

5fnh]b`GW`Ygk][!<c`ghY]b.`9fa]hhY`h kY[Yb`a`i`ha`U»`]W`Yf DUh]YbhYbh`Òhi`b[Yb`°

9fa]hh`i`b[Yb`]b`BcfXXYi`hgW`UbX.`5fnhghY`h`i`bhYf`
JYfXUW`h`z`a`Y`fYfY`À`hYfY`DUh]YbhYb`[`Yh`ÒhY`h`i`ni`"UVYb`"
8YhU]`g`ni`a`:`U`"i`bX`XYb`9fa]hh`i`b[Yb`"



hny`cY`ž`8`Yi`hgW`UbX`!`a`BcfXYb`8`Yi`hgW`UbX`g`k`]fX`XYfnY]h
[Y[Yb`Y]bYb`5fnh`Yfa]hhY`h`z`XYf`j`YfX`ÅW`h][`h`k`]fX`ž`a`Y`fYfY`
`YVYbg`À`hYfY`DUh]YbhYb`[`Yh`ÒhY`h`i`ni`"UVYb`"8]Y`Dc`nY]i`bX`X]Y`
GhUUhgUbk`U`hgW`UZh]b`hny`cY`"UVYb`Ua`:",`"ž`]"&\$&)`X]Y`
9fa]hh`i`b[Yb`VY`_Ubbh[`Y[`YVYb`ž`i`bX`Y]bY`GcbXYf`_ca`a`]gg]cb`
k`i`fXY`]bg`@YVYb`[`Yfi`ZYb`ž`i`a`XYf`GUW`Y`Ui`ZXYb`;`fi`bX`ni`
[`Y`Yb`"8Yf`JYfX`ÅW`h][`Y`ghUa`a`h`Ui`g`XYa`?`fY]g`D]bbYVYf[`"5i`g`
Yfa]hh`i`b[`ghU`_h]gW`Yb`;`f`ØbXYb`"À`h`a`Ub`g]W`XYfnY]h`a`]h`
[`YbUi`Yb`5b[`UVYb`ni`f`NU`"XYf`JYfXUW`hgZ`"Y`ni`f`ØW`ž`XcW`X]Y`
9fa]hhYf`VYhcbYb`ž`XUgg`X]Y`i`bgW`i`Xgj`Yfa`i`hi`b[`[`]h`i`bX`g]Y`bi`f`
Ui`Z[`fi`bX`Y]bYg`5bZUb[`gj`YfXUW`hg`h`Åh][`k`YfXYb`_cbbhYb`"8]Yg]gh`

U i hXYi hgWYa F YW hX]Y gWk AW ghY J YfXUW hgghi ZžX]Y Y]bY
9]bY]hi b[j cb'9fa]hhi b[Yb'Yfa Ò[]W h"

9g'k i fXYb VYfY]hg Y]b][Y'CVXi _h]cbYb'i bX'9I \i a]Yfi b[Yb
Xi fW [YZØ\fhž'i bX'Ui W'ni fØW_]Y[YbXY'HcXYgZÄ`Y'k YfXYb
XYfnY]h_f]h]gW'ØVYfd fØZh"8]Y'9fa]hhi b[Yb'i bX'X]Y'XUZØf
bchk YbX][Yb'fYW hga YX]n]b]gWYb'I bhYfgi W i b[Yb'_ØbbhYb
YXcW'a Y\YfY'K cWYb']b'5bgdfi W'bY\ a Yb"8Yf'J YfXUW hgZU`
k]fZi[fi bX'Y[YbXY': fU[Yb'ØVYf'Yh\]gWY'GhUbXUfXg'i bX
J YfUbhk cfhi b['j b'XYf'Äfnh]WYb'DfUI]g'Ui Zžk]Y'Ui W'UbXYfY
: Ä`Y']b'XYf'J Yf[Ub[Yb\Y]h'nY][Yb"

Ÿ \ b`]W Y : Ä`Y'i bX']\ fY' <]bhYf[fØbXY

9]b'VYa Yf_Ybgk YfhYf': U`žXYf']b'XYb`YhnhYb'Ÿ\ fYb'j]Y`
5i ZgY\Yb'YffY[hYž']ghXYf'Y]bYg'6Yf']bYf'DU`]Uh] a YX]n]bYfg"8]Y
Xcfh][Y'GhUUhgUbK U'hgW UZh'\ Uh'a]h'Yfk Y]'Y'nY\ b'@Y]WYb
YI \i a]Yfhž'k Ä\ fYbX'Y]bYf']bhYbg]j Yb'I bhYfgi W i b['k Y[Yb'XYg
J YfXUW hg'Ui Z'X]Y'HØhi b['a Y\ fYfYf'gWk Yf_fUb_Yf'DUh]YbhYb"
I fgd fØb[]W'gU\ Yg'gc'Ui gž'U'g'cV'XYf'J YfXÄW h][Y'j]Yf': fUi Yb
nk]gWYb'+&'i bX' - ('Ÿ\ fYb' [YhØhYh'\ ÄhhY"A]h'Yfk Y]'Y [Y\ h'X]Y
6Y\ ØfXY'j cb'a]bXYghYbg'UW h'CdZYfb'Ui g"8Yf'5fnhž'XYf
DUh]YbhYb'ni 'Y]bYa 'NY]hdi b_h'VY\UbXY'hYž'Ub'XYa 'X]YgY'b]W h']b
U_i hYf'GhYfVYd\ UgY'k UfYbž'g]hnh'gY]h'5i [i gh]b
I bhYfgi W i b[g\UZh"Ni XYa 'VY'Yi W'hYh'X]Y'GhUUhgUbK U'hgW UZhž
XUgg'XYf'J YfXÄW h][Y'Ub[YV']W'Y]b' ; Ya]gW'j YfgW]YXYbYf
A YX]_Ua YbhY'j YfUVfY]W hYž'k cVY]' A cfX'i gh'U'g'A ch]j 'ja
F Ui a 'ghY\h"8]YgY'G]hi Uh]cb']gh'VYgcbXYfg'XfUa Uh]gWž'XU'X]Y
9fa]hhi b[Yb'Xi fW'6fÄbXYž'X]Y'XYf'5fnh'Y[hYž'Ui g[Y'Øgh
k i fXYbž'i a 'gY]bY'HUhYb'ni 'j Yfhi gWYb"

