

DZY[YgWxi `Y`6YfbUi . : Y]Yf`ZØf`J]Y`ZU`h
i bX`7ci fU[Y`Ua `Gca a YfZYgh`

DZY[YgWxi `Y`6YfbUi `Yf\`Ä`h`5i gnY]Wxi b[` GWxi `Y`c`bY`
F Ugg]ga i g' `GWxi `Y`a]h`7ci fU[Y `VY]a `Gca a YfZYgh`ZØf`
J]Y`ZU`hi bX` ; Ya Y]bgW UZh`



6YfbUi ž`8Yi hgWx`UbX`!`5a`!`%`-`" `†`b`]"`&\$&)"`j`Yfk`UbXY`hY`g]Wx`XYf`
@cVYhU`Yf`8cfZd`Uhn`!`b`6YfbUi`!`b`Y]bY`YVYbX][`Y`6Ø`bY`ZØf`
J]Y`ZU`hi bX` ; Ya Y]bgW UZh`"5b`X]YgYa`gcbb][`Yb`HU[`ZUbx`XUg`
Gca a YfZYgh`XYf`**DZY[YgWxi `Y`6YfbUi**`ghUhhž`VY]`XYa`X]Y`
fYbca a]YfhY`5i gnY]Wxi b[` GWxi `Y`c`bY`F Ugg]ga i g' `GWxi `Y`
a]h`7ci fU[Y `ZY]Yf`]Wx`j`Yf`]Y\`Yb`k`i`fXY`"8]YgY`5i gnY]Wxi b[`k`]fX`
j`cb`XYf`5_h]cb`7ci fU[Y`Y`"J`"j`Yf[`VYVbž`Y]bYa`BYhmk`Yf`_ž`XUg`
GWxi `Yb`ZcfXYfhž`U_h]j`!`[`Y[`Yb`8]g_f]a`]b]Yfi`b[`Y]bni`hfYhYb`"

A]h`XYf`J`Yf`Y]\`i`b[`XYg`H]hY`g`fY]\`h`g]Wx`X]Y`DZY[YgWxi `Y`6YfbUi`
U`g`%`%`%`"A]h[`]YX`]b`XUg`Vi`bXYgk`Y]hY`BYhmk`Yf`_Y]bž`XUg`
a]h`Yfk`Y]Y`ØVYf`("*\$`\$`GWxi `Yb`i`a`ZUggh`8]Y`9bhgWY]Xi`b[`ni`f`
HY]`bU`a`Y`Z]Y`a`]h`Y]bYf`VYY]bXfi`W`YbXYb`Ni`gh]a`a`i`b[`j`cb` ,`&

DfcnYbhi bhYf'XYb'GWØ'Yf.]bbYb'i bX'@Y\ f_ fÄZhYb"
GWØ'YfgdFYWXYf'<ci ggUa '?\U'Zci b]'\cV']b'gY]bYf'FYXY'X]Y
K]W\h][_Y]h'XYg'9b[U[Ya Ybhg'ZØf'Y]b'fYgdY_hj c''Yg'A]hY]bUbXYf
\Yfj cf''8 Ug'9b[U[Ya Ybh'XYf'GW i 'Y'nY][h'g]W\ b]W\h'bi f'i]b'XYf
J YfdZ]W\hi b[ž'Ä\ f']W\ 'a]bXYghYbg'Y]b'Dfc'Y_h'ni a 'H\Ya U
F Ugg]ga i g'ni 'fYU']g]YfYbž'gcbXYfb'Ui W\ 'b'XYf'U_hj] Yb
I bhYfghØhni b['Xi fW\ 'DUh]bbYb'i bX'DUHybž'k]Y'X]Y'; fi ddY' Ca Ug
[Y[Yb'FYW\hg "

9]b'Vi bhYf'HU['a]h']bhYfbUh]cbU`Yf'? i `]bUf]_

8 Ug'Gca a YfZYgh'k Uf'a Y\ f'U'g'bi f'Y]bY'DfY]gj Yf'Y]\i b["'9g'Vch
Y]b'Vi bhYg'Dfc[fUa a ž'XUg'a]h'Y]bYf'C`ma d]UXY'i bX
]bhYfbUh]cbU`Yb'_i `]bUf]gW\Yb'GhÄbXYb'Ui Zk UfhYhY"
6Ygi W\Yf.]bbYb'_ccbhYb'g]W\ 'Xi fW\ '? Ögh']W\ _Y]hYb'Ui g'U`Yf'K Y'h
dfcV]YfYbž'XUfi bhYf'GdY]gYb'Ui g' bX]Ybž'HUbgUb]Už'Gmf]Ybž
J]YhbUa ž'JdUb'i bX'8Yi hgW\ `UbX"'9g'k Uf'Y]b': Ygh'XYf'G]bbYž'XUg
X]Y'J]Y'ZU'h'XYf'?i 'hi fYb'ZY]YfhY'i bX'XYb']bhYf'_i 'hi fY`Yb
5i ghUi gW\ 'ZØfXYfhY"

