

5 WX hi b [° ' F] YgYbVÀfYb_`Ui `VfY]hYh'g]WX `]b
< cZ[Y]ga Uf`U`Ufa]YfYbX`Ui g°

F]YgYbVÀfYb_`Ui `VfY]hYh'g]WX `]b`< cZ[Y]ga Uf`Ui g"
K Ufbi b[Yb`j cf`[]Zh][Yb`9][YbgWX UZhYb`i bX
6Y_Àa dZi b[ga U»bU\`a Yb`k YfXYb`Xf]b[YbX`Ya dZc\`Yb"



< cZ[Y]ga Ufž`8 Yi hgWX `UbX`!`K Ug`]gh`XU`cg`]a `gWX`ÒbYb`?`fY]ghY`]
< cZ[Y]ga Uf3`9]bY`DZUbnyž`X]Y`i fgdf0b[`]WX`U`g`N]Yf[Yk`ÀWX`g`bUWX
9i fcdU`_Ua ž`VfY]hYh'g]WX`a Y\`f`i bX`a Y\`f`Ui g`i bX`gcf[h`ž0f
6Ygcf[b]g`8Yf`F]YgYbVÀfYb_`Ui ž`cXYf`Ui WX`< Yf`_i `YgghUi XY
[YbUbbhž`]gh`b]WX`h`bi f`Y]b`d`f`ÀWX`h][Yf`5bV`]W_ž`gcbXYfb`Vf]b[h
Ui WX`[YZÀ\`f`]WX`Y`B`YVYbk]f`_i b[Yb`a]h'g]WX`"8Yf`DZUbnybgUZh
_Ubbž`]bgVYgcbXYfY`]b`J`YfV]bXi b[`a]h`GcbbYb`]WX`hž`ni
i bUb[YbY\`a Yb`<Ui hfY]ni b[Ybž`GWk Y`i b[Yb`i bX`gc[Uf
J`YfVfYbbi b[Yb`ž0\`fYb`"K]Y`X]Y`< B 5 `VYf]WX`hYhž`]gh`X]Y`DZUbny
a]h`Yfk`Y]Y`Ub`XfY]`GhY`Yb`]b`< cZ[Y]ga Uf`VY`_Ubbhž`j cf`U`Ya
fi bX`i a `X]Y`K`YgYf"

8]Y`6Y_Àa dZi b[`X]YgYf`]bj Ug]j Yb`5fh`YfZc`[h`Xi fWX`j cfg]WX`h][Yg

5VgWbY]XYbž[YZc`[h]jcb`Y]bYa`cfXYbh]WYb`5VhfUbgdcfhi bX
UbgW`jY»YbXYb`JYfVfYbbYb`XYf`DZUbnYbfYghY"K Ybb`Yg`bUW
XYb`BUhi fgW`i hVY\ÖfXYb`[Y\hž`gc`hYb`X]Y`5bk`c`bYf`]b`XYf
FY[]cb`X]Y`j cf`ca`a YbXYb`6Ygh`AbXY`a Y`XYb`8Ybb`i`a`XYb
F]YgYbVÄfYb`_Ui`YZZY`_hj`ni`ghc`ddYbž`a`i`gg`X]Y`DZUbnY`h]YZ
Ui`g[Y[fUVYb`k`YfXYbž`VYj`cf`g]Y`ni`V`Ø`Yb`VY[]bbhi`bX`]fY
GUa`Yb`j`YfVfY]hYh"8Yf`6ÄfYb`_Ui`_Ubb`b]W`h`bi`f`]b
K`U`X[YV]YhYbž`gcbXYfb`_Ui`W`Ub`<YW`Yb`i`bX`K`Y[fÄbXYfb
Ui`ZhYhYb" <]Yf`k`]fX`_Ufž`XUgg`Y]b`k`UW`gUa``]W`Yg`5i`[Y`[YZfU[h
]gh"

8]Y`DfcV`Ya`Uh]_`XYf`≠j`Ug]cb

K`Ug`j`]Y`Y`b]W`h`k`]ggYb.`8Yf`F]YgYbVÄfYb`_Ui`ghUa`a`h
i`fgdfØb[`]W`_Ui`g`XYa`?`Ui`_Ugi`g`i`bX`k`i`fXY`]a`%`-`"`ſ`f`i`bXYfh
U`g`XY`_cfUh]Y`DZUbnY`bUW`9i`fcdU`[YVfUW`h`A`]h`Yfk`Y]Y`U`h`Yf
g]W`ni`Y]bYf`6YXfc`i`b[`ZØ`f`i`bgYfY`Y]a`]gW`Yb`DZUbnYb
Yb`hk`]W`_Y`hž`]bXYa`Yf`XUg`GcbbYb`]W`h`V`c`W_]Yfhi`bX`XUg
K`UW`ghi`a`UbXYfYf`5fhYb`Y`Ya`a`h`Hf]ghUb`@Ya`_Yž`Y]b`9i`dYfhY
Ui`g`H`Øf]b[Ybž`a`Yf`_h`ni`XYa`Ubž`XUgg`X]Y`DZUbnY`V]g`ni`(`A`YhYf
`c`W`k`YfXYb`_Ubbž`k`Ä`fYbX`XYf`Y]b`Y]a`]gW`Y`K`]YgYbVÄfYb`_Ui
bi`f`a`U]a`U`%ž)`A`YhYf`YffY]W`h`8]YgY`;`fÖ»`Y`a`UW`h`XUg
5V`k`Y`fYb`i`b[Ya`Y]b`gW`k`]Yf][Yfž`XU`g]W`X]Y`GUa`Yb`Xi`fW`K`]bXž
K`UggYf`i`bX`gc[Uf`UbXk`]fhgW`UZh]W`Y`;`YfÄ`hY`j`YfVfY]hYb"8]Y
A`Y`Xi`b[`Xi`fW`X]Y`BUhi`fgW`i`hVY\ÖfXYb`]gh`XYg`U`V`a`Y`f`U`g
k`]W`h][ž`i`a`Y]bY`8UH`YbV`Ub`_ØVYf`X]Y`6Ygh`AbXY`ni`ZØ`fYb`i`bX
[Y[YVYbYbZU`g`A`U»`bU`a`Yb`ni`f`9]bXÄ`a`a`i`b[`ni`Yf[fY]ZYbž`k`]Y
Ui`Z`A`8`F`;`UfhYb`Yf`Äi`hYfh`k`]fX"

