

B Yi Y`A]hhY`HYa dY`\cZ.`=bbcj Uh]j Yf
; YV]YhgZc bXg`ZØf
B UWV UfgW UZhgd fc ^Y_hY °

HYa dY`\cZfi Zhini f`9]bfY]Wxi b[`j cb`Dfc^Y_h]XYYb`ZØf`XYb
; YV]YhgZc bXg`Ui Z`6]g`%- ``5i [i gh&\$&) ` _ØbbYb`5bhfÀ[Y
[YghY``hk YfXYb"



HYa dY`\cZž`6Yf`]bž`8Yi hgW`UbX`!`5a`%+"`'› b]`&\$&) `k i fXY`Y]b
k]W h][Yf`GW f]hh`ZØf`X]Y`9bhk]W`i b[`XYg`GhUXhhY]`g`HYa dY`\cZ]b
6Yf`]b`VY`_Ubbh`[Y[YVYb``8Yf`5i Zfi Z`ZØf`XYb`; YV]YhgZc bXg`]a
: ØfXYf[YV]Yh` B Yi Y`A]hhY`HYa dY`\cZ`k i fXY`[YghUfhYh"
5bk c\bYfž`=]h]Uh] Ybž`J YfY]bYž`9]bf]W hi b[Yb`i bX`i bhYfbY`a Yb
g]bX`Y]b[Y`UXYbž`Dfc^Y_h]XYYb`Y]bni fY]W Ybž`i a`X]Y
B UWV UfgW UZh`ini`gh`Àf`_Yb`i bX`X]Y`@YVYbgei U`]h`h`a`i`E i Ufh]Yf`ni
Yf`Ø`Yb``8]Y`6Yk YfVi b[gZf]gh`YbXYh`Ua`%- ``5i [i gh`&\$&) "

@Ui h`VYf`]b`"XY`gc``Yb`[YZØfXYfhY`J c f\ UVYb`XUfUi Z UVn]Y`Ybž`XUg
b UWV UfgW UZh]W Y`A]hY]bUbXYf`ni`ZØfXYfbž`X]Y

5i ZYbh\U`hgei U`]hÅhni `Yf\Ö\Yb`cXYf`XUg`E i Ufh]Yf`_i `hi fY`gck]Y
gcn]U`ni `VYfY]W\Yfb`"Ni `XYb`a Ò[`]W\Yb`Dfc`Y`_hYb`[Y\ÖfYb
VY]gd]Y`gk Y]gY`B UW\UfgW\UZhgZYghY`ž`DZ`Ub`nU`_h]cbYb`i`bX
?i bghU`_h]cbYb`"8Yf`; YV]YhgZcbXg`ghY`h`V]g`ni`) \$`i` `XYf
; YgUa`h`cghYb`ZØf`Y`XYg`Dfc`Y`_h`ni`f`J`YfZØ[i`b[ž`a`U`i`]a`U` `Y`XcW\
%\$"\$\$\$`9i`fc`"

; Yd`Ub`hY`6`Ui`dfc`Y`_hY`]b`XYf`B`Yi`Yb`A`]hhY
HYa`dY`\`cZ`

8UfØVYf`\]bUi`g`\Uh`XYf`6Yf`]bYf`GYbUh`XYb`6YVUi`i`b[gd`Ub`ZØf
XUg`GhUXhei`Ufh]Yf` `B`Yi`Y`A`]hhY`HYa`dY`\`cZ` `Ub[Ybca`a`Yb`"8]Yg
k`]fX`j`cfUi`gg]W\h`]W\`XYb`6Ui` `j`cb`fi`bX`) \$`\$`bYi`Yb
A`]Yhk`c`\bi`b[Yb`gck]Y`a`cXYfbYb`ÖZZYbh]W\Yb`9]bf]W\hi`b[Yb
i`a`ZUggYb`"Ni` `XYb`[Yd`Ub`hYb`9]bf]W\hi`b[Yb`[Y\ÖfYb`Y]b`bYi`Yg
GhUXhVUXž`Y]b`?i` `hi`fi`i`bX`6`]Xi`b[g`U`i`g`gck]Y`Y]bY
Dc`]nY]X]fY`_h]cb`"9]b`k`]W\h][Yf`5gdY`_h`X]YgYg`Dfc`Y`_hg`]gh`X]Y
GW`UZZ`b[`j`cb`[fØbYb`9f`c`i`b[gZÅW\Ybž`X]Y`ni`f`J`YfVYggYfi`b[
XYf`@YVYbgei`U`]hÅh`]b`XYf`F`Y[]cb`VY]hfU[Yb`gc`Ybž`k]Y`
Yb`hk]W`_i`b[gghUXh`XY`VYf]W\hYh`"

8Yf`6Ui`ghUfh`ZØf`X]Y`YfghYb`K`c`\bi`b[Yb`]gh`ZØf`&\$&(`j`cf[YgY\Yb`"
=a` `X\`f`&\$&) `gc` ``ni`XYa` `Y]b`B`Yi`V`Ui` `ZØf`Y]b`DZUXZ]bXYf\Y]a
YbhghY\Ybž`XUg`U`g`<`Ui`g`XYf`ž` [YbXj`YfVUbXgUfVY]h`X]YbYb`k`]fX`"
8Yf`5VgW\`i`gg`XYg`[YgUa`hYb`Dfc`Y`_hg`k`]fX`ZØf`&\$&, `Ub[YghfYVhž
k`Ug`X]Y`A`cXYfb]g]Yfi`b[`XYf`VYghY\YbXYb` `ZfUghfi`_hi`f`]a` `6Yn]f`_
HYa`dY`\`cZ`GW\ÖbYVYf[`i`bhYfghØhnYb`gc` ``Hf`c`h`Y]b][Yf
J`YfnØ[Yfi`b[Yb`]b`XYb` `Y`hnhYb`gYW\g` `X\`fYb`a` ÖW`hY`X]Y
GYbUhgj`Yfk`U`hi`b[`ZØf`GhUXhYb`hk]W`_i`b[`k`Y]hYf\]b`Ub`X]YgYa
Ua`V]h]cb]YfhYb`Dfc`Y`_h`ZYgh\U`hYb`"

9b[U[Ya`Ybh`ZØf`X]Y` ; Ya`Y]bgW\UZh

8]Y` `b]h]Uh]j`Y`ni`f`9]bfY]W\i`b[`j`cb`Dfc`Y`_h]XYb`n]Y`h`XUfUi`Z`UVž
Y]b`U`_h]j`Yg`9b[U[Ya`Ybh`XYf`6Øf[Yf.]bbYb`]b`XYf`i`a` [YghU`hi`b[
]\`fYg`GhUXhY]`g`ni` `ZØf`XYfb`"Dfc`Y`_hY`a`ØggYb`]a` `;`Öf`XYf[YV]Yh
`B`Yi`Y`A`]hhY`HYa`dY`\`cZ` `i`a` [YgYhnh`i`bX`ÖZZYbh]W\`ni` [Åb[`]W\

gY]bž'k cVY]'9][YbUbhY]'Y'Z]bUbn]Y''YfVfUW'h'i bX'Xi fW'6Y'Y[Y
 bUW [Yk]YgYb'k YfXYb'a ØggYb"'9\fybUa h]WY '@Y]ghi b[Yb'cXYf
 GUWgdYbXYb'nÅ\`Yb'b]W'h'U'g'9][YbUbhY]"

8 Ug']gh'HY]'Y]bYf'[fÖ» YfYb'GhfUHY []Y'j]b'6Yf`]bž'X]Y'nU\`fY]WY
 6Ui j cf\UVYb'i a ZUgghž'X]Y'gck c\`K c\bi b[gVUi 'U'g'Ui W
 ðZfUghfi _hi fd'fc`Y_hY']bhY [f]YfYb"' ðg[YgUa h'nY][h'g]Wž'XUgg
 HYa dY`\cZ'Y]bY'nYbhfU`Y'F c``Y']b'XYf'k Y]hYfYb'GhUXhYbhk]W_`i b[
 Y]bb]a a hž'k]Y'Ui W'Ybhk]W_`i b [gghUXh"XY'Ui Z]ghYh"8]YgY
 A U» bU\`a Yb'gc``Yb'XUni `VY]hfU[Ybž'XUgg'HYa dY`\cZ'ni `Y]bYa
 `YVYbX][Yb'i bX`UhhfU_h]j Yb'GhUXhhY]'`k Y]hYfYbhk]W_Y'h'k]fX"

8YhU]`g	
Cfh	HYa dY`\cZ'6Yf`]bž'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • Ybhk]W_`i b [gghUXh"XY • Ybhk]W_`i b [gghUXh"XY

6Ygi WYb'G]Y'i bg'Ui Z.`a Y]b!VYf`]b"bYh