8]Y'GW i ``Y]hYf]b'9j Y`]bY'GW k Ufn'XfØW_hY ']\fYb'Ghc`n'Ui Z'XUg
Dfc'Y_h'i bX'X]Y'GWØ'Yf.]bbYb'Ui g'' K]f'ghY\Yb'ZØf'Y]bY'GW i 'Yž
X]Y'g]W\ '[Y[Yb'FY Ugg]ga i g'i bX'8]g_f]a]b]Yfi b['ghY`h ž'VYhc bH
g]Y''I bhYfghØhnh'k i fXY'X]Y': Y]Yf'Ui W\ 'Xi fW\ '6Y]hfÄ[Y
dfca]bYbhYf'; ÄghYž'XUfi bhYf'5bXfYU'GW bY]XYfž'X]Y'Y]bY
VYk Y[YbXY'6chgW\UZhj cb'<c`cWUi gh! , VYf'YVYbXYf'A Uf[ch
'f]YX'ÄbXYf'j cfhfi ["'DUHy'8f''A Ufh]b'F ch\Y'Yf[ÄbnhYž'XUgg']b'XYf
DZY[Y`_Y]b'D'Uhn'ZØf'FY Ugg]ga i g'gY]b'XUfZž'Y]bY'nYbhfU'Y'6chgW\UZh
ZØf'X]Y'Ub[Y\YbXYb'DZY[Y_fÄZhY"

8 Yf'K Y['ni f'GW i `Ybhk]W`i b[

8 cW\ 'k Ug'VYXYi hYh'Ygž'Y]bY'GW i 'Y'c\ bY'FY Ugg]ga i g'ni 'gY]b3
@Ui h'GW i 'Y'c\ bY'FY Ugg]ga i g'YfZc`[h'XYf'9]bhf]hh]b'XUg
BYhnk Yf'_b]W\h'bi f'gma Vc`]gW\ /Yf'j YfdZ]W\hYh'ni f'ghÄbX][Yb
5i gY]bUbXYfgYhni b['a]h'8]g_f]a]b]Yfi b["'5VYf'b]W\h'bi f
GW i 'Ybž'Ui W\ '@Y\ fYf.]bbYb'g]bX'[YZfU[hž'FY Ugg]ga i g]a
I bhYff]W\h'ni 'h\Ya Uh]g]YfYb'i bX'VYk i gghYf'a]h']\fYa 'Y][YbYb

@Yfba UhYf]U`i a [Ub[`i a ni [Y\Yb" 8 Ug'8 Yi hgWY`GW i `dcfhU`
k Y]ghXUfUi Z\]bžXUgg'F Ugg]ga i g_f]h_]b`XYf`@Y\fyfv]`Xi b[`cZh
ni `i fn`_ca a h"Gc`WY`H\Ya Yb`gc``hYb`_cbh]bi]Yf`]W`]b`X]Y
dAXU[c[]gWY`5i gV]`Xi b[`]bhY[f]Yfh`k YfXYbž`i a `Y]bY
X]g_f]a]b]Yfi b[gZfY]Y`GW i `i a [YVi b[`ni `ZOfXYfb"

8]Y`DZY[YgW i `Y`6YfbUi `nY][h`Y]bXfi W_gj c``ž`k]Y`Xi fW
9b[U[Ya Ybhi bX`[Ya Y]bgWUZh`]W`Yb`Ni gUa a Yb\U`h`Y]b`GW f]hh
]b`X]Y`f]W`h][Y`F]W`hi b[`[Yk U[h`k]fX" 8 Yf`9]bgUm`[Y[Yb
F Ugg]ga i g`i bX`8]g_f]a]b]Yfi b[`]gh`b]W`h`bi f`b`chk YbX][ž`gcbXYfb
Ui W`Y]b`; fi bXdZY]Yf`ZOf`Y]bY`ni `i bZhgZ\][Y
6]`Xi b[g[Ya Y]bgWUZh"

8YhU]`g	
C fh	6YfbUi ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • VUfb]a !U_hi Y``"XY • k k k "gW i `Y!c\bY!fUgg]ga i g`cf[• XYi hgW Yg!gW i `dcfhU``XY

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