

GW i \ a UW Yf`Ui g`GW k Y]b Zi fh.
< UbXk Yf_g_i bgh`hf]ZZh`HfUX]h]cb °

9f`YVYb`G]Y`Ua `&*"`\$*"`&\$&) `Ui Z`6F`<Y]a Uh
< UbXk Yf_g[YgW]W hYb`Ui g`K ØfnVi f[` `HfUX]h]cb`hf]ZZh
`bcbj Uh]cb`]b`l` bhYfZfUb_Yb"



K ØfnVi f[ž`8 Yi hgW`UbX`!`K Ug`[]Vhg`BYi Yg`]b`XYf`K Y`h`XYg
< UbXk Yf_g3`K YfZYb`k]f`Y]bYb`6`]W`Ui Z`gdUbbYbXY` ; YgW]W hYb
Ui g`l` bhYfZfUb_Ybž`X]Y`]b`XYf`VYj c fghY`YbXYb`GYbXi b[
: fÅb_]gW`j cf`+ `Ua `8 cbbYfghU[ž`XYa `&*"`↳ b]`&\$&) žj cb`%, . \$)
V]g`%- . \$ \$`l` \f`Ui Z`6F`<Y]a Uh`d`fÅgYbh]Yfh`k YfXYb`" :`b`XYf`GYbXi b[
[Y`h`Yg`b]W`h`bi`fi`a`< UbXk Yf_g[YgW]W hYbž`gcbXYfb`Ui W`i`a
X]Y`J`c`_ga`i`g]`_i`bX`!`_i`hi`f`X]YgYf`FY[]cb"

9]b`[Ub`n`VYgcbXYfYg`5i [Yba Yf`_`]Y[h`Ui Z`K`c`Z[Ub[`GW`UXž
Y]bYa `GW`i` \ a UW`Yf`Ui g`GW`k`Y]b`Zi`fhž`XYf`ghc`n`Y`)'`↳`Å`f`Y
6Yfi ZgYfZU`fi b[`j`cfk`Y]gYb`_`Ubb`"5i W`k`Ybb`Yf`gY]h`nk`Y]`↳`Å`f`Yb
]a`Fi` \YghUbX`]ghž` \Uh`Yf`b]W`h`j`cfž`gY]bY`K`Yf`n`Yi [VUb`_
YbX[Ø`h][`ni`gW`Y]Y`»`Yb`"6YgcbXYfYg`VY`YV`hg]bX`XYfnY]h`X]Y

F YdUfUhi fYb'j cb'K UbXYfgW\i \Ybž'k Ug'VY]'XYb'?'i bXYb'[i h
Ub_ca a h"8 UVY]'YVh'GW UX'X]Y'K YfhgW\Àhni b['\Yfj cfžX]Y'Yf
j cb'gY]bYf'?'i bXgW UZh'Yf\À'h"8]YgY' ðhYfU_h]cb'i bX'6]bXi b['g]bX
ZØf'\b'UW\k]Y'j cf'k]W\h['i bX'k YW_Yb'U'hY'9f]bbYfi b[Yb'Ub
gY]bY'U_h]j Y'NY]h'i]b'XYf'K Yf_ghUhh"

HfUX]h]cb'i bX', VYf[Ub[']b'XYf'<i ha cXY

9]b'k Y]hYfYf'gdUbbYbXYf'HY]'XYf'GYbXi b['XfY\h'g]W\i a 'Y]bYb
HfUX]h]cbgVYhf]YV']b'K ØfnVi f[ž'XYf']b' bYi Y'<ÀbXY'ØVYf[Y\h"A]h
+\$' ð\ fYb'n]Y\h'X]Y'7\YZ]b'XYg'<i h'UXYbg']b'XYb'Fi \YghUbXž'i bX
@Ui fU'N]Y['Yfž'Yfgh') ' ð\ fY'U'hž'ØVYfb]a a h'XUg'Fi XYf"@Ui fU
_Ybbh'XYb'@UXYb'gY]h'\fYf'?']bX\Y]h'i bX'\Uh'Xcfh'Y]b'DfU_h]_i a
[Ya UW\hž'k Ug']\f'XYb'dYfZY_hYb'9]bgh]Y[']b'X]Y', VYfbU\ a Y
Yf'Y]W\hYfh' ð f'YfghYf'<i hž'XYb'g]Y'Xcfh[YZYfh][h'\Uhž'V'Y]Vh'ZØf'g]Y
Y]bY'VYgcbXYfY'9f]bbYfi b["'9g'nY][h'g]W\ž'XUgg'X]Y'J YfV]bXi b[
ni 'X]YgYa ' <UbXk Yf_'cZh'Y]b'@VYb'Ub['\À'h'i bX'↑ b[Y'HU'YbhY
k]''_ca a Yb'g]bXž'X]Y'Zf]gWYb'K]bX']b'hfUX]h]cbY''Y'6Yhf]YVY
Vf]b[Yb"