Ÿ \ b`]W Y'dfcV`Ya Uh]gWY'Ni gUa a Yb\Äb[Y'k i fXYb'Ui W']b'XYf
U_UXYa]gWYb'5i gY]bUbXYfgYhni b['a]h'HØhi b[gXY']_hYb'Xi fW
ŸfnhY'h\Ya Uh]g]Yfh"6Y]gd]Y'Y'Ui g'XYf'J Yf[Ub[Yb\Y]hž'k]Y'X]Y
J Yf\UZhi b['j cb'j]Yf'?fUb_YbdZY[Yf]bbYb']b'K]Yb']a 'Ÿ\ f'%- , -
i bX'XYf': U`XYg'Vf]h]gWYb'5fnhYg'<Ufc'X'G\]da Ubž'nY][Ybž'XUgg
ŸfnhY'\Äi Z]['j b'Y]bYf'Dcg]h]cb'g]bXž'\ fY'df]j]Y[]YfhY'GhY`i b[
Ui gni bi hnYbž'i a 'J YfVfYWYb'ni 'VY[Y\Yb"G\]da Ubž'XYf

i bnÅ\`][Y`DUh]Ybh]bbYb`XUg`@YVYb`bU\`a žghY\`h`YI Ya d`Uf]gW\`ZØf
 Y]bY`a YbgW\`]WY`5V[fØbXYž`X]Y`cZha U`g`ØVYfgY\`Yb`k YfXYb`
 8YfUfh][Y`J Yf[Y\`Yb`k YfZYb`Y]b`@]W\`h`XUfUi Zž`k]Y`k]W\`h][`X]Y
 , VYfdfØZ b[`j cb`6Y\`UbX`i b[ga Yh\`cXYb`i bX`GhYfV`]W\`_Y]h]b`XYf
 a YX]n]b]gW\`Yb`J Yfgcf[i b[`]gh`

J YfUb hk c fhi b[`i bX`Yh\`]gW\`Y`GhUb XUfXg

8 Ug`J YfhfUi Yb`XYf`² ZZYbh]W\`_Y]h]b`a YX]n]b]gW\`Yg`DYfgcbU``]gh
 YggYbn]Y``ž`UVYf`gc`W\`Y`YfgW\`ØhYfbXYb`J cfZÅ``Y`_ØbbhYb`X]YgYg
 J YfhfUi Yb`i bhYf[fUVYb``8]Y`XYi hgW\`Y` ; YgY``gW\`UZh`ghY\`hj cf`XYf
 <YfUi gZcfXYfi b[ž`k]Y`a Ub`a]h`gc`W\`Yb`HUhYb`i a [Y\`hi bX`k]Y
 a Ub`XUg`GmgHYa`XYf`a YX]n]b]gW\`Yb`?cbhfc``Y`i bX`XYf`Yh\`]gW\`Yb
 GhUbXUfXg`j YfVYggYfb`_Ubbž`i a`À\`b`]W\`[YUfhYhYb`J YfVfYW\`Yb
 j cfni VYi [Yb``8]Y`[YgY``gW\`UZh`]W\`Yb`i bX`† f]gh]gW\`Yb` : c`[Yb
 k YfXYb`XU\`Yf`a]h`GdUbbi b[`j YfZc`[hž`gck c\`ZØf`XYb
 bcfXXYi hgW\`Yb`5fnh`U`g`Ui W\`ZØf`XYb`6Yf`]bYf`DU``]Uh] a YX]n]bYfž
 XYggYb` : U``nY][hž`XUgg`X]Y`5V[fØbXY`XYf`A YbgW\`]W\`_Y]h
 a UbW\`a U``[YbUi`Xcfh``Y[Ybž`k c`k]f`Yg`Ua`k Yb][ghYb`Yfk UfhYb`

K Y]hYfY`≠Zcfa Uh]cbYb`ni`X]YgYb`9fa]h`i b[Yb`k YfXYb
 j cfUi gg]W\`h]W\`]b`XYb`_ca`a YbXYb`K cW\`Yb`VYfY]h[YghY``h``6]g
 XU\`]b`V`Y]Vh`bi f`UVni k UfhYbž`k]Y`X]Y`ž`gh]n`a]h`X]YgYb
 U`Ufa]YfYbXYb`J YfXUW\`hga`ca YbhYb`i a [Y\`hi bX`k Y`W\`Y
 ?cbgYei YbnYb`g]W\`XUfUi g`ZØf`XUg` ; Ygi bX\`Y]hggmgHYa`Yf[YVYb`

8 YhU]`g	
C fh	≠nY\`cYž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gi YXh]fc`bYk`g"]h • k k k "b!hj`"XY • k k k "UYfnhYV`Uhh"XY

6Ygi W\`Yb`G]Y`i bg`Ui Z`X]Y!bUW\`f]W\`hYb`"Wc`a