

Gcd\]Y`5i ghYf`VY[Y]ghYfh`]b`6Yf`]b.`9]b
a i g]_U`]gWXYg`9fVY`j c``Yf`<c ZZbi b[

Gcd\]Y`5i ghYf`VY[Y]ghYfh`VY]a`?cbnYfh`]a` : fUbbn!7`i V`]b`
6Yf`]b`a`]h`]\fYa` `bYi Yb`5`Vi a` / ei ch/A]`_Zcf`I` `Wfg/ ei ch/
i bX`dYfg`0b`]WXYf`A i g]_"



: fUbbnž`6Yf`]bž`8Yi hgW`UbX`!`5a` `GcbbhU[UVYbX`[UV`X]Y
GÄb[Yf]b`i bX`Gcb[k f]hYf]b`Gcd\]Y`5i ghYf`Y]b`a`]hj`]Y`
GdUbbi b[`Yfk UfhYhYg`?cbnYfh`]a` : fUbbn!7`i V`]b`6Yf`]b`"A`]h`ZUgh
&\$`6Ygi WXYfb`k Uf`X]Y` ; ÄghYnU`nk Uf`ØVYfgWUi VUfž`XcW`X]Y
]bh]a` Y`5ha` cgd\ÄfY`gcf[hY`gW`bY`Z0f`Y]bY`J YfV]bXi b[`nk`]gW`Yb
]\f`i bX`XYa` `Di V`]i a` "'5i ghYfž`X]Y`&\$&)`U`g`HYybU[Yf`a`]h`]\fYa`
YfghYb`5`Vi a`]b`X]Y`A i g]_k`Y`h`Y]bhfUhž`ZYggY`h`Y`X]Y`5bk`YgYbXYb
gcZcfhž`hfc`h`]\fYf`j Yfgd`ÄhYhYb`5b`_i`bZ`h`Ui`ZXYf`60`bY"

Äf`bYi Yg`5`Vi a` `A]`_Zcf`I` `Wfg` ž`XUg`ØVYf`H\Y`C`fW`UfX
j YfÖZYbh]W`h`k`i`fXYž`h`Ya` Uh]g]Yfh`X]Y`_ca`d`Yi`Yb`Ya` ch]cbU`Yb
K`i`bXYbž`k`]Y`J`Yf`i`ghž`K`i`h`i`bX`HfUi`Yf`"5i`ghYf`j`Yf`Y`\h`X]Y`gYb
H\Ya`Yb`Y]bY`gUbZ`hYž`UVYf`_fUZh`j`c``Y`Gh]a`a`Yž`X]Y`]b`?ca`V]bUh]cb

a]h'a Y`cX]gW\Ya `G]b[Yf!Gcb[k f]hYf!Dcd`i bX`9]bZØggYb`j cb`U`nnž
: c`_`i bX`7\Ubgbcb`VYgW\f]YVYb`k]fX``K À\fYbX`XYg
UbXYf\U`VghØbX][Yb`5i Zhf]hhg`gd]Y`hY`g]Y`gck c`\`Gcb[g`Ui g`]\fYa
bYi Yb`K Yf`_`U`g`Ui W\`À`hYfY`GhØW_Yž`k Ug`Y]bYb
UVk YW\g`i b[gfY]W\Yb`a i g]_U`]gW\Yb`5VYbX`[UfUbh]YfhY`"

9]b`dYfgØb`]W\Yg`K Yf`_`

8Yf`H]hY`XYg`5`Vi a g` A]`_`Zcf`l`W\fg`Yb`hghUbX`Ui g`Y]bYf
8]g`_i gg]cb`ØVYf`j YfU`hYhY`<Y]`a]hhY`/5i ghYf`n]Y`h`DUfU`Y`Yb
nk]gW\Yb`A]W\ž`X]Y`_i fnZf]gh][`@]bXYfi b[`VY]
; YgW\k ØfgW\ a YfnYb`V]YhYhž`i bX`6i hhYfž`X]Y`a Ub`Ui ZY]bY
J YfVfYbbi b[`Y[h`8UVY]`k]fX`Ui W\`XYf`J Yf`i gh`]\fYg`J UhYfgž`XYg
GW\f]ZhghY`Yfg`DUi ``5i ghYfž`h\Ya Uh]g]Yfhž`XYa `XYf`YhnhY`Gcb[`XYg
5`Vi a gž`6`i Y`HYUa`ž[Yk]Xa Yh]gh``5i ghYf`j YfUfVY]hYh`]\fYb
dYfgØb`]W\Yb`GW\ a Yfn`]b`A i g]_ž`X]Y`[`Y]W\`nY]h][`<cZžbi b[`i bX
9bYf[]Y`j Yfa]hhY`h"

