

Hfi a d`]b`DUdgh!; Yk`ÀbXYfb.`GW`Yfn`cXYf
; chhYg`ÀghYfi b[3`? Uh`c`]_Yb`g]bX
Ya d`Òfh`

Hfi a d`Ài`»Yfh]g]W`ni`i`a`ghf]hhYbYa`DUdgh!6]`Xž`k`À`fYbX
X]Y`_Uh`c`]gW`Y`?`]fW`Y`g]W`Ui`ZXUg`VYj`cfghY`YbXY
?cb`_`Uj`Y`j`cfVYfY]hYh`



J Uh]_UbghUXhž`J Uh]_UbghUXh`!`I`G!DfÀg]XYbh`8cbU`X`Hfi a d`U`Uh
Øb[gh`Y]b`i`a`ghf]hhYbYg`?`≠[YbYf]YfhYg`6]`X`j`cb`g]W`]b
d`Àdgh]W`Yf`?`Y]Xi`b[`j`Yf`ÒZYbh]W`h`5i`Z`gY]bYa`DfcZ]`VY]`Hfi`h`
GcW]U`i`bX`ØVYf`XUg`cZZ]n]Y`Y`?`cbhc`XYg`K`Y]»Yb`<`Ui`gYg`VY]`L
VYnY]W`bYhY`Hfi a d`XYb`≠`U`h`U`g`Ufa`cgYb`GW`Yfn`Hfchn`XYf
?`cbhfcj`YfgYb`Ài`»YfhY`Yfž`XUgg`X]Y`?`Uh`c`]_Yb`Yg`[`Y]YVh`UVYb`ž
i`bX`k`]Yg`6YXYb`_Ybž`XUg`6]`X`_`ÒbbhY`X]Y`GYf]cg]h`Àh`XYg`K`Y]»Yb
<`Ui`gYg`VYY]bh`ÀW`h][`Ybž`ni`fØW`_`8]Yg`VYf]W`hYhY`**G`ÀW`g]gW`Y`"XY**
"

8 Ug`6]`X`nY][`h`Hfi a d`]b`Y]bYf`k`Y]»Yb`Gci`hUbYž`a`]hY]bYf`

[c`XYbYb`?YhhYž`X]Y`Y]b`?fYi n`hfÅ[hž`gck]Y`Y]bYf`j Yfn]YfhYb`a]hfU"
Hfi a d`VY\Ui dhYhYž`Yf`\UVY`b]W`hg`a]h`XYf`9bhghY\i b[`XYg`6]`XYg
ni`hi b`i bX`\UVY`Yg`Yfgh`_Øfn`]W`YbhXYW`h`GY]bY`9\YZfUi`A Y`Ub]U
ZUbX`XUg`6]`X` gØ» ""9f`a Yf`hY`Ubž`XUgg`DÅdghY`b]W`hj Yf`\Y]fUhYh
gY]b`_ÖbbYbž`ZU`g`Yf`hUhgÅW`]W`DUdgh`k ÅfY""8]Y`h\Yc`c[]gW`Yb
8YVUhYb`i a`XUg`6]`X`k i fXYb`j cb`I G!6]gW`cZH\ca Ug`DUdfcW`]
Ui g`≡]bc]g`VYZi Yfhž`XYf`Y]bY`9bhgW`i`X][i b[`j cb`Hfi a d
ZcfXYfhY`i bX`]\a`j cfk UfZž; chž`X]Y`_Uh\c`]gW`Y`?]fW`Y`i bX`XUg
DUdghUa`h`ni`j Yf`\Ö\`bYb"

