

I _fU]bYf`]b`6Yf`]b. `A YggYfUb[f]ZZ`]a `DUf_
`A i ha U» `]Wk Yg`A ch]j `g_UbXU`Òg°

9]b`I _fU]bYf`k i fXY`]b`Y]bYa `6Yf`]bYf`DUf`_a i ha U» `]Wk
k Y[Yb`gY]bYf`BUh]cbU`]hÀh`gWk Yf`j Yf`Ynh`"5_hi Y`Y
6Yf]Wk hYfghUhi b[`i bX`5bU`mgYb"



6Yf`]bž`8Yi hgWk`UbX`!`9]b`J cfZU`]]b`Y]bYa `6Yf`]bYf`DUf`_`Uh`ZØf
5i ZfY[i b[`] Ygc f[h`9]b`I _fU]bYf`k i fXY`a i ha U» `]Wk `Ui Z[fi bX
gY]bYf`BUh]cbU`]hÀh`a]h`Y]bYa `A YggYf`gWk Yf`j Yf`Ynh`"9]bY
U`Ufa]YfYbXY`9g_U`Uh]cb`j cb` ; Yk U`hž`X]Y`]b`XYf`U_hi Y`Yb
8YVUhY`ØVYf`?`f]a]bU`]hÀh`i bX`X]Y`K U\fbY`a i b[`j cb`A][fUbhYb
]b`8Yi hgWk`UbX`YfbYi h]bg`6Yk i gghgY]b`fØW`h`K]Y`Gd]Y[Y`
VYf]Wk hYhž`ZubX`XYf`5b[f]ZZ`]a `GhUXhVYn]f`_`?`fyi nVYf[`ghUhhž`k c
XYf`I _fU]bYf`[Y[Yb`gY]bYb`K]`Yb`]b`Y]bYb`GhfY]hj Yfk]W_Y`h
k i fXY`i bX`XUVY]j YfgWk]YXYbY`J Yf`Yhi b[Yb`Yf`]h"

8]Y`6Yf`]bYf`Dc`]nY`]\`Uh`VYfY]hg`9fa]h`i b[Yb`Y]b[Y`Y]hYhž`X]Y`Ui Z
Y]bY`a Ò[`]Wk Y`ZfYa XYbZY]bX`]Wk Y`A ch]j Uh]cb`XYg`5b[f]Zg
\]bXYi hYb`" `a a Yf`k]YXYf`_ca a Yb`gc`Wk Y`J cfZÀ`Y`Ub`g`HU[Yg`]Wk h

i bX`k YfZYb` : fU[Yb`ØVYf`X]Y`G]WXYf\Y]h`j cb`A][fUbhYb`Ui Z`
K `À\fybX`g]W`j]Y`Y`ØVYf`X]Y`Ni bU\`a Y`gc`WXYf`5hhUW_Yb`gcf[Ybž
nY][h`Y]bY`U__hi Y`Y`i bhYfgi W`i b[`XYg`]Zc!`gh]hi hgž`XUgg`XYf
Ni gUa` a Yb`Ub[`nk]gWXYb`<Yf`_i bZhi bX`?f]a]bU`]h`h`b]W`h`gc
g]a dY`]ghž`k]Y`cZhiUb[Ybca` a Yb`k]fX"

<]bhYf[fi bX`i bX`Ni gUa` a Yb`\`Àb[Y

@Ui h`XYb`9f_Ybbhb]ggYb`XYf`N8: `nY][h`X]Y`dc`nY]`]WXY
?f]a]bU`ghU]gh]_`j cb`&\$&` ž`XUgg`XYf`5bhY]`b]W`hXYi hgWXYf
HUh`YfX`W`h][Yf`VY]` (ž(`Dfc`nYbh`Y[h`8]Yg`]gh`VYgcbXYfg
Ui Z`À`][ž`k Y]`5i g`ÀbXYf`bi f`Yhk U`%*`Dfc`nYbh`XYf
; YgUa`hVYj`Ò`_Yfi b[`Ui ga`UWXYb`"8]Y`Ghi X]Y`_ca` a h`ni `XYa
GW`i ggž`XUgg`XYf`K`c\bcfh`i`cZhi]b`_f]a]bY`YfYb`GhUXhhY]`Yb`
XYb`YbhgWXY]XYbXYb`9]bZi`gg`Ui ZX]Y`?f]a]bU`]h`h`h`h`b]W`h`X]Y
<Yf`_i bZhi`gY`Vgh`8UfØVYf`\]bUi`g`YVYb`j]Y`Y`5i g`ÀbXYf`]b
6U`i b[gf`Ai` a Yb`a`]h`Y]bYf`\`Ò\YfYb`?f]a]bU`]h`h`gX]W`h`Y"

