

5i Zfi \ f`]b`6U`ma YbU. `Dfc hYghY`bUWk
DfcnYggYb`i a`gYI i Y`Y`Y` , VYf[f]ZZY`°

↵`6U`ma YbUž`BcfX]f`UbXž`_Ua`Yg`ni`l bfi` \Yb`bUWk`Y]bYa
; Yf]Wk hgi fhY]`ni`gYI i Y`Y`b` , VYf[f]ZZYb`Xi fWk`nk`Y`
%(!↵\f][Y"



6U`ma YbUž`BcfX]f`UbX`!↵`6U`ma YbUž`BcfX]f`UbXž`_Ua`Yg`ni
Yf\YV`]WkYb`GhfU»Ybi bfi` \Ybž`X]Y`Xi fWk`X]Y` ; Yf]Wk hgi Yf\UbX`i b[
j`cb`nk`Y`%(!↵\f][Yb`↵ b[Yb`Ui`g[Y`Ögh`k`i`fXYbž`X]Y`k`Y[Yb
gYI i Y`Y`Y` , VYf[f]ZZY`Ui`ZY]b`↑ b[Yg`A`ÄXWkYb`j`cf` ; Yf]Wk hghY`Yb`
8]Y`GhUXh`Y[h`Yhk`U`" \$`A`]bi`hYb`j`cb`6Y`ZUgh`YbhZYfbh`"@Ui`h`l`bgYf`
**A]hhY`Yi fcdU`k`Uf`X]Y`8Ya`cbghfUh]cb`Ua`A`cbhU[UVYbX`a`]h`
Yhk`U`&")`\$\$`HY]`bY`a`Yfb`ghUf`_ZfYei`Ybh]Yfhž`X]Y`[Y[Yb`X]Y`VY]XYb`
↵ b[Yb`dfchYgh]YfhYb`"K`Ä\YbX`XYf`5i`gY]bUbXYfgYhni`b[Yb`_Ua`
Yg`ni`[Yk`U`hgUa`Yb`5i`ggWk`fY]hi`b[Yb`8Ya`cbghfUbhYb`k`UfZYb`
: Yi`Yfk`Yf`g`ÖfdYf`i`bX`K`i`fZ[Y[Ybgh`AbXY`Ui`Z`Dc`n]ghYb`i`bX`
VYgWk`ÄX][hYb`: U`fnYi`[Y`gck`]Y` ; YVÄi`XY"**

8]Y`Dc`nY]`VYf]Wk`hYhYž`XUgg`A`Ø`Y]a`Yf`i`bX`D`Ugh]_hY]`Y`]b`6fUbX`

[YgYhnhk i fXYbž'i a '6Uff]_UXYb'ni 'Yff]W\hYb"7\]YZ
Gi dYf]bhYbXYbhGi Y'GhYb'UddY''YfhY'Ub'X]Y'6Yj Ò'_Yfi b[ž'Fi \Y
ni 'VYk U\fyb'i bX'j YfUbhk cfhi b[gj c''ni '\UbXY'b"8]Y'6Y\ÖfXYb
f]YhYb'5i hcZU\fyfb'i bX': i » [Àb[Yfbž'X]Y'7'cbUj cb'FcUX'ni
a Y]XYbž'XU'X]Y'@U[Y'Ub[YgdUbbhk Uf'i bX'a Y\fyfy'GW\ÀXYb'Ub
=a a cV']Yb'[Ya Y'XYhk i fXYbž'XUfi bhYf'nYfvfcW\YbY
: YbghYfgW\Y]VYb" A Ug_]YfhY'DYfgcbYb'[f]ZZYb'X]Y'9]bgUhn_fÀZhY
Ubž'i bX'Yg'k i fXY'Y]b'fi a Àb]gW\Yf'8c'a YhgW\Yf'ZØf'XUg
dc`nY']W\Y'J YfZU\fyb'Ub[YZcfXYfh"

<]bhYf[fi bX'ni 'gYI i Y''Yb', VYf[f]ZZYb

8 Ug'H\Ya U'gYI i Y''Yf', VYf[f]ZZYž']bgVYgcbXYfY'ja ' ?cbhYI hij cb
A][fUbhYbž'\Uh]b'XYb'YhnhYb'X\fyb'ni [Ybca a Yb"@Ui hY]bYa
6Yf]W\h'j cb'K 8F'g]bX'HUj YfXÀW\h][Y'Ui g'a i g`]a]gW' [YdfÀ[hYb
@ÀbXYfb'ØVYfdfcdfh]cbU''b'X]YgYa '8Y']_hVYfy]W'j YfhfYhYb"
6YgcbXYfg'VYhfcZZYb'g]bX'@ÀbXYf'k]Y'≠Ubž'?cgcj cž'A Ufc__c'i bX
DU_]ghUb"8]Y': fUi YbfYW\hYf]b'GYmfUb'5hYg'k Y]gh'XUfUi Z'\bž
XUgg'bi f'k Yb][Y'X]YgYf'A ÀbbYf'Y]bY'dcg]h]j Y'9]bghY''i b['ni
: fUi Yb'\UVYbž'XU'g]Y'cZh'a]h'ZFU[k ØfX][Yb': fUi YbV]'XYfb
Ui Zk UW\gYbž'X]Y'; Yk U'h'[Y[Yb': fUi Yb'bcfa U']g]Yfyb"