≠hYfYggUbhYfk`Y]gY`_ca`a`h`XYf`F]YgYbVÄfYb`_Ui`b]W`h`bi`f`]b
<YggYb`j`cf"5i`W`]b`H`Øf]b[Yb`[]Vh`Yg`a`Y`fYfY`J`cf`ca`a`Ybž
XUfi`bhYf`Ua`A`ccggYYž`k`c`X]Y`DZUbnY`X]Y`Y]a`]gW`Y`;`cfU
VYXfc`h`8]Y`6Y`_Äa`dZ`b[YfZc`[h`Xcfh`YVYbZU`g`Xi`fW`A`U`X`i`bX
XUg`fYW`h`hY]h][Y`5VgW`bY]XYb`XYf`6`Ø`hYbgh`AbXY"9g`]gh`Y`X`c`W
k`]W`h][ž`VY]a`9bhZYfbYb`j`cb`F]YgYbVÄfYb`_Ui`Äi`»Yfgh`j`cf`g]W`h][
ni`gY]b`i`bX`GW`i`h`_Y]Xi`b[`ni`hfU[Ybž`i`a`g]W`j`cf`XYb
[YZÄ`f`]W`Yb`;`c`[Yb`ni`gW`Ø`h`Ybž`k`]Y`X]Y`5`[fUf`<`Yi`hY`Yf]bbYfh"

K]f_gUa Y`6Y_Àa dZi b[gghfUhY[]Yb

⊖`Y]b][Yb`HY]`Yb`<YggYbgž`k]Y` : i `XUVfØW_ž`k YfXYb`N]Y[Yb`U`g
bUhØf`]WXY` ; Y[Ybgd]Y`Yf`Y]b[YgYhnhž`k À\fybX`]b`K`c`Z\U[Yb
FcVi ghf]bXYf`]a`_ca`a`YbXYb` : fØ\`U\`f`%` `<Y_hUf`[fc»Y` : `ÀWYb
VYk Y]XYb`gc``Yb``8]YgY`A`Yh\cXYb`_`ÒbbhYb`Y]bYb`_`Y]bYbž`UVYf
k Yfhj`c``Yb`6Y]hfU[`ni`f`9]bXÀa`a`i`b[``Y]ghYb``⊖`HfYbXY`Vi`f[`nY][`h
g]Wž`XUgg`XYf`6`ÀfYb`_`Ui` `j`cf`U``Ya` `]a` `6YfY]W`XYf`8]Ya`Y`
j`cf`_ca`a`hž`k`c`XYf`<Ygg]gWXY`K`UggYfj`YfVUbX`8]Ya`Y`YVYbZU``g
U_hj]`k`]fXž`i`a`X]Y`5i`gVfY]hi`b[`ni` `ghcddYb`"

5b[Yg]W`hg`X]YgYf`G]hi`Uh]cb`g]bX`U``Y`<`ÀbXY`[`YZfU[`h``8]Y
6Yj`Ò`_Yfi`b[`]gh`Ui`Z[`YZcfXYfhž`J`cf`_ca`a`Yb`XYg`F]YgYbVÀfYb`_`Ui`g
ni`a`Y`XYb`i`bX`J`cfg]W`h`k`U`hYb`ni` ``UggYb``Ni` `Ymh`V`Y]Vh`X]Y
<c`Zbi`b[`ž`XUgg`Xi`fW`Yb[`U[`]YfhY`A`U»`bU`a`Yb`i`bX
[`Ya`Y]bgW`UZh]W`Yg`<`UbXY`b`XYf`F]YgYbVÀfYb`_`Ui` `]b`gY]bYf
5i`gVfY]hi`b[`Ui`Z[`Y`U`hYb`k`YfXYb`_`Ubb`` ;`Y`Yb`k`]f`Yg`Ubž`XUa`]h
X]Y`Y]a`]gWXY` : `cfU`b]W`h`bcW`k`Y]hYf`]b`6YXfÀb[`b]g[`Yf`À`h`

8YhU]`g	
Cfh	<cZ[Y]ga Ufž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "\bU"XY • k k k "a Xf"XY • k k k "U[fUf\Yi hY"WŁa

6Ygi WXYb`G]Y`i`bg`Ui`Z.`bU[`!\YggYb"XY