

I G5`i bX`i _fU]bY`VYg]Y[Y`b`F c`ghc ZZXYU` !`9]b`GW`f]hh`ni a` :`f]YXYb`°

8]Y`i G5`i bX`X]Y`i _fU]bY`i bhYfnY]W`bYb`Y]b
F c`ghc ZZUV`_ca a Yb`ni f`Gh`Äf`_i b[`XYg` : f]YXYbgdfcnYggYg
i bX`J YfVYggYfi b[`XYf` ðj Ygh]h]cbgVYX]b[i b[Yb`"



K Ug`]b[hc b`ž`i G5`!`5a` `A]hk cW`ž`XYa` `%"`A U]'&\$&) ž`UVYb`X]Y
I G5`i bX`X]Y`i _fU]bY`Y]b`VYXYi hYbXYg`5V`_ca a Yb`i bhYfnY]W`bYhž
XUg`XYb`Ni [Ub[`ni`F c`ghc ZZ`b`]b`XYf`i _fU]bY`fY[Y`h`N]Y`X]YgYf
J YfY]bVUfi b[`]gh`Ygž`X]Y`i bhYfghØmi b[`j`cb`Df`Äg]XYbh`8`cbU`X
Hfi a`d`VY]`XYb`Ui ZYbXYb` : f]YXYbg[Ygdf`ÄW`Yb`a`]h`Fi gg`UbX`ni
ZYgh][Yb`"i G! :]bUbna`]b]ghYf`GW`h`6`YggYbh`Yf`_`ÄfhYž`XUgg`X]YgY
DUf`hb`YfgW`UZ`h`b]W`h`bi f`ðj Ygh]h]cbYb`gck`]Y`X]Y`A`cV`]g]Yfi b[`j`cb
 : UW`Yi hYb`i bX`?`Ud]hU`Yfa` Ö[`]W`Yž`gcbXYfb`Ui W`X]Y
=a`d`Ya`Ybh]Yfi b[`j`cb`i G!GhU`bXUfXg`]b`XYf
I bhYfbY`a`YbgZØ`fi b[`j`cfgY`Y`"8]Y`i bhYfnY]W`bi b[`XYg
5V`_ca a Ybg`k`i fXY`j`cb`XYf`i _fU]b]gW`Yb`K`]fhgW`UZ`ga`]b]ghYf]b
 ð`]U`Gk`mf`mXYb`_c`k`Ä`fYbX`]`fYg`6`Ygi W`g`]b`K` Ug`]b[hc b
VYgh`Äh][`h`"

8 Ug'5V_ca a Yb' [Yk Å\fhXYb' l G5'Y]bYb'df]j]Y[]YfhYb'Ni [Ub['ni
bYi Yb' ðj Ygh]h]cbgdFc`Y_hYb']b'k]W\h][Yb'F c\ghcZZgY_hcFyb'k]Y
5`i a]b]i a ž; fUZ]hž`2 `i bX'9fX[Ug"BUW`k cWXYb`Ub[Yb
J Yf\UbX`i b[Yb'k i fXY'5bZUb[`X]YgYf`K cWXY`Y]b'8i fWVfi W
Yfn]Y'hžgcXUgg'i _fU]b]gWXY`l bhYf\ÅbX`Yf`X]fY_h'bUW`K Ug\]b[hc b
fY]ghYbž'i a `X]Y`YhhYb'8YhU]`g`Ui gni `UbXY`b" `Hfi a d`VYf]W\hYhYž
XUgg`X]Y`J YfY]bVUfi b[`ni f`Z]bUbn]Y`Yb`G]WXYfghY`i b[`VY]hfU[Yb
i bX`XYb'5VVUi `j cb`F c\ghcZZYb`j cfUbhfY]VYb'k YfXY"

GhfUhY []gWXY`DUfhbYfgW\UZh`i bX
k]fhgW\UZh`]WXY`DYfgdY_h]j Yb

9]b`nYbhfU`Yg`9`Ya Ybh`XYf`J YfY]bVUfi b[`]gh`XYf`5i ZVUi `Y]bYg
gdYn]Y`Ybž`j cb`XYb`l G5`_cbhfc``]YfhYb`K]YXYfUi ZVUi ZcbXg"
; Yk]bbY`Ui g`XYb` [Yd`UbhYb`F c\ghcZdfc`Y_hYb`gc``Yb`]b`X]YgYb
: cbXg`Z]Y» Yb" `GW`hh`6YggYbh`VYhcbhYž`XUgg`XUg`5V_ca a Yb`Y]b
_`UfYg`G][bU`Ub`F i gg`UbX`gY]ž`XUgg`X]Y`l G!FY []Yfi b[`Ub[Zf]gh][
Z0f`Y]bYb` : f]YXYbgdFc`nYgg`]b`XYf`FY []cb`Y]bhYfYhY" `8Yf`i _fU]b]gWXY
DfYa]Yfa]b]ghYf`8Ybmg`GW`a m\U`Z0`fhY`Ui gž`XUgg`X]Y`l G5`Ui Z
X]Y`F 0W_nU\`i b[`VYfY]hg` [Y`Y]ghYhYf`<]Zg[Y`XYf`j Yfn]W\hYbž'i a
X]Y`k]fhgW\UZh`]WXY`9f`c`i b[`XYf`l _fU]bY`ni `Z0fXYfb"

