

< YggYba Y]ghYfgW\ UZhYb. '6fcbnY'i bX
F Y_cfXY 'ZØf'K U`XYW_!: fUb_YbVYf[°

K U`XYW_!: fUb_YbVYf['ZY]Yfh'9fZc`[Y`VY]'XYb
<YggYba Y]ghYfgW\ UZhYb`]b'K Yhn`Uf.'nk Y]'A YXU]'`Yb'i bX`Y]b
? fY]gfY_cfX"



K Yhn`Ufž'8Yi hgW\`UbX`!'K Ug'[]Vhg`BYi Yg`Ui g`XYf
@Y]W\hUh\`Yh]_gnYbY`]b`<YggYb3'6Y]'XYb`<YggYba Y]ghYfgW\ UZhYb
XYf`GhUZZY`b`]b'K Yhn`Uf`nY][hYb`X]Y`\Y]a]gW\Yb`5h\`YhYb
Y]bXfi W_gj c`ž'k Ug`]b`]\bYb`ghYW_h''8fY]'GhUZZY`b`Ui g`XYa
@Y]W\hUh\`Yh]__fY]g'K U`XYW_!: fUb_YbVYf['hfUHYb`Ub`i bX`\Y]a ghYb
nk Y]'A YXU]'`Yb`Y]b`'Y]b`9f[YVb]gž'XUg`g]W\`gY\Yb`'UggYb`_Ubb`°

8]Y`I %*`GhUZZY`ž`VYghY\YbX`Ui g`XYb`hU`Ybh]YfhYb`5h\`Yh]bbYb`': Y`]n
Bc`hYž'9a]]U`<Yf`]hn`i bX`J YfYbU`GW\ca VYf[ž]g]W\YfhY`g]W\`X]Y
6fcbnYa YXU]'`Y]a`' 3 , \$!A YhYf!F YbbYb`a]hY]bYf
VYY]bXfi W_YbXYb`NY]h]j cb', .%- ž() `A]bi hYb``>XY`XYf`'† b[Yb
5h\`Yh]bbYb`''YZYhk U`&.() `A]bi hYbž'i bX`J YfYbU`a UW\hY`]a`N]Y`
XYb`YbhgW\Y]XYbXYb`I bhYfgW\]YXž`]bXYa`g]Y`a]h`bi f`nk Y]

GY_i bXYb`J cfgdfi b[`X]Y`A YXU]`Y`ZYgh\]Y`h"8 Ug`]gh[YbUi `XUgž
k Ug`k]f`gY\Yb`k c`Yb` `HYUa [Y]ghi bX`8i fW\U`hYj Yfa Ò[Yb`

F Y_c fXY`i bX`9bhhÀi gW\i b[Yb

Ni f: fYi XY`U`Yf[UV`Yg`ni XYa `Y]bYb`bYi Yb`?fY]gfY_c fX`8]Y
I &\$`GWk YXYbghUZY`ž`VYghY\YbX`Ui g`@]gU`GW]ZZa Ubbž`?Ufc`]bU
6Ui Yfž`Mj U`9][YbVfcXh`i bX`DUi `]bY`K]\`Y`a ž`gYhnhY`Y]bY`NY]hj`cb
&.&+ž`%`A]bi hYb`Ui Z`X]Y`I `f" `Hfc`hn`X]YgYf`hc`Yb`@Y]ghi b[`fY]W\hY
Yg`b]W\h`ZØf`Y]bY`A YXU]`Yž`i bX`gc`UbXYhY`XUg`HYUa `Ui Z`XYa
j]YfhYb`D`Uhnž`bi f`%ž&`GY_i bXYb`\]bhYf`XYa `6fcbnYfUb["

9]bY`k Y]hYfY`]bhYfYggUbhY`K YbXi b[`[UV`Yg`]b`XYf`A) \$`GhUZY`
XYf`@ `9XYf" `H\cfghYb`?fUa Yf`]YZX]Y`GW`i ggghfYW_Y`XYg
' 3 %\$\$!A YhYf!FYbbYbg`i bX`VYYbXYhY`Yg`a]hY]bYf`NY]hj`cb
%\$.%ž- (`A]bi hYb`"8 UVY]`V`]YV`XUg`HYUa `bi f`%ž(`GY_i bXYb
\]bhYf`XYa `G]Y[Yf`HGJ `DZ] b[ghUXh`ni fØW_"8]Y`I bni Zf]YXYb\Y]h
ØVYf`Y]bYb`i b[`ØW_]W\Yb`K YW\gY`ž`XYf`k ca Ò[`]W`X]Y
; c`Xa YXU]`Y`_cghYhYž`k Uf`XYb`5h\`YhYb`Ubni a Yf`_Yb"

