

A cfXdfcnYgg`]b`6YY`]hn. `K Ufi a `k i fXYb B UW VUfb`ni `C dZYfb3

DfcnYggVY[]bb`[Y[Yb`A U\ a UXci !5`d\U`6" `k Y[Yb`A cfX`i bX
gWk YfYf`? ÒfdYfj Yf`Yhni b[`]b`6YY`]hn" `GhUXh`d`Ubh`?`]hU!
5i gVUi `i bX`K UbXYfk Y[Y"



6YY`]hnž`8Yi hgWk`UbX`!`>`6YY`]hn`]gh`X]Y`Gh]a a i b[`Ub[YgdUbbhž
bUWkXYa `Y]b`A cfXdfcnYgg`UbghY`hž`XYf`X]Y` ; Ya ØhYf`Yf\`]hnh" `5a
%(`" `>]bi Uf`k i fXY`7\`f]ghcd\`F" `f&(`Ł]b`Y]bYa `5dUfha Ybh_ca d`YI
[YhØhYhž`i bX`bi f`nk Y]`K cWkYb`gd`ÄhYf`Yf`]hYb`X]Y`B UW VUfb`Y]bYb
gWk YfYb`GWcW`ž`U`g`Y]bY`) &!`Ä\`f][Y`i` fUi `a]hY]bYf
`YVYbgVYXfc\`]WkYb`J Yf`Yhni b[`Ui Z[YZ` bXYb`k i fXY" `8]Y`HUhYb
ZUbXYb`]b`XYf`B`Ä`Y`XYg`6U`b`c`Zg`6YY`]hn! <Y]`gh`Ä`hYb`]ghUhh" `8Yf
a i ha U» `]WkY`H`Ä`hYf`ž`A U\ a UXci !5`d\U`6" `f&` Ł`ž`ghUa a h`Ui g
; i]bYU`i bX`]gh`gY]h`&\$%* `]b`8Yi hgWk`UbX`ž`k c`Yf`U`g`DZY[Yf
UfVY]hYhY`i bX`ni `Yhnh`Y]bY`5i ZYb`h`U`hgYf`Ui Vb]g`V]g`ni a `&` "
>]bi Uf`VYUbbhfU[h`\UhhY" `Bi b`ghