Y'?ca a]ggUfY'h]YZf']b'X]Y'A UhYf]Y'Y]bhUi WxYbž'nY][h
g]Wxž'XUgg'X]Y'9fa]h'i b[Yb'b]Wxh'bi f'9]bZi gg'Ui Z'X]Y
DfchU[cb]ghYb'\UVYbž'gcbXYfb'Ui Wx'X]Y'6Øf[Yf']b'XYf'l a [YVi b[
j Yfi bg]WxYfb"<Uh'XYf'A cfX'Ub'@]bU'; YVUi Yf'j]Y''Y]WxhY]bY
[fÒ»YfY'6YXYi hi b[ž'U'g'UbZÀb['Wx'Ub[Ybca a Yb3'Gc'WxY
, VYf'Y[i b[Yb'Yf]bbYfb'XUfUbž'XUgg'?f]a]bU'h'Àh'cZh'Y]b'BYhmk Yf_
i bUi Za Yf_gUa Yf'l a gh'ÀbXY'i bX'a YbgWx'WxYf'9a ch]cbYb']ghž'X]Y
]bY]bUbXYf'j Yfk cVYb'g]bX" '@Ui h'9i fcghUh'_ÒbbYb'gc'WxY'HUHYb
b]Wxh']gc`Yfh'VYhfUWxhYh'k YfXYbž'XU'l bhYfgWx]YXY']b'XYf
GhfUZhUhYbFY[]ghf]Yfi b['i bX'XYb'bUh]cbU'Yb'F YWxhggmghYa Yb'ni
A]ggj Yfgh'ÀbXb]ggYb'ZØ\fyb'_ÒbbYb"

9]b'A]ggj Yfgh'ÀbXb]g'bU\h°

B UhØf'Wx'[]Vh'Yg']ba]hYb'XYg'XfUa Uh]gWxYb'; YgWxY\Ybg'Ui Wx
\Y]hYfY'A ca YbhY"Gc'gcf[h'A Uf]Y'<cZYf'ZØf'Y]b][Y'@UWxYfž'U'g'g]Y
7'Ui g'K]''YbVcf[ž'XYb' a dfYgUf]cž'a]h'GWxi `nYž'XYa
'?`Uj]Yfgh]a a Yfž'j Yfk YWxgY'h'K À\fybX'K]''YbVcf['XUg

A]ggj YfghÅbXb]g'Ua Øg]Yfh'Ui ggd]Y'hž'Yf_Ybbh'A Uf]Y'Yfgh'Ua
 5VYbXž'k c']\f': Y\`Yf''U[" 'B UW\`Y]bYf'Ua ØgUbhYb'J Yfk YW\g'i b[
 [YgW\]Y\h'Yhk Ug'I bYfk UfhYhg, 'A Uf]Y''Y[h'Ui W\`K]''YbVcf[
 \YfY]b'`Y]b'k Y]hYfYg'6Y]gd]Y''XUZØfž'k]Y''Y]W\h'a Ub']b'XYb
 a YbgW\`]W\Yb'6Yn]Y\i b[Yb']bg'GW\`]b[Yfb'[YfUhYb'_Ubb"

K Ug'V`Y]Vhž']gh'Y]b'gdUbbYbXYf'5VYbX'j c''Yf': fU[Ybž
 J YfXÅW\h][i b[Yb'ibX'XYf'Gi W\Y'bUW\`XYf'K U\`f\Y]h''b'X]YgYf
 : c'[Y'XYf' FcgYb\Y]a '7cdg`k]fX'Y]ba U'a Y\`f'XYi h]W\ž'XUgg
 XUg'@YVYb']b'XYf'_Y]bYb'GhUXh'b]W\h'bi f'j cb'<Y]hYf_Y]h'[YdfÅ[h
]ghž'gcbXYfb'Ui W\`Xi b'_Y'GW\UhYb'k]fZh''6'Y]VYb'G]Y'XfUb'ibX
 Z]YVYfb'G]Y'a]hž'XYbb'X]Y'K U\`f\Y]h']gh'cZh'gW\k YfYf'ni 'ZUggYb'U'g
 Yg'gW\Y]bh°

8YhU]`g	
C fh	FcgYb\Y]a ž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "nXZ"XY • k k k "ZYfbgY\gYf]Yb"XY • YW'Yi fcdU"Yi

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