A YXU]`Yb`Ui Z`]bhYfbUh]cbU`Ya `DUf`_Yhh

BVYb`X]YgYb`gdUbbYbXYb`K Yhh`Àa dZYb`k YfZYb`k]f`Y]bYb`6`]W_
ØVYf`X]Y` ; fYbnYb`\]bk Y["D]U`A Y»]b[`j`ca `HJ` ; `UXVYW`_i bX
æUbU`<Yffa Ubb`j`ca `GJ`HYi hc`F]YgYbVYW`_\UVYb`VY]`XYf
I &\$!@Y]W\hU\`Yh]_!9i fcdUa Y]ghYfgW UZh`5bZUb[`5i [i`gh]b`əgfUY`
A YXU]`Yb`[Yk`cbbYb" `A Y»]b[`Yf`_Àa dZhY`g]W`X]Y`G]`VYfa YXU]`Y
]a `G]YVYb`_Ua dZ`k`À\`fYbX`<Yffa Ubb`]a `<cW\gdfi b[`8f]hhY
k i fXY" `6Y]XY`5h\`Yh]bbYb`gW`]XYfhYb`]fY`9fZU\fi b[Yb`a]h
\Yfn`]W\Yb`K cfhYb.`A Y»]b[`ZØ\`hY`g]W`Xi fW`X]Y`5bk YgYb\Y]h
]\fYf`9`hYfb`VYgcbXYfg`Ya`ch]cbU`i`bhYfghØhnhž`k`À\`fYbX`<Yffa Ubb
X]Y`5ha`cgd\`ÁfY`U`g`[Ya`Y]bgW UZh`]W`i bX`Ui ZVUi YbX`Ya`dZUbX"

K]Y`k]fX`Yg`ZØf`X]Y`VY]XYb`HU`Yb`hY`k Y]hYf[Y\Yb3`A Y»]b[`d`Ubhž
g]W`VY]`XYb`8Yi hgW\Yb`A Y]ghYfgW UZhYb`]a `A Y\`f`_Ua`dZ]a
GYdhYa`VYf`]b`<Ubbcj`Yf`ni`VYk`Y]gYb`i bX`ghfYVh`ni`XYa`Y]bY
E`i`U`]Z`_Uh]cb`ZØf`X]Y`K`A`]b`DYfi`&\$&(`Ub" `<Yffa Ubb`gW\Ui`h
YVYbZU`g`]b`X]Y`Ni`_i`bZhž`a`]h`N]Y`Yb`k]Y`XYb`8Yi`hgW\Yb

A Y]ghYfgW UZhYb`]b`XYf`<U`Y`i bX`XYf`l &`!8A`"

8]Y`6Y[Y]ghYfi b[`Z0f`X]Y`@Y]W hUh`Yh]_`]gh`Y]b`k YgYbh`]W Yf
6YghUbXhY`]`]\fYg`@YVYbg` `VY]XY`g]bX`GW ØYf`i bX`c`b[`]YfYb`XUg
HfU]b]b[`a`]h`gW i` `]gW Yb`J YfdZ]W hi b[Yb`"6YgcbXYfg
Y]bXfi W_gj c``]ghž`k]Y`g]Y`g]W` [Y[YbgY]h][`a`ch]j]YfYb`"Gc`ZYi Yfh
A Y»]b[`]`]\fY`?c``Y[]b`k Å`fYbX`XYg`K Yhh_Ua`dZg`Ubž`k Ug
<Yffa`Ubb`ni`gÅh`]W`Ub`gdcfbh`"

8]Y`@Y]W hUh`Yh]_!K`Y`h`]gh`UVk`YW`g`i b[gfY]W`i bX`ghY``h`5h`YhYb`
j`cf`<YfUi`gZc`fXYfi b[Ybž`X]Y`g]Y`ghÅbX][`k`UW`gYb``UggYb`"6U`X
X0fZYb`k]f`[YgdUbb`h`gY]bž`k Ug`X]Y`bÅW`ghYb`K`Yhh`Åa`dZY`Z0f`
i`bgYfY`\Y]a`]gW`Yb`HU`Yb`hY`VYfY]h`U`hYb`°

**\ bU"XY`VYf]W hYh`j`cb`XYb`<YggYba`Y]ghYfgW UZhYbž`k`Å`fYbX`
Zj`k`"XY`X]Y`9fZc`[Y`XYf`l`&\$!5h`Yh]bbYb`VY`Yi`W`hYh`":`0f`a`Y`f`
\]ghcf]gW`Y`<]bhYf[f0bXY`ni`XYb`l`&\$!9i`fcdUa`Y]ghYfgW UZhYb`
gW`Ui`Yb`G]Y`V]hhY`Ui`Z`k`_]`dYX]U"cf[`"**

8YhU]`g	
C`f`h`	K`Y`h`n`U`f`ž`8`Y`i`h`g`W`U`b`X`
E`i`Y``Y`b`	<ul style="list-style-type: none"> • k`k`k`"\`b`U`"XY` • Z`j`k`"XY` • XY"k`_]`dYX]U"cf[`"

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