

< YZh][Yf'Ghfca Ui gZU``']b'GdUb]Yb.'7\Ucg
]b'; fc» ghÀXhYb'i bX'k Y]hfY]WXYbXY
: c`[Yb

5a '&, "5df]"&\$&) 'YfY][bYhY'g]W'Y]b''UbXYgk Y]hYf
Ghfca Ui gZU``']b'GdUb]Ybž'XYf'Ui W'BUWVUF`ÀbXYf'VYhfUZ'
7\Ucg'Zc`[hY']b'GhÀXhYb'k]Y'A UXf]X'i bX'6UfW`cbU"



A UXf]Xž'GdUb]Yb'!5a '&, "5df]"&\$&) '_Ua 'Yg']b'GdUb]Yb'ni
Y]bYa 'a Ugg]j Yb'Ghfca Ui gZU``ž'XYf'b]W'h'bi f'XUg'[YgUa hY'@UbXž
gcbXYfb'Ui W'HY]'Y'j cb': fUb_fY]W' i bX'Dcfhi [U'VYhfUZ'"8Yf
JcfZU``VY[Ubb'[Y[Yb'%&'l \f'a]hU[g'i bX'ZØ\fhY']b'; fc» ghÀXhYb
k]Y'A UXf]X'i bX'6UfW`cbU'ni '7\Ucg'i bX'XfUa Uh]gWXYb
Ni ghÀbXYb"'5bk c\bYf'VYf]W'hYhYb'j cb'A YbgWXYbž'X]Y'j b'XYf
A Yhfc'ghYW_hYb'i bX'b]W'h]b'XYf'@U[Y'k UfYbž']\fY': Ua ']Yb'ni
_cbhU_h]YfYb"'Jcf'6Ub_Ui hca UhYb'V]'XYhYb'g]W''Ub[Y
K UfhYgW`Ub[Ybž'XU'j]Y'Y'A YbgWXYb'Xf]b[YbX'6Uf[Y'X'UV\YVYb
k c`hYb"

8Yf'GW i 'i bhYff]W h'k i fXY 'b j]Y`Yb`FY []cbYb`GdUb]Ybg
i bhYfvfcWYbž'i bX`GWØ`Yf`k i fXYb`bUW`<Ui gY`[YgW]W`h`'`
@]ggUVcb`ghY`hY`X]Y`I`!6U`b`]\fYb`6Yhf]YV`Y]bž`k`À`fYbX`Y]b][Y
; YV]YhY`GdUb]Ybgž`k]Y`A`U`U[Už`bUW`'a`Y`fYfYb`Ghi`bXYb`'k]YXYf
a]h`Ghfca`'j`Yfgcf[`h'k`i`fXYb`"8]Y`gdUb]gWY`GhfU»YbVY`\`ÖfXY`f]YZ
5i`hcZU`fYf`XUni`'Ui`Z`b]W`h`Ui`Z`X]Y`GhfU»Yb`ni`' [Y`Yb`/XYf`J`Yf`_`Y`f`
k`Uf`W`Uch]gW`'i`bX`'i`bØVYfg]W`h`]W`"

F YU_h]cbYb`i`bX`5i`gk`]f`_i`b`[`Yb`

8]Y`K`UggYfj`Yfgcf[`i`b`[`'b`@]ggUVcb`_`ÖbbhY`YVYbZU`g`VYhfcZZYb
gY]bž`k`Yg`U`V`X]Y`ni`gh`À`bX][`Y`6Y`f`Y`ÖfXY`Y]bYb`VYk`i`gghYb`'i`a`[`Ub`[
a`]h`K`UggYf`Ya`dZU`\"8Yf`B`YmVYhfY]VYf`9!F`YXYg`]b`Dc`fhi`[`U`
a`UW`hY`X]Y`I`fgUW`Y`XYg`DfcV`Ya`g`]a`'gdUb]gWYb
<cW`gdUbbi`b`[`gbYhn`'Ui`g`'`'A`UXf]X`U_h]j`]YfhY`XUg`<cgd]hU`
I`b]j`Yfg]hUf]c`@U`DUn`Y]bYb`Ghfca`gdUfd`Ub`i`bX`gYhnhY`'b]W`h
'VYbgbch`k`YbX][`Y`6Y`f`UbX`i`b`[`Yb`'Ui`gž`i`a`'F`Yggci`fW`b`ni
gW`cbYb`"5i`W`'Ub`:'i`[`'\`ÄZb`]b`GdUb]Yb`_`Ua`'Yg`ni`'Yf`YV`]W`Yb
J`Yfn`Ö[`Yfi`b`[`Ybž`i`bX`XYf`Ni`[`j`Yf`_`Y`f`k`i`fXY`'UbXYgk`Y]h
Y]b`[`YghY`h`"