5i gV]'Xi b[']a ' < UbXk Yf_ ' 'Y]b ni _i bZhgg]W\ YfYf'K Y[

8]Y'5i gV]'Xi b[']a 'GW\i \a UW\Yf\UbXk Yf_'YfZc'[h]a 'Xi U'Yb
GmghYa ž'k Ug'VYXYi hYhž'XUgg'@YfbcfhY'gck c\'']b'K Yf_gh\hYb'U'g
Ui W\]b'6Yfi ZggW\i 'Yb''Y[Yb"' : Øf'Ub[Y\YbXY'GW\i \a UW\Yf']b
8Yi hgW\UbX'ghY\Yb'j YfgW\]YXYbY'6Yfi ZggW\i 'Yb'ni f'J YfZØ[i b[ž
k]Y'Yhk U'X]Y'6Yfi ZggW\i 'Y'ZØf'c fh\cd\X]YhYW\ b]_]b'A ØbW\Yb
cXYf'X]Y'6Yfi ZggW\i 'Y'HfUj Ya ØbXY'XYf'<UbXk Yf_g_Ua a Yf
@ØVYW_ž'i a 'bi f'Y]b][Y'ni 'bYbbYb"'8]YgY'GW\i 'Yb'j Yfa]hY'b
b]W\h'bi f'dfU_h]gW\Y'?'Ybbhb]ggYž'gcbXYfb'Ui W\h\YcfYh]gW\Yg
K]ggYbž'XUg'YggYbn]Y''ZØf'X]Y'A Y]ghYfgW UZh']a ' < UbXk Yf_'gh'
Y]b'N]Y'ž'XUg'j]Y'Y'UbghfYVYb"

GW\i \a UW\Yf'i bX'j]Y'Y'UbXYfY'\UbXk Yf_]W\Y'6Yfi ZY'V]YhYb
ni XYa 'fY]nj c''Y'J YfX]Ybgha Ø[']W_Y]hYbž'X]Y'VYfY]hg'k À\ fYbX'XYf
5i gV]'Xi b['VY[]bbYb"'9g']gh'VYa Yf_Ybgk Yfhž'XUgg'6Yfi ZY'k]Y

A Ui fYf'i bX`N]a a YfYf`Ua `HUf]Z] YfhfU[`XYg'6Ui [Yk YfVYg
 cf]Ybh]Yfh'g]bX"Gca]h'ghY\Yb`XYb`< UbXk Yf_Yfb`nU\`fY]WXY: cfh!
 i bX`K Y]hYfV]`Xi b[ga Ò[`]W_X]hYb`cZYbž'gY]`Yg`Xi fW`HYWb]_Yf!
 K Y]hYfV]`Xi b[`cXYf`Y]b`k Y]hYfZØ\fybXYg`Ghi X]i a "

8]Y`J]Y`ZU`hi bX': Ugn]bUh]cb`XYg`< UbXk Yf_g`nY][`hg]W`b]W`h`bi`f
]b`XYb`'; YgW`ÀZhYbž'gcbXYfb`Ui W`']b`XYb`'; YgW`]W`hYb`XYf
 A YbgW`Ybž`X]Y`g]W`'j`c`Yf`@Y]XYbgW`UZh]`\fYa`'6Yfi`Z`k`]Xa`Yb`"8]Yg
 i bX`bcW`'a`Y`f`k`]fX`]b`XYf`_ca`a`YbXYb`GYbXi b[`VY`Yi`W`hYh"
 6`Y]VYb`G]Y`XfUb`°

: Øf`a`Y`f`b`Zcfa`Uh]cbYb`i`bX`gdUbbYbXY`9]bV`]W_Yž`VYgi`W`Yb`G]Y
 X]Y`K`YVgY]hYb`j`cb`6F`<Y]a`Uhž`GW`i` \a`UW`Yf`\UbXk`Yf`_`i`bX`
 5i`gV]`Xi`b[`"XY"

8YhU]`g	
Cfh	K ØfnVi f[ž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • k k k "gW`i` \a`UW`Yf`\UbXk`Yf`_"XY • k k k "Ui`gV]`Xi`b[`"XY

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