8]Y`ghfUhY []gWXY`6YXYi hi b[`XYf`i _fU]b]gWXYb`F c\ghcZZY`]gh
i bVYghf]hhYb" `8]Y`l _fU]bY`j YfZ0[h`0VYf`VYa Yf_Ybgk YfhY
@U[Yfgh`AhYbž`XUfi bhYf`l fUbž`H]hUbž`A Ub[Ub`i bX`9]gYbYfn"
8Uf0VYf`\]bUi g`]gh`XUg`@UbX`Y]b`VYXYi hYbXYf`DfcXi nYbh
`UbXk]fhgW\UZh`]WXYf`9fnYi [b]ggY`]b`9i fcdU" `8]Y`FY []cb`8cbVUg
]gh`hfUX]h]cbY``Z0f`\fYb`?c`\YUVVUi `i bX`X]Y`]bXi ghf]Y`Y
DfcXi _h]cb`VY`Ubbh" `5bU`mghYb`\YVYb`\Yfj cfž`XUgg`XYf`Ni [Ub[
ni `X]YgYb`F c\ghcZZYb`Fi gg`UbXg`Dcg]h]cb`U`g`F c\ghcZZ]YZYfUb]h]b
Y]bYf`ni _0bZ]h[`XY`UfVcb]g]YfhYb`K]fhgW\UZh`]WXYfb`_0bbhY"
Fi gg`UbX`_0bbhY`gca]h`Ub`XYf`?cbhfc``Y`0VYf`i _fU]b]gWXY
F c\ghcZZY`]bhYfYgg]Yfh`gY]bž`i a `gY]bY`]bhYfbUh]cbU`Y`A UW`h`ni
gh`Åf`_Yb"

F c\ghcZZY`i bX` [Yc`d`c`]h]gWXY`@U[Y

8]Y[Ycdc`h]gWXY`5bU`mgY`j YfXYi`h]W\hž`XUgg`X]Y`I`_fU]bY`b]W\h
bi`f`fY]W`Ub`Zcgg]Yb`F`c`g`hc`ZZYb`]ghž`gcbXYfb`Ui`W`ØVYf`DchYbn]U`
ZØf`YfbYi`YfVUfY`9bYf[]Yb`j`YfZØ[hž`]bgVYgcbXYfY`ja`6YfY]W`
K`]bX!`i`bX`Gc`UfYbYf[]Y`"8]Y`d`c`h]gWXYb`≠ghUV`]hÅhYb`i`bX`XYf`
Ub`U`hYbXY`?f]Y[`a`]h`F`i`gg`UbX`VYY]bhfÅW\h[]Yb`U`YfX]b[g`X]Y`
k`]fhgW\UZh]WXY`9bhk`]W`_`i`b[`XYg`@UbXYg`"J]Y`Y`: UW`Y`i`hY`[`Ui`VYbž`
XUgg`X]Y`I`_fU]bY`g]W`U`g`U`hYfbUh]j`Yf`F`c`g`hc`ZZ]YZfUbh`ZØf`X]Y`
k`Ygh]WXY`K`Y`h`d`c`g]h]cb]YfYb`_Ub`bž`]bgVYgcbXYfY`ja`<]bV`]W`_`Ui`Z`
[fØbY`HYW\bc`c[]Yb"

Ni`gUa`a`YbZUggYbX`nY][`h`X]Y`I`bhYfnY]W\bi`b[`XYg`
F`c`g`hc`ZZUV`_`ca`a`Ybg`nk`]gWXYb`XYb`i`G5`i`bX`XYf`I`_fU]bY`b]W\h`
bi`f`X]Y`6YghfYVi`b[]Ybž`X]Y`k`]fhgW\UZh]WXY`GhUV`]hÅh`XYf`I`_fU]bY`
ni`ZØfXYfbž`gcbXYfb`Ui`W`XUg`ghfUhY[]gWXY`≠hYfYggY`XYf`I`G5ž`
Y]bY`Ub[Zf]gh][`Y`DUf`hbYfgW\UZh`a`]h`?Yk`ni`YhUV`]YfYb`"A`]h`6`]W`
Ui`Z`X]Y`<YfUi`gZcfXYfi`b[]Yb`Xi`fW`F`i`gg`UbX`k`]fX`X]Y`J`Yf`gc`f[]b[
a`]h`i`_fU]b]gWXYb`F`c`g`hc`ZZYb`YbhgWXY]XYbX`gY]b`ZØf`X]Y`_ØbZh][`Y`
9bYf[]Y!`i`bX`F`c`g`hc`ZZd`c`h]_]b`XYf`F`Y[]cb"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	K`Ug\]b[`hcbž`I`G5
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "k`Y`h"XY • k k k "XY[`fi`mhYf"Wca • VdV"XY

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