

GWk YfYf'J Yf_Y\fgi bZU``'Ui Z'XYf'6&
: U\fyf]b'ja '6Ui a 'Y]b[Y_'Ya a h°

5a '%) "\$* "&\$&) '_Ua 'Yg'Ui ZXYf'6&'VY]'N]dg'ni 'Y]bYa
gWk YfYb'J Yf_Y\fgi bZU``'a]hj Yf'YhnhYf': U\fyf]b"
9]bgUhn_fÄZhY'k UfYb'gWbY``'j cf'Cfh"



6i bXYgghfU»Y'6&'VY]'N]dgž'8Yi hgWk`UbX'!'5a 'ZfØ\Yb'5VYbX
XYg'%) " ' ð b] ' & \$ &) 'YfY][bYhY'g]Wk'Ui Z'XYf'6i bXYgghfU»Y'6&'VY]
N]dg'Y]b'gWk YfYf'J Yf_Y\fgi bZU``ž'XYf'XUg'Öfh]WkY'9]bgUhnhYUa
Ui Z'XYb'D'Ub'f]YZ"; Y[Yb'%+'I \f'Z' \f'Y]b'D_k'Ui g'V]g`Ub[
i b[Y_`ÄfhYf'I fgUWkY'j cb'XYf': U\fvU\b'UV'i bX'dfU``hY'ZfcbhU`
[Y[Yb'Y]bYb'6Ui a ']b'Y]bYa 'Ub[fYbnYbXYb'K U`XghØW_""8]Y
: U\fyf]b'XYg': U\fnYi [g'k i fXY'XUVY]'a]hY'gWk Yf'j Yf'Yhnh'i bX
k Uf'ja ': U\fnYi ['Y]b[YgWk`cggYbž'k Ug'Y]bY'Ubgdfi Wk gj c`Y
FYhhi b[gU_h]cb'YfZcfXYfhY"

J cf'Cfh'k UfYb'nU\`fY]WkY'9]bgUhn_fÄZhY'j cb': Yi Yfk Y\`fž
FYhhi b[gX]Ybghi bX'Dc`'nY]'ja '9]bgUhn""I bhYf'XYa 'Gh]Wk cfh' H<@
' ' 'DYfgcb'Y]b[Y_'Ya a h'g]WkYfhYb'X]Y': Yi Yfk Y\`f'Yi hY'ni bÄWkgh

XYb'6fUbXgWxi hni bX'VYfY]hYhYb'X]Y'hYWb]gWY'FYhhi b['j cf"6Y]
XYf'6Yf[i b['XYg': U\fnYi [g'k i fXY'_Y]b'\mXfUi `]gWYg
FYhhi b[g[YfÅh'Y]b[YgYhnhž'k Ug'X]Y'A U» bU\ a Yb'YXcW' b]W h
k Yb][Yf'\YfUi gZcfXYfbX'a UW hY"8 Ug': U\fnYi ['k Uf']b'Y]bYa 'h]YZ
[Y'Y[YbYb'; Y'ÅbXY'ni a 'GhY\Yb'[Y_ca a Ybž'k Ug'X]Y'FYhhi b[
k Y]hYf'YfgWk YfhY"