8]Y`gdUb]gWY`FY`[`]Yfi`b`[`VYf]YZ`XYb`B`UH]cbU`Yb`G]W`Yf`Y`]hgfUh
Y]bž`i`a`'X]Y`G]hi`Uh]cb`ni`VYk`YfhYb`"8]Y`9I`!`?`ca`a`]gg]cb`gW`U`hYhY
g]W`YVYbZU`g`Y]bž`i`a`'X]Y`I`fgUW`Yb`ni`'i`bhYfgi`W`Yb`i`bX`X]Y
K`]YXYf`YfghY`'i`b`[`XYf`9bYf[`]Yj`Yfgcf[`i`b`[`ni`'_`ccfX]b]YfYb`"8Yf`
6Yhf]YVg`Y]hYf`XYg`B`YmVYhfY]VYfg`F`YX`9`Å`Wf]WU`gW`Å`hnhY`ž`XUgg
X]Y`j`c`gh`À`bX][`Y`K`]YXYf`YfghY`'i`b`[`XYf`Ghfca`j`Yfgcf[`i`b`[
nk`]gW`Yb`gYW`g`i`bX`nY`b`Ghi`bXYb`]b`5bgdfi`W`'bY`a`Yb`_`ÖbbhY`"
8]Y`[`YbUi`Yb`'i`fgUW`Yb`XYg`Ghfca`Ui`gZU`g`V`]YVYb`ni`b`Å`W`gh
i`b`_`Ufž`k`i`fXYb`'YXcW`'a`]h`GW`k`Ub`_i`b`[`Yb`XYf`Ghfca`Z`ØggY`]a
B`Ym`]b`Ni`gUa`a`Yb`Ub`[`' [YVfUW`hž`k`cVY`]Y]b`<UW`YfUb`[`f]Z`b]W`h
Ui`g`[`YgW`'cggYb`k`i`fXY`ž`k`]Y`Gd]Y`[`Y`'VYf]W`hYhY`"

9]b`6`]W`_`Ui`Z`a`Ö[`_]W`Y`6`UW`_ci`hg`]b`9i`fcdU`

8Yf`Ghfca`Ui`gZU`'']b`GdUb]Yb`i`bX`Dc`fhi`[`U`gW`Øf`h`Y`b`[`ghY`j`c`f
Y]bYa`'a`Ö[`]W`Yb`[`f`Ö»`YfYb`'Yi`fcd`À]gW`Yb`6`UW`_ci`h`':`cfgW`Yf`i`bX
9I`dYfhYb`k`UfbYbž`XUgg`gc`W`Y`Z`Å`W`YbXYW`_YbXYb`Ghfca`Ui`gZ`''Y`

]b`9i fcdU`nk Uf`gY`hYb`g]bXž`UVYf`[fc»Y`5i gk]f_i b[Yb`Ui Z`X]Y
 ; YgY`gW`UZh`i bX`X]Y`K]fhgW`UZh`\UVYb`_ÒbbYb" `#`XYf
 J Yf[Ub[Yb`Y]h`[UV`Yg`Yhk U`&\$`\$` `Y]bYb`[fc»Z`ÀW`][Yb
 Ghfca Ui gZU``]b`#U`Ybž`XYf`V]g`ni`&(`Ghi bXYb`XUi YfhY" `5i W`ja
 »U`f`&\$`\$`*`k Uf`9i fcdU`ZØf`nk Y]`Ghi bXYb`c`bY`Ghfca ž`VYhfc`ZYb
 k UfYb`fi bX`%) `A]`]cbYb`A YbgW`Yb"

8]Y`GW`k Y]n`[]`h`U`g`Y]bYg`XYf`Ua` `VYghYb`j`cfVYfY]hYhYb`@`AbXYf
 Ui Z`XUg`F]g]_c`Y]bYg`6`UW`_ci`hg" `@Ui`h`Y]bYf`bUh]cbU`Yb
 F]g]_c`UbU`mgY`k]fX`X]Y`K U`f`gW`Y]b`]W`_Y]h`Y]bYg`6`UW`_ci`hg`nk`Uf
 U`g`[Yf]b`[`Y]b[YgW`À`nhž`XcW`X]Y`J`cfVYfY]hi`b[Yb`XYf`GW`k`Y]n
 i`a`ZUggYb`B`chZU``hfY`Z`di`b`_h`Y`]b`U``Yb`?`Ubhc`bYb`i`b`X`i`a`ZUggYb`XY
 #`Zcfa`Uh]cbYb`ZØf`X]Y`6`Yj`Ò`_Yfi`b[ž`i`a`]a` `:`U``XYf`:`À``Y
 [Yk`Udd`bY`h`ni`g`Y]b" `9i`dYfhYb`k`UfbYb`Y`XcW`ž`XUgg`X]Y`;`YZU`f
 j`cb`6`UW`_ci`hg`]b`Ni`_i`b`Zi`ghY][`Yb`_ÒbbhYž`]bgVYgcbXYfY`k`Y[`Yb
 XYf`ni`bY`a`YbXYb`Ghfca`j`YfbYhni`b[`i`bX`XYb`XUa`]h
 j`YfVi`bXYbYb`F]g]_Yb"

8]Y`gdUb]gW`Y`6`ØfgY`nY][`hY`g]W`k`À`fYbX`XYg`J`cfZU``g`ghUV]`ž
 k`Ybb[`Y]W`Y]b][`Y`:`]b`Ub`n]b`gh]hi`hY`J`YfV]b`Xi`b[`gd`fc`V`Ya`Y`U`h`h`Y`b"
 #`5`b`VY`hf`UW`h`XYf`@U[`Y`V`Y]V`h`ni` `c`ZY`b`ž`X`Ugg`X]Y
 Ghfca`j`Yfgcf[`i`b[`gW`bY`g`ha`Ò[`]W`k`]YXYf`Yf[`YghY``h`k`]fX`i`b`X
 XYfUfh][`Y`J`cfZ`À``Y`]b`XYf`Ni`_i`b`Zi`j`Yfa`]YXYb`k`YfXYb`_ÒbbYb"

8YhU]`g	
J`c`f`ZU``	Ghfca`Ui`gZU``
I`f`g`UW`Y	hYW`b]gW`Y`8`YZ`_hYž`a`YbgW`]W`Yg`J`YfgU[`Yb
C`f`h	A`U`X`f]Xž`GdUb]Yb
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "gd]Y[`Y`"XY • k k k "bUi`"W

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