8]YgY`9f_Ybbhb]ggY`XYi hYb`Ui ZX]Y`Bchk YbX][`_Y]h`\]bž`J`cfi`fhY]`Y
UVni`VUi`Yb`i`bX`X]Y`ghY[fU]cb`j`cb`A][fUbhYb`ni`Z`ØfXYfb`
; YfUXY`↑`b[Y`A`ÀbbYf`g]bX`Ui`h`?f]a]bc`c[Yb`]b`U`Yb
; YgY`gW`UZhYb`Ua`gh`Àf`_ghYb`]b`?f]a]bU`]h`h`gghU]gh]_Yb`j`YfhfYhYb`
8Ug`VYgh`h][h`X]Y`9f_Ybbhb]ggYž`XUgg`XYa`c[fU]gWXY`U`hc`fYb
k]Y`5`hYf`i`bX`; YgW`Y`W`h`bi`f`gW`k`Yf`]W`X]Y`fY[]cbU`Yb
l`bhYfgW]YXY`]b`XYf`?f]a]bU`]h`h`Yf`_`ÀfYb`_`ÒbbYb`"

9]b`[fc» Yg`DfcV`Ya

8]Y`VYgcf[b]gYffY[YbXYb`9fY][b]ggY`k]Y`XYf`A`YggYfUb[f]Z]`b
6Yf`]b`g]bX`b]W`h]gc`Yfh`G]Y`nY][Yb`XUg[fc»Y`i`b[`Y]W[Yk]W`h
Ui Z`XUg`Yg`nk]gWXYb`K`U\fbY`a`i`b[Yb`i`bX`i`U`hYb`[]Vh`
J`cfi`fhY]`Y`ØVYf`A][fU]cb`U`g`G]WXYf\Y]hgf]g]_c`VYf[Yb
j`c`_gk]fhgW`UZh]W`Y`?cghYb`i`bX`k]f`_Yb`g]W`b]W`h`bi`f`Ui`ZX]Y
ÒZYb`h]W`Y`A`Y]bi`b[`Ui`gž`gcbXYfb`Ui`W`Ui`ZX]Y`dc`h]gWXY
@UbXgW`UZh`XYg`@UbXYg`"

l`a`Y]bY`U__i`fUhy`9]bgW`Àhni`b[`ni`Yfa`Ò[`]W`Ybž`Zc`fXYfh`X]Y
Ghi`X]Y`XYhU]`YfhYfY`8UhYb`ni`f`?f]a]bU`]h`h`]b`8Yi`hgW`UbXž`i`a

XUg`H\Ya U`[fØbX`]WXYf`ni `VY`Yi W`hYb": Y`k U`fbY\`a i b[Ybž`X]Y
 j`cf`U``Ya `Xi fW`5b[gh`i bX`l bg]WXYf\Y]h`[YbÅ`fh`k YfXYbž`ghY\Yb
 XYa `Ybh[Y[Yb`"G]Y`ni `Ybh_f`ÄZ`hYbž`gY]`Yg`Xi fW`ÖZYbh]WXY
 8]g_i gg]cbYb`cXYf`5i Z_`Äfi b[gUfVY]hž`k]fX`U`g`nYbhfU`YfUW`hYhž
 i a `Y]b`VYggYfYg`A]hY]bUbXYf`ni `ZÖfXYfb"

8]Y`8]g_i gg]cb`fi bX`i a `?f]a]bU`]hÄ`h`i bX`A][fUh]cb`V`Y]Vh`U`gc
 Y]bY`<YfUi gZcfXYfi b[ž`X]Y`b]W`h`i`b`f`]b`8Yi hgW`UbXž`gcbXYfb`]b
 j]Y`Yb`@ÄbXYfb`U_hi Y``]gh`K Ä`fYbX`k]f`Ui Z`Y]bYb`VYggYfYb
 5i ghUi gW`i bX`Y]bY`ghÄ_f`YfY`æhY[fUh]cb`j`cb`5i g`ÄbXYfb`\`cZZYbž
 []`h`Ygž`Ui W`Ui Z`X]Y`G]WXYf\Y]hg`U[Y`U`Yf`6Øf[Yf`ni `UW`hYb`i bX
 ni `j`YfghY\Ybž`XUgg`?f]a]bU`]hÄ`h`j]Y`gW`]W`h][Y`l fgUW`Yb`\`Uh"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gd]Y[Y`"XY • k k k "dWk Y`h"XY • k k k "nXZ\Yi hY"XY

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