

; fYi h\Yf': Øfh\ 'hfYbbh'g]W\ j cb 'HfU]bYf
G]Yk Yfh. 'K Ug' _ca a h'Yhnh3

GdJ [[; fYi h\Yf': Øfh\ 'hfYbbh'g]W\ j cb 'HfU]bYf' \Jb 'G]Yk Yfh
j cf'XYa 'GU]gcbYbXYž'i a 'XYf'A UbbgW UZh'Zf]gWYb'K]bX'ni
[YVYb"



: Øfh\ ž'8Yi hgW\ 'UbX'!'8]Y'GdJ [[; fYi h\Yf': Øfh\ 'hfYbbh'g]W\ j cb
HfU]bYf' \Jb 'G]Yk Yfh''8]Y'9bhgWY]Xi b['k Uf'bØh][' [Yk cfXYbž'i a
XYf'A UbbgW UZh'_i fn'j cf'XYa '9bXY'XYf'GU]gcb'Y]bYb'bYi Yb
=a di `g'ni ' [YVYb" 'GdcfhX]fY_hcf'GhYd\Ub': ØfghbYf'VY[fØbXYhY
X]Yg'a]h'XYf'U_hi Y''Yb'gdcfh]WYb'BY[Uh]j Ybhk]W'_i b['XYg
HYUa g. ð'XYb''YhnhYb'UW\h'Gd]Y'Yb'_cbbhY': Øfh\ '_Y]bYb'G]Y [
Yfn]Y'Yb'i bX'VY'Y[h'U_hi Y''XYb'%'("HUVY''Ybd'Uhn']b'XYf'&"
6i bXYg`][Už'di b_h['Y]W\ 'a]h'9]bhfUW\h'6fUi bgW\k Y]["

G]Yk Yfh'\UhhY'X]Y'A UbbgW UZh'Yfgh]a 'Bcj Ya VYf'&\$&(
ØVYfbca a Ybž'bUW\XYa '@Ycb\UfX'<UUg'bi f'j]Yf'Gd]Y'Y'U'g
=bhYf]a ghfU]bYf''Y]hYhY''i bhYf'G]Yk Yfh'gUa a Y'hY': Øfh\ 'jb'&\$
Gd]Y'Yb']bg[YgUa h'&&'Di b_hYž'k Ug'YXcW 'b]W\h'Ui gfY]W\hYž'i a

X]Y`A UbbgWUZh`Ui g`XYf`5Vgh]Y[g[YZU\`f`ni`ZØ\`fYb`"8Yf`YmhY`G]Y[XUh]Yfhj`ca`&(`"Gd]Y`hU[`9bXY`>Jbi Uf`[Y[Yb`8ØggY`XcfZ`

5_hi Y`Y`G]hi Uh]cb`XYf`A UbbgWUZh

A]h`) `Di b_hYb`\Uh: Øfh\`bi`f`XfY]`Di b_hY`Ui ZXYb F`Y`Y[Uh]cbgd`Uhnž`k Ug`X]Y`G]hi Uh]cb`_f]h]gW`a UW`h`8Yf`J`YfY]b g]Y\`h]g]W`Ui Z[fi bX`X]YgYf`I a gh`AbXY`[Ynk`i b[Ybž gW`bY`gha`Ò[`]W`Y]bYb`bYi Yb`HfU]bYf`ni`Z]bXYb`"6]g\`Yf`k`i fXY`Y`XcW`bcW`_Y]b`B`UW`Zc`[Yf`ZØf`G]Yk`Yfh`VYb`Ubbhž`Y`XcW`]gh`Y]bY`nY]hb`U\`Y`>Zcfa`Uh]cb`Xi`fW`XYb`J`YfY]b`]b`5i`gg]W`h`[YghY`h`

8 Ug`F`Yghdfc[fUa`a`XYf`A UbbgWUZh`i`a`ZUggh`Y]b`5i`gk`Åfhggd]Y`]b`<`Ubbcj`Yf`gck`]Y`Y]b`<`Y]a`gd]Y`[Y[Yb`XYb`<`Ua`Vi`f[Yf`GJ`ž`k`Ug`X]Y`_ca`a`YbXYb`<`YfUi`gZcfXYfi`b[Yb`ZØf`XUg`HYUa`XYi`h]W`a`UW`h`8]YgY`a`ØggYb`bi`b`Xf]b[Yb`X`dcg]hj`Y`9f[YVb]ggY`Y]bZU\`fYbž`i`a`XYb`Xfc\`YbXYb`5Vgh]Y[`UVni`k`YbXYb`

