

B cghU`[]Y`]b`HYa d`]b.`8]Y`j Yf[YggYbY ; YgWx]Wx hY`XYf` GWxi`i b[gVi f[

9bhXYW_Yb`G]Y`X]Y`; YgWx]Wx hY`HYa d`]bg.`J cb`U`hYb
5i ZbU\`a Yb`XYf`GhUXh`ØVYf`XUg`GUb`h!; Ycf[Yb!< cgd]hU`V]g
ni`U`hi Y`Yb`9bhk]W`i b[Yb"



HYa d`]bž`8Yi hgWx`UbX`!`8]Y`; YgWx]Wx hY`j cb`HYa d`]b`]gh`fY]Wx
Ub`J Yf`ÅbXYfi b[Yb`i bX`9f]bbYfi b[Ybž`i bX`XUg`]gh`Ui Wx`XYf
; fi bXž`k Ufi a`X]Y`GhUXh`i bX`]\fY`VYY]bXfi W_YbXYb`; YV`Ai XY
bcWx`\Yi hY`X]Y`; Ya`ØhYf`XYf`9]bk c`bYf`i bX`6Ygi WxYf`VYk Y[Yb`
BYi YghYg`6Y]gd]Y`]]gh`XUg`]\]ghcf]gWxY`; chcž`XUg`]a`F U\`a Yb`XYg
<]ghcf]gWxYb`; i W__UghYb`j cf[YghY`h`k i fXY`"8 UfUi Z`ni`gY\`Yb
]gh`X]Y`? Ub`hghfU» Yž`ZfØ\`Yf`i bhYf`XYa`B Ua`Yb`?]fghY]bghfU» Y
VY`_Ubbhž`j ca`6`]W_k]b_Y`XYf`K YfXYfghfU» Y`Ui`g`"8]YgY
Ui ZgWx`i ggfY]WxY`5i ZbU\`a Y`ghUa`a`h`Ui`g`XYa`B UWx`Ugg`XYg
VY`_UbbhYb`HYa d`]bYf`5i hcfYb`G]Y[Zf]YX`6fYmYfž`XYf`a`Y\`fYfY
6ØWxYf`ØVYf`X]Y`GhUXh`i bX`]\fY`; YgWx]Wx hY`j Yf`ÖZYb`h`]Wx`h`\`Uh`
**B c fX_i f]Yf`VYf]Wx hYhž`XUgg`X]Y`UV[YV]`XYhY`? UfhY`XUg
Y\`Ya`U`][Y`F YZcfa`fYU`dfc[ma`bUg]i`a`nY][hž`XUg`j]Y`Y`HYa d`]bYf**

U`g` GWi`i` b[gVi f[` _UbbhYb"

I hY`GWX f`OXYfz`Y]b` [YVØfh][Yf`HYa` d`]bYfž`Yf]bbYfh`g]WX`Ub`i` \fYb
j Yfghc`fVYbYb`A` Ubbž`XYf`Y]XYbgWX`UZh`i]WX`Dcgh`_UfhYb`a`]h`A`ch]j`Yb
Ui`g`XYf`GhUXh`i` [YgUa` a` Y`h`\Uh`"8]Y` GWi`i` b[gVi f[`k`Uf`b]WX`h
bi`f`Y]b`C`fh`XYg`@YfbYbgž`gcbXYfb`Ui`WX`Y]b`NYbhfi`a``ZØf
<Ui`gk`]fhgWX`UZh`g`_i`fgY`ZØf`A`À`XWX`Yb`"8Yf`C`fh`nY][`hž`k`]Y
j`]Y`gWX`]WX`h][`X]Y`J`Yf[`Ub[`Yb`Y]h`HYa`d`]bg`]gh`<`Yfa`Ubb`8Y[`Yb
\Uh`bcWX`Y`VYbX][`Y`9f]bbYfi`b[`Yb`XUfUbž`XUgg`XUg`;`YV`À`i`XY`%-`((
k`À`fYbX`XYg`?`f]Y[`Yg`U`g`?`fUb`_Yb`U`i`g`X]YbhY`"8]YgY`HUhgUWX`Y
VYgh`À]h][`h`Ui`WX`A`Uf[`]h`8`i`fUž`X]Y`X]Y`hfU[`]gWX`Y`;`YgWX`]WX`hY`XYg
<Ui`gYg`_Ybbh"

8 Ug`GUb`_h!;` Ycf[`Yb!`<`cgd]hU`

⊖`XYf`B`À`Y`XYf`XUa`U`][`Yb`GWi`i` b[gVi f[`VY]bXYh`g]WX`XUg
XYb`_a`U`[`YgWX`Ø`hnhY`GUb`_h!;` Ycf[`Yb!`<`cgd]hU`ž`XUg`gY]h`gY]bYf
9fVUi`i`b[`]a`gd`À`hYb`%(`" `⋈\f`i`bXYfh`j`]Y`Xi`fWX`[`Ya`UWX`h`\Uh`"9g
]gh`XUg`À`hYghY`Yf`U`hYbY`;`YV`À`i`XY`XYf`GhUXh`i`bX`\Uh`i`bn`À`\`][`Y
GhUXhVf`À`bXY`i`bX`X]Y`Bi`hni`b[`U`g`DZYfXYghU`"k`À`fYbX`XYf
B`Udc`Ycb]gWX`Yb`?`f]Y[`Y`ØVYfghUbXYb`"8]Y`?`UdY`Y`ž`U`gc`XUg
<`Yfng`h`Ø`W`_XYg`Y]bgh][`Yb`<`cgd]hU`gž`k`i`fXY`Yfgh]a``%-`" `⋈\f`i`bXYfh
Xi`fWX`XYb`Gi`dYf]bhYbXYbhYb`⋈\Ubb`;`chž`f]YX`B]YX`]WX`j`cf`XYa
J`YfZU`VYk`U`f`h`A`]h`Yfk`Y]Y`k`]fX`g]Y`j`cb`XYf`Yj`Ub[`Y`]gWX`Yb
?`]fWX`Yb[`Ya`Y]bXY`HYa`d`]b`[`Ybi`hnhž`bUWX`XYa`g]Y`nk`]gWX`Yb`%`,`*`&
i`bX`%`,`*`*`k`]YXYf`Yf[`YghY`h`k`i`fXY"