≠'8Yi hgW'UbX'Yf'YVYb'j]Y'Y'A][fUbhYb'Y]bYb'_i 'hi fy''Yb'GW'cW_
Ui Z[fi bX'XYf'VYghY\YbXYb': fy'\Y]hYbž'YXcW'k YfXYb'X]YgY'cZh
Xi fW'dUhf]UfW\U']gW\Y'Ghfi _hi fybž'X]Y'g]Y'Ui g']\fyb
<Y]a Uh'ÀbXYfb'a]hVf]b[Ybž'_cbhYf_Uf]Yfh"5hYg'VYcVUW\hYh'Y]bY
FØW_k ÀfhgVYk Y[i b['VY']; YgW'YW\hYffc''Ybž'gY'Vgh]b'XYf
nk Y]hYb'cXYf'Xf]hYb'; YbYfUh]cb'j cb'A i g]a Yb']b'8Yi hgW'UbX"
8]Y'?f]a]bU']hÀhi bhYf'A][fUbhYb']gh'\Ài Z['a]h'gcn]U'Yb
6Y'Ughi b[Yb'i bX'?cbZ'_hYb']b'; Ya Y]bgW\UZhgi bhYf_ØbZhYb
j YfVi bXYbž'k Ug'ni 'Y]bYf'\Ø\Yfyb'<Ài Z[_Y]h'j cb'; Yk U'hXY']_hYb
ZØ\fh"

A][fUh]cb'i bX'?f]a]bU`]hÀh

8]Y'; YgUa h\Y]h'XYf'?f]a]bU']hÀhi bhYf'A][fUbhYb'k]fX'cZi'U'g
\Ø\Yf'k U\f[Ybca a Ybž'k Ug'U''YfX]b[g'Xi fW'XYa c[fUZ]gW\Y'i bX
gcn]U'Y': U_hcfYb'Yf'_ÀfVUf']gh"6i bXYgnYbhfU'Y'ZØf'dc`h]gW\Y

6]`Xi b['ghY`h'ZYghžXUgg`Y]b`_Y]bYf`HY]`XYf`A][fUbhYb`ghfUZZÄ`][
k]fXž`X]Y`a`Y]ghYb`YXcW`gY`hYb`]b`?cbZ]_h`a`]h`XYa` ; YgYhn
_ca` a` Ybž]bgVYgcbXYfY`k`Ybb`g]Y`Ni` [Ub[`ni` a` `5fVY]hga` Uf_h
\UVYb" `a` `6YfY]W`XYf`GYI`i`U`XY`_hY`g]bX`5i`g`ÄbXYf
ØVYffYdfÄgYbh]Yfhž`k`Ug`Ui`h`9I`dYfhYb`XUa`]h`ni`gUa` a` Yb`Äb[hž
XUgg`A`YbgW`Yb`XUni`bY][Ybž`ZfYa`X`k`]f_YbXY`DYfgcbYb`Y`Yf`ni
a`Y`XYb"

6YgcbXYfg`\Yfj`cfni` \YVYb`]ghžXUgg`X]Y`?f]a`]bU`]hÄhgfUHY`i`bhYf
↑b[Yb`A`YbgW`Yb`Ui`g`A`][fUbhYbZUa`]Yb`fØW`Äi`Z][`]ghž`k`Ug
Ä`b`]W`Y`HfYbXg`k`]Y`VY]`š` [YbX`]W`Yb`c`bY
A][fUh]cbg`\]bhYf[fi`bX`nY][h`<`]YfVY]`gd]Y`Yb`6]`Xi`b[g]bhY[fUh]cb
i`bX`[YgY`g`W`UZh]W`Y`HY]`\UVY`Y]bY`Yb`hgW`Y]XYbXY`Fc`Y`ž`i`a
ØbZh][Y`?f]a`]bU`]hÄh`i`bhYf`A`][fUbhYb]bXYfb`ni`j`Yfa`Y]XYb"

8YhU]`g	
J`c`f`ZU``	I`b`f`i` \Yb
I`f`g`U`W`Y	gYI`i`Y`Y` ,`VYf[f]ZYž`A`][fUh]cb
C`f`h	6U``ma`YbUž`B`c`f`X]f`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "i`bgYf!`a`]hhY`Yi`f`c`d`U`W`c`a • k k k %"k`Xf"XY • k k k "VdV"XY

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