?cb_`Uj Y`bUW`XYa`HcX`j cb`DUdgh
: fUbn]g_`i g

8]Y`_Uh\c`]gW`Y`?]fW`Y`ghY\`h[Y[Ybk Åfh][`j cf`XYf`K U\`Y]bYg
bYi Yb`DUdghYgž`XU`DUdgh: fUbn]g_`i g`Ua`CghYfa`cbhU[`]a`5`hYf
j cb`,` ,`\$]\fYb`j Yfghc`fVYb`]gh""8Ug`VYj c`fghY\YbXY`?cb_`Uj Y`j cb
k U\`VYfYW`h][hYb`?UfX]bÅ`Yb`k]fX`Ua`A]h`k cW`VY[]bbYb"
K Å\`fYbX`XYf`K U\`n]Y\Yb`g]W`X]Y`?UfX]bÅ`Y`]b`X]Y`G]I h]b]gW`Y
?UdY`Y`ni fØW`ž`k c`g]Y`Y]bYb`9]X`Ui Z; Y\Y]a`U`hi b[`Y]ghYb
a ØggYb""\$XYf`?UfX]bU`[]Vh[Y\Y]a`gY]bY`Gh]a`a`Y`UVž]bXYa`Yf
XYb`BUa`Yb`gY]bYg: Uj cf]hYb`Ui ZY]bYb`Gh]a`a`nYhhY`gW`fY]Vh`9]b
?UbX]XUh`VYb`Øh][hY]bY`Nk Y]Xf]hhY`a`Y\`f\Y]hž`i a`[Yk Å\`h`ni
k YfXYbž`k Ug`VYfY]hg`Y`mh`ZØf`j]Y`GdY_`i`Uh]cb`gcf[hž`k Yf`XYf
bÅW`ghY`DUdgh`gY]b`k]fX"

8Yf`nY]h]W`Y`F U\`a`Yb`]gh`ZYgh[Y`Y[h`8Ug`?cb_`Uj Y`XUfZ
ZfØ\YghYbg`Ua`%) ""HU[`bUW`XYa`HcX`XYg`DUdghYg` `]b`X]YgYa
: U`Ua`*`"A U]`&\$&) `i bX`gdÅhYghYbg`Ua`&\$""HU[`fØ%"`A U]`&\$&) Ł
VY[]bbYb""Bi f`?UfX]bÅ`Y`i bhYf`,` \$]\fYb`XØfZYb`XUfUb
hY]`bY\`a`Ybž`i bX`U`hi Y`g]bX`%`)`?UfX]bÅ`Y`]a`k U\`VYfYW`h][hYb
5`hYfž`cV`k c\`X]Y`C`VYf[fYbnY`VY]`%&\$`Y[h`5`i g`8Yi hgW`UbX
k YfXYb`XfY]`?UfX]bÅ`Y`Ub`XYf`K U\`hY]`bY\`a`Yb.`FY]b\`UfX`A UfI ž
F U]bYf`A Uf]U`K`cY`_]i bX`; Yf\`UfX`@`Xk][`A Ø`Yf""8]Y`K U\`fÅi`a`Y
g]bX`hYW`b]gW`[Y[Yb`5V\`Øf[YfÅhY`[Yg]W`Yfhž`i a`X]Y`UVgc`i`hY
; Y\Y]a`U`hi b[`ni`[Yk Å\`fY]ghYb"

8Yf`J Yf`Ui Z`XYg`?cb_`Uj Yg

9]b`K U\`[Ub[`Z]bXYh`Ua `YfghYb`HU[`XYg`?cb_`Uj Yg`ghUhhž`[YZc`[h
j cb`V]g`ni `j]Yf`K U\`[`Àb[Yb`Ub`XYb`i: c`[YhU[Yb``Gh]a a nYhhY`
k YfXYb`bUW`^YXYf`K U\`j YfvfUbbh``GWk UfnYf`FUi W`nY][h`Ubž
XUgg`_Y]b`DUdgh`[Yk `À\`h`k i fXYž`k `À\`fYbX`k Y]» Yf`FUi W`
g][bU`]g]Yfhž`XUgg`Y]b`bYi Yf`DUdgh`[YZ] bXYb`k i fXY``8Yf`bYi Y
DUdgh`k]fX`XUbb`a]h`XYb`K cfhYb` <UVYa i g`DUdUa ` `XYf
^ ZYbh`]W`_Y]h]j cf[YghY``h``8Ug`YmhY`?cb_`Uj Y`ZUbX`]a `A `Àfn`&\$\$
ghUhhž`U`g`6YbYX]_h`LJ `="ni fØW`hfUhi bX`æf[Y`A Uf]c`6Yf[c[`]cž
VY`Ubbh`U`g`DUdgh`i: fUbn]g`_i gž`[Yk `À\`h`k i fXYž`k Ug`nY][hž`k]Y
g]W`Yf`XUg`J YfZU`fYb`i bX`X]Y`; Y\Y]a `U`hi b[`XYf`K U\`V]g`\Yi hY
g]bXž`k]Y`6F`"XY`Ui gZØ`f`]W`VYgW`fY]Vh"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	J Uh]_UbghUXhž`J Uh]_UbghUXh
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y"XY • k k k "Vf"XY

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