? ccfX]bUh]cb'XYf'9]bgUhn_fÅZhY

8]Y'ZFY]k]`][Yb': Yi Yfk Y\fyb'Ui g'GhYa a YbYi h\ 'i bX'N]dg
ØVYfbU\ a Yb'X]Y'J c`gdYffi b['XYf'6&'k Å\fybX'XYf
FYhhi b[ga U» bU\ a Ybž'k Å\fybX'X]Y': Yi Yfk Y\fyb'Ui g'DY[b]hn
i bX'HfcgWYbFYi h\ 'X]fY_h'Ub'XYf'I bZU`ghY`Y'hÅh]['k i fXYb"
K]W h]['XUVY]k Ufž'XUgg'XYf'Ni [Ub['ni f'9]bgUhnghY`Y'b]W h
VY\]bXYfh'k i fXYž'XUa]h'X]Y': U\fnYi [Y'a]h'\mXfUi `]gWYa
FYhhi b[g[YfÅ'h'dfcV'Ya `cg'cdYf]YfYb'_cbbhYbž'k]Y'Yg']b'XYb
@Y]h]b]Yb'ZØf'XYb'9]bgUhn'VY]J Yf_Y\fgi bZÅ`Yb'ZYgh[Y'Y[h]gh"
6YfY]WY'j cf'i bX'\]bhYf'XYf'I bZU`ghY`Y'a i gghYb'ZY][Y\U'hYb
k YfXYbž'i a 'Y]bYb'fY]Vi b[g'cgYb'5V'Ui ZXYf'FYhhi b[ga U» bU\ a Y
ni '[Yk Å\f'Y]ghYb"

B UW'YfZc`[fY]WYf'FYhhi b['k i fXY'X]Y'j Yf'YhnhY': U\fyf]b
Yfghj Yfgcf[h'i bX'Ub'gW'Y]» YbX'j ca 'BchUfnh'XYg'6F? '6UmFYi h\]b
XYb'FYhhi b[gk U[Yb'[YVfUW'h"9g'ghY`hY'g]W '\YfUi gž'XUgg'X]Y
J Yfgcf[i b['j cf'c fh'Xi fW'X]Y': Yi Yfk Y\f_fÅZhY'i bX'XYb'BchUfnh
Åi » Yfgh'YZZY_h]j 'k Uf"'GcVU'X'X]Y'dc`]nY]`]WYb'9fa]hhi b[Yb
UV[YgW'cggYb'k UfYbž'_cbbhY'Ui W'X]Y'GdYffi b['XYf'6&'k]YXYf
Ui Z[Y\cVYb'k YfXYbž'i bX'X]Y'9]bgUhnghY`Y'k i fXY'ni f'6Yf[i b[
XYg': U\fnYi [g'Ub'X]Y'Dc`]nY]ØVYf[YVYb"

J Yf_Y\fgi bZU`ghUh]gh]_Yb']b'9i fcdU

6YfY]hg']b'XYb'YhnhYb'»\fyb'nY][h'Y]bY'[fc» 'Ub[Y'Y[hY
5i gk Yfhi b[ž'XUgg'J Yf_Y\fgi bZÅ`Y'b'XYf'9I 'Y]bY'VYXYi hYbXY
<YfUi gZcfXYfi b['XUfghY`Yb"'Å\f]W'j Yf']YfYb'HUi gYbXY
A YbgWYb']\f'@VYb'cXYf'k YfXYb'gW'k Yf'j Yf'Yhnh"'» XYb'YhnhYb
nY\ b'»\fyb']gh'nk Uf'X]Y'NU\`XYf'J Yf_Y\fgchYb'i a ' ' * 'DfcnYbh
[Ygi b_Ybž'YXcW'gh'YXYf'I bZU`Y]b'hfU[]gWYg'9fY][b]gž'XUg

Ui Wk`jb`_Y]bYfYb` ; Ya Y]bXYb`k`]Y`N]dg`ghYhg`dfÅgYbh]gh"8Yf`9I !
 8i fWk`gWk`b]hh`]Y[h`VY](` &`J Yf`_Y`fghchYb`dfc`%A`]`cb`9]bk`c`bYfž
 k`Å`fYbX`Gk`YXYb`a`]h`XYb`g]Wk`YfghYb`GhfU»Yb`bi`f`%,
 J Yf`_Y`fghchY`dfc`%A`]`cb`9]bk`c`bYf`j`Yfa`Y`XYh`"

8]Y`c`c`Y`NUk`U`b`J Yf`_Y`fgi`bZ`Yb`ž]bgVYgcbXYfY`i`bhYf`↑`b[`Yb`
 9fk`UWk`gYbYb`i`bX`Å`hYfYb`A`YbgWk`Yb`ž`nY][`hž`XUgg`k`Y]hYf`\`b
 DfÅj`Ybh]cbgUfVY]h[`Y`Y]ghYh`k`YfXYb`a`i`ggž`i`a`X]Y`G]Wk`Yf`Y]h]a
 GhfU»Ybj`Yf`_Y`f`ni`Yf`\`Ö`Yb`"`#`X`Yf`5`hYfg[`fi`ddY`nk`]gWk`Yb`%,
 i`bX`&(``#`Å`fYb`k`UfYb`%&`Dfc`nYbh`XYf`J`Yf`_Y`fghchYb`]a``#`Å`f`&\$%,`ž
 k`Å`fYbX`A`ÅbbYf`ØVYfd`fcd`cfh]cbU`VYhfc`ZYb`g]bX`ž`k`Ug`]b`XYb`
 l`bZU`ghU]gh]_Yb`ØVYf`X]Y`#`Å`fY`fY`Uh]j``_`cbghUbh[`YV`]YVYb`]gh`"

:`Øf`X]Y`:`Yi`Yfk`Y`f`i`bX`XYb`F`Yh`i`b[`gX]Ybgh`V`Y]Vh`XYf`9]bgUhn`VY]
 J`Yf`_Y`fgi`bZ`Yb`Y]bY`nYbhfU`Y`<`YfUi`gZcfXYfi`b[`ž`X]Y`gck`c`c`
 gWk`bY`Y`F`YU`_h]cbYb`U`g`Ui`Wk`[`i`h`UV[`Ygh]a`a`hY`A`U»`bU`a`Yb`
 YfZcfXYfhž`i`a`@`VYb`ni`fYhhYb`i`bX`J`Yf`Yh`hY`VYgha`Ö[`]Wk`ni`
 j`Yfgcf[`Yb`"8]Y`9fY][`b]ggY`]b`N]dg`Å`UVYb`Y]ba`U`a`Y`f`[`YnY][`hž`
 k`]Y`k`]Wk`h][`[`i`hY`9]bgUhnj`cfVYfY]hi`b[`Yb`i`bX`X]Y`
 Ni`gUa`a`YbUfVY]h`XYf`nU`fY]Wk`Yb`5`_hYi`fY`g]bX`"8]Y`
 l`bZU`Ui`ZbU`a`Y`Xi`fWk`X]Y`Dc`nY]i`bX`X]Y`6Yf[`i`b[`XYg`:`U`fnYi`[`g`
 k`]fX`Yh`h`k`Y]hYfYf`6YghUbXhY]`XYf`Ui`Zy`bXYb`9fa`]h`i`b[`Yb`gY]b`"

:`Øf`k`Y]hYfY`#`Zcfa`Uh]cbYb`ØVYf`XYb`J`Yf`Ui`Zi`bX`X]Y`GhU]gh]_Yb`
 ni`J`Yf`_Y`fgi`bZ`Yb`]b`9i`fcdU`VYgi`Wk`Yb`G]Y`X]Y`6Y]hfÅ[`Y`Ui`ZXYb`
 GY]hYb`XYg`?:`J`6UmfYi`h`ž`XYf`:`:`?`YfgVUWk`i`bX`XYg`
 9i`fcdÅ]gWk`Yb`DUf`Ua`Yb`hg`"

8YhU]`g	
C`f`h	6i`bXYgg`hfU»`Y`6`&`VY]`N]dgž`8Yi`hgWk`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"_`Zj`!`VUmfYi`h`Å`"XY • ZZ!`_`YfgVUWk`"XY • k`k`k`"Yi`fcdUf`"Yi`fcdU"Yi

6Ygi`Wk`Yb`G]Y`i`bg`Ui`Z.`bU[`!`VUmYfb`"XY