Cvk c`\`XYf`Gci bX`a Y`UbW\c`]gW\Y`9`Ya Yb`hY`Ui Zk Y]ghž`]gh`X]Y
; YgUa hgh]a a i b[`XYg`5i Zhf]hhg`cdh]a]gh]gW\`i bX`YbYf[Yh]gW\``8]Y
?Øbgh`Yf]bž`X]Y`c`Zh`a]h]`\fYb`VYfØ`a hYb`9`hYfb`]b`J YfV]bXi b[
[YVfUW\h`k]fXž`gdf]W\h`c`ZZYb`ØVYf`]fY`Y][YbY`≠Yb]h]h`h`i bX
_Øbgh`Yf]gW\Y`9b`hk]W`_i b[``≠fY`Gh]a a Y`k]fX`U`g`gUbZž`k Ufa`i bX
_`Uf`VYgW\f]YVYb`i bX`Yf]bbYfh`Ub`]cb]gW\Y`?Øbgh`Yf]bbYb`k]Y
?UhY`6i g\`i bX`6cbb]Y`Hm`Yf"

9]b`6`]W`_`Ui Z`X]Y`? Uff]YfY

Gcd\]Y`5i ghYf`k i W\g`]b`Y]bYa`_Øbgh`Yf]gW\`[YdfÀ[hYb`l`a ZY`X
Ui Z`GW\cb`a]h`UW\h`U\`fYb`VY[Ubb`g]Y`ni`g]b[Ybž`i bX`]f
8YVØhU`Vi a`j YfØZZYb`h]W\hY`g]Y`]a`5`hYf`j cb`gYW\`nY\`b`U\`fYb`"
8]YgYg`Dfc`Y`_h`k Uf`]fY`YfghY`Ni`gUa`a YbUfVY]h`a]h`A`i`g]_Yfb`Ui`g
6fcc`_`mb`i bX`VY]b\U`hYhY`_`VYfgYhni b[Yb`ZfUb`nØg]gW\Yf
gi`ffYU`]gh]gW\Yf`8]W\hYfž`i bhYf`UbXYfYa`j cb`]fYa`J`UhYf`≠f
gd`À`hYfYf`9fZc`[`ZØ`fhY`ni`D`UhYb]YfhfÀ[Yb`a]h`fYbca`a]YfhYb
@JVY`g`i bX`ni`f`Ni`gUa`a YbUfVY]h`a]h`]bhYfbUh]cbU`Yb
A`cXYa`Uf`_`Yb`k]Y`7\`UbY`i bX`8]cf"

A]h]\fYa 'U_hi Y`Yb'5'Vi a ' A]'_Zcfl'`Wfg 'gYhnh'5i ghYf'Y]bYb
k Y]hYfYb'VYXYi hYbXYb'GWf]h]b']\fYf'_Øbgh'Yf]gWXYb '@Ui ZVU\b"
8]Y']bhYbg]j Y'_Øbgh'Yf]gWXY'5i gY]bUbXYfgYhni b['a]h'Yf'i gh'i bX
Ya ch]cbU'Ya '<Y]'i b[gdfcnYgg'n]Y\h'g]W\Xi fW\]\f'Øb[ghYg
K Yf_ž'XUg'b]W\h'bi f']bh]a Yž'gcbXYfb'Ui W\ 'i b]j YfgY`
bUW]j c`n]Y\VUFY'H\Ya Yb'Ubgd]f]W'h"; Yd'UbhY'Hci fXUhYb']b'&\$&)
i a ZUggYb'a Y\fyfy'5i Zhf]hY']b'9i fcdUž'i bhYf'UbXYfYa ']b'GhAXhYb
k]Y'A UXf]Xž: fUb_Zi fh'i bX'<Ua Vi f[ž'k cVY']\f'6Yf']bYf'5i Zhf]h
Y]bYg'XYf'<][\']\hg'XUfghY`h"

6]g'\Yi hY'V'Y]Vh'Gcd\]Y'5i ghYf'Y]bY'fY'Yj Ubh'Gh]a a Y']b'XYf
A i g]_gnYbYž'X]Y'a]h]\fYf'5fVY]h'6fØW_Yb'nk]gWXYb'dYfgØb`]WYa
GWa Yfn'i bX'ÖZZYbh']WYf': fYi XY'gW\À[h" ÆfY'A i g]_fYZY_h]Yfh
X]Y'<YfUi gZcfXYfi b[Yb'i bX'Hf]i a d\Yž'X]Y'XUg'@VYb'a]h'g]W
Vf]b[hž'i bX'nY][h'[`Y]W\h]h][ž'XUgg']b'YXYa '5VgW]YX'Ui W\ 'Y]b
BYi UbZUb['ghYW_Yb'_Ubb" ÆfY': Ä\][_Y]hž'X]YgY'9a ch]cbYb'ØVYf
X]Y'A i g]_ni '_ca a i b]n]YfYbž'\Uh'g]Y'ni 'Y]bYf'Y]bn][Ufh][Yb
?Øbgh'Yf]b'[Ya UW\hž'X]Y'Yg'j YfghY\hž'XYb'NY]h[Y]gh'a i g]_U']gW
ni 'YfZUggYb"

8YhU]`g	
C fh	: fUbbnž'6Yf`]bž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "_U`hV`i h!a U[Un]bY"Wča • Yb"k]_]dYX]U"cf[

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