8]Y`<`cgd]hU`_UdY`Y`VY[`Y]ghYfh`a`]h`i`\fYf`VYY]bXfi`W`_YbXYb
5fWX`]hY`_hi`fi`bX`XYa`i`\]ghc`f]gWX`Yb`A`cV`]Uf`Ui`g`XYf`NY]h`XYf
K`]YXYfYf`Ø`Zbi`b[`"6YgcbXYfg`\Yfj`cf`YVYb`À`ggh`g]WX`XYf
gd`À]h[`ch]gWX`Y`GWX`b]hnU`hUfž`XYf`a`]h`i`][`i`fYb`XYg`<`Y][`Yb`;`Ycf[
i`bX`UbXYfYb`VYa`Yf`_Ybgk`YfhYb`<`Y][`Yb`[`YgWX`a`Ø`W`_h]gh`"8Yf
Ub[`fYbnYbXY`;`UfhYb`XYg`Y`Ya`U`][`Yb`i`f]YX`c`Zg`ØVYfb]a`a`h`bi`b
X]Y`F`c`Y`Y]bYg`9f`c`i`b[`gc`fhg`HYa`d`]b`XY`Y`Vh`Y`fj`cf`ž`XUgg`X]Y
GhUXh`Xi`fWX`j`YfgWX`]YXYbY`Dfc[`fUa`a`Y]b`XYb`Y`hnhYb`⋈\fnY`b`hYb
]a`a`Yf`k`]YXYf`bYi`VY`YVh`k`i`fXY"

8 Yf`K` UbXY`i` bX`X]Y`<`YfUi`gZc`fXYfi`b[`Yb

8Yf'6ca VYbUb[f]ZZ'Ui Z'HYa d`]b`Ua `*"'A Åfn'%- ((`ZcfXYfhY`&%)
 A YbgWXYb`YVYb`i bX`nYfghOfhY`Yhk U`* \$`DfcnYbh`XYf` ðbYbghUXh"
 8]YgY`Xi b_`Y`NY]h`\\]bhYf`]Y»`Gdi fYb`i bX`ZØ\fhY`ni `Y]bYa `Ub[Yb
 DfcnYgg`XYg`K]YXYfUi ZVUi g" ð`XYb`XUfUi Zzc`[YbXYb`ð\`fYb
 k i fXYb`nU\`fY]WXY`GUb]Yfi b[ga U» bU\`a Yb`Xi fW[YZØ\fhž`X]Y`XYf
 GhUXh`Ui W\`Yi hY`k]YXYf`ni `Y]bYa `HY]`]\`fYg`\]ghcf]gWXYb`:`U]fg
 j Yf\`Y`ZYb" `HYa d`]b`k]fX`b]W`h`bi`f`k Y[Yb`gY]bYf`; YgW]W`hY
 [YgW`Åhnž`gcbXYfb`Ui W`k Y[Yb`gY]bYf`I a [YghU`hi b[`ni `Y]bYa
 VY`]YVhYb`9f`c`i b[gcfh"J cf`U`Ya `X]Y`bYi `YbhXYW`hYb
 gU`n\`U`h][Yb`H\`Yfa U`ei Y`Yb`i bhYfghØmYb`X]YgY`9bhk]W_`i b[`i bX
 j Yf\`Y`ZYb`XYf`GhUXh`ni `bYi Yf`6`ØhY"

8]Y`6Øf[Yf`j cb`HYa d`]bž`XUfi bhYf`Ui W`6YfbX`?cYbbYa Ubbž`g]bX
 U_hj`VYhY`][h`i bX`gYhnYb`g]W`ZØf`X]Y`FYbcj]Yfi b[`i bX`XYb
 9f\`U`h]\`fYf`GhUXh`Y]b"J YfUbghU`hi b[Yb`k]Y`XYf`; i W__UghYb
 nY][Ybž`XUgg`XUg` ðhYfYggY`Ub`XYf`; YgW]W`hY`HYa d`]bg
 i b[YVfcWXYb`]gh"CV`<cfgh`GWØgg`Yf`Ui g`A]bXYb`cXYf`HYa d`]bYf
 k]Y`æUW]a `?fÅa Yf`i bX`9XY`hfUi X`GW]a ž`X]Y`U`hY`; YgW]W`hYb
 _YbbYb`i bX`]\`fY`GhUXh`]b`]\`fYf`GW`Øb\`Y]h`gW`ÅhnYbž`g]Y`U`Y
 hfU[Yb`XUni `VY]ž`XUgg`HYa d`]bg`h]YZj Yfk i fnY`hY`<]ghcf]Y`b]W`h`]b
 J Yf[YggYb\`Y]h[Yf`Åh"

8YhU]`g	
C fh	HYa d`]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • XY"k]_]dYX]U"cf[• k k k "hYa d`]b"XY

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