HfU]bYfk`YW`gY`]b`XYf`&`"@][`U

>Jb`G]Yk`Yfhg`:`fY]ghY`i`b[`]gh`b]W`h`XYf`Y]bn][`Y`HfU]bYfk`YW`gY`]b`XYf`&`"6i`bXYg`][`U]b`X]YgYf`GU]gcb`"5i`W`UbXYfY`J`YfY]bY`fYU[`]YfYb`Ui`ZX]Y`_f]h]gW`Y`G]hi`Uh]cb`i`bX`\`UVYb`À`b`]W`Y`GW`f]hh`i`bhYfbca`a`Yb`"5a`i`&(`"5df]`&\$&)`ž`j`Yf`Gd]Y`hU[Y`j`cf`XYa`GU]gcbYbXYž`\`UVYb`]bg[YgUa`h`XfY]`?`i`Vg`HfU]bYfk`YW`gY`Ub[Y_ØbX][`h`8Yf`%`":`7`?`U]gYfg`Ui`hYfb`Yb`h`Åggh`A`Uf`_i`g`5bZUb[`ž`i`bX`<`Ubbcj`Yf`-`*`k`]fX`5bXf`Å`6fY]hYbYf]hYf`YfgYmhYb`"8]YgYg`D\`Abca`Yb`j`YfXYi`h]W`h`X]Y`8f]b[`]W`_Y]hž`a`]h`XYf`J`YfY]bY`j`Yfgi`W`Ybž`]\`fY`gdcfh]W`Y`@]ghi`b[`ni`ghUV]`]g]YfYb`c`XYf`X]Y`A`UbbgWUZh`Yb`Ui`Z`bYi`Y`N]Y`Y`Y]bni`ghY`Yb`

I`bhYf`X]YgYb`I`a`gh`AbXYb`gW`Y]bYb`J`YfY]bgj`YfUb`hk`cfh]W`Y`X]Y`HfU]bYfk`YW`gY`i`bj`Yfa`Y]X`]W`ni`\`U`hYbž`i`a`Ui`Z`X]Y`U_hi`Y`Yb`<`YfUi`gZcfXYfi`b[Yb`Ub[Ya`YggYb`fYU[`]YfYb`ni`_ØbbYb`"K`Å\`fYbX`?`U]gYfg`Ui`hYfb`i`bX`GW`U`_Y`\$(`X`UfUi`Z`UVn]Y`Ybž`]\`fY`Dcg]h]cbYb`]b`XYf`HUVY`Y`ni`j`YfVYggYfbž`\`Uh;`fYi`h`Yf`:`Øfh\`XYb`:`c`_i`g`XUfUi`Z`X]Y`5Vgh]Y[g[YZU\`f`UVni`k`YbXYb`i`bX`g]W`ZØf`X]Y`_ca`a`YbXYb`Gd]Y`Y`bYi`Ui`Zni`ghY`Yb`

8]YgY`HfU]bYfk YW\gY`g]bX`cZh`XYf`J Yfgi W\ž`Zf]gW\Yb`K]bX`]bg
 HYUa`ni`Vf]b[Ybž`]bgVYgcbXYfY`]b`XYf`Yb hgW\Y]XYbXYb`9bXd\UgY
 XYf`GU]gcb``8]Y`\Ò\YfYb`9fk Ufhi b[Yb`Ub`X]Y`A UbbgW\UZhYb`g]bX
 Yb[`a]h`XYb`gdcfh]W\Yb`N]Y`Yb`i bX`XYf`8fi W_g]hi Uh]cb`]b`XYf
 @[U`j YfVi bXYbž`k Ug`Ui W\`XYb`: U``ZØf`; fYi h\Yf`: Øfh\
 i bhYfghfY]W\h"

8Yf`8fi W_]gh`[fc» ž`X]Y`NY]h`XfÅb[hž`i bX`XYf`J YfY]b`k]fX`VU`X
 ØVYf`X]Y`bÅW\ghYb`GW\f]hY`]bZcfa]YfYb`a ØggYbž`k Å\YbX`g]W\
 X]Y`GU]gcb`XYa`9bXY`ni bY][hi bX`X]Y`F`Y`Y[Uh]cbg[YZU`f`]a a Yf
 bÅ\Yf`fØW_h``8]Y`G]hi Uh]cb`]gh`Ub[YgdUbbh`i bX`X]Y`5i [Yb`g]bX`Ui Z
 X]Y`bÅW\ghY`9bhk]W_`i b[`[Yf]W\hYh"

A Y`f`f`bZcfa Uh]cbYb`ni f`HfU]bYfYbh`Uggi b[`i bX`XYfYb
 <]bhYf[fØbXY`Z]bXYb`G]Y`]b`XYb`5fh]_Y`b`j cb`DBDž`6F`i bX`
 GdcfhgW\Ui "

8YhU]`g	
J c fZU``	9bhUggi b[
I fgUW\Y	gdcfh]W\Y`B`Y[Uh]j Ybhk]W_`i b[
C fh	: Øfh\ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "Vf"XY • k k k "gdcfhgW\Ui "XY

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