

j YfgWk]YXYbYb`A i g]__UdY`Yb`Ui Z`k Å\fybX`Yhk U`&\$`dfÅWk][
XY_cf]YfhY` : Yghk U[Yb`Xi fW`X]Y` ðbYbghUXh`fc`Yb`"8Yf
5i ga UfgWk`YfghfYW_h`g]Wk`ØVYf`ghc`nY`' ž) `?`]`ca` YhYf`i bX`k`]fX`"j` Y
]a` B8F` : YfbgY\Yb`ØVYfhfU[Ybž`gcXUgg`Ui Wk`XU\Y]a` [YV`]YVYbY
Ni`gWk`Ui Yf`_Y]bY`GY`_i bXY`j` YfdUggYb`"l` a` `XUg` ; UbnY`ni` `Y]bYa
k U\fyb`GdY`hU`_Y`ni` `a` UWk`Ybž`k` YfXYb`gc[Uf`%\$"\$\$\$
HY]`bY\`a` Yf]bbYb`i bX`HY]`bY\`a` Yf`Yfk` UfhYh` `Y]b`9fY][b]gž`XUg
gY]bYg[`Y]Wk`Yb`gi` Wk`h`

J]Y`ZÅ`h][Y`5 hhfU`_h]c bYb`ZØf`^YXYb
; YgWk`a` UW`_

8 Ug`GWk`ØhnYbZYgh`b`<`Ubbcj` Yf`_Ubb`g]Wk` `a`]h`gY]bYb`%`
: U\f[YgWk`ÅZhYbž`XUfi` bhYf`%%`?`]bXYfZU\`f[YgWk`ÅZhY`i bX`
@Ui` Z[YgWk`ÅZhYž`k`]f`_]Wk`gY\Yb`"UggYb`"GYWk`g`bYi` Y`5 hhfU`_h]c bYb
k`]Y`X]Y` GdU`»`U`YY` `i bX`X]Y`f]Yg][Y`GWk`Ui`_Y`"6Ygh`L`L`@`ZY]Yfb`]b
X]YgYa` `»\`f`DfYa`]YfY`"A`]h`Y]bYa` `Zf]gWk`Yb`K`]bX`i bX`Y]bYf
hfUX]h]cbY`Yb`5ha` cgd\ÅfY`k`]fX`XYf` : Yghd`Uhn`Y]b`VY`]YVhYf
5bn]Y\i b[gdi`b`_h`ZØf`X]Y` [UbnY` : Ua`]`Y`gY]b`"9]b`VYgc bXYfYg
<][\`][\`h`g]bX`X]Y`gdYn]Y`Yb`J`YfUbg hU`hi` b[Yb`ZØf`?`]bXYfž`k`]Y`XUg
?`UgdYf`Yh\`YUhYf`i bX`Vi` bhY`Gd]Y` [YgWk`ÅZhYž`X]Y`XYb``Øb[YfYb
6Ygi` Wk`Yfb`Y]b`@ÅWk`Y`b`]bg` ; Yg]Wk`hinUi` VYfb`"

8]Y` [fc»`Y` : Yghd`UhnZÅWk`Y`j` cb`fi bX`%\$`<`Y`_hUf`k`]fX`b]Wk`h`bi`f`a`]h
: U\f[YgWk`ÅZhYb` [Ygd]W`_h`gY]bž`gcbXYfb`Ui` Wk` `a`]h`_i` `]bUf]gWk`Yb
?`Øgh]Wk`_Y]hYb`j` cb`ØVYf`&\$`\$`GWk`Ui` ghY`Yf]bbYb`i bX
GWk`Ui` ghY`Yfb`"J`cb`\Yfn\UZhYb` ; Yf]Wk`hYb`]b`XYb`hfUX]h]cbY`Yb
NY`hYb` `5`h`<`Ubcj` YfU` `i bX` ; UmdYcd`Y`NY`h`V]g`\]b`ni`gØ»`Yb
@YW`_YfY]Yb`k`]fX`\]Yf`^YXYf`ZØbX]["Ni`XYa` `k`]fX`Y]b`bYi` Yg
9j`YbhUb[YVch]a` `BD!F`cbXY`X]Y`6Ygi` Wk`Yf`VY[Y]ghYfb`"

G]Wk`Yf\Y]h`i bX`K` c`\`ZØ\`Uha` cgd\ÅfY

; YfUXY`]b`NY]hYb`k`]Y`X]YgYb`k`]fX`Ui` Wk`X]Y`G]Wk`Yf\Y]h
[fc»` [YgWk`f]YVYb`"8]Y`J`YfUbg hU`hYf`\UVYb`Y]b`i` a` ZUggYbXYg
G]Wk`Yf\Y]hg`_cbnYdh`Ui` Z`X]Y`6Y]bY` [YghY`hž`XUg`i` bhYf`UbXYfYa` `E`F`!
7cXYg`ZØf`GUZY!GdUW`gž`Y]b`Gi` ddcfhYUa` `i bX`F`ØW`_ni` [gfÅi` a` Y

i a ZUgghž'gcXUgg'g]W\U''Y'; ÅghY'k c\`ZØ\`Yb`_ÖbbYb"
 G]WYf\Y]hgU_hYi f]bbYb'i bX`!U_hYi fY`ghY\Yb`nYbhfU''Ua` ;]`XY`Hcf
 ni f`JYfZØ[i b[ži a `VY]: fU[Yb`cXYf`DfcV`Ya Yb`ghYhg`Y]b`cZZYbYg
 C\`f`ni `UVYb": Øf`X]Y`5bfY]gY`Ya dZ]Y\`hg]W`X]Y`Bi hni b[
 ÖZZYbh`]WYf`JYf`_Y\fga`]hhY`ži bX`Yg`ghY\Yb`VYk UWXhY
 : U\ffUXdUf_d`ÅhnY`ni f`JYfZØ[i b["

A]h`Y]bYa `hc``Yb`: Ua`]Y]YbhU[`Ua` - "ž`]ž`Ub`XYa` `Ui Zj`]Y`Y
 5hhfU_h]cbYb`V]g`ni`) \$i` `F UVUhh[Yk` Å\`fh`k]fXž`i bX`XYa
 j`]Y`Z`Å`h][Yb`Dfc[fUa` a`]gh`XUg`GW`ØhnYbZYgh`]b`< Ubbcj` Yf`Y]b
 [fc»Yg: Ygh`ZØf`ž` b[`i bX`5`h`8 Ug` [fØ» hY`GW`ØhnYbZYgh`XYf`K` Y`h
 `cW_h`b]W`h`bi`f`a`]h`HfUX]h]cb`i bX`6fUi` W`hi` a` ž`gcbXYfb`Ui` W`a`]h
 Y]bYa` `i bØVYfhfcZZYbYb`5b[YVch`Ub`: U\`f[YgW`Å`ž`Yb`i bX
 : YghnY`hYbž`XUg`]b`gY]bYf`5fh`Y]bn][Ufh][`]gh"

?ca` a` Yb`G]Y`j` cfVY]`i bX`ZY]Yfb`G]Y`a`]h`i` bg`XUg` (- *`GW`ØhnYbZYgh
]b`< Ubbcj` Yf` `Y]b`9f`YVb]gž`XUg`a` Ub`g]W`b]W`h`Ybh[Y\Yb`UggYb
 gc``hY`

8YhU]`g	
Cfh	< Ubbcj` Yfž`8Yi` hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • `Ub[Yb\U[YbYf!bYk`g"XY • gW`i`YhnYbZYgh!\Ubbcj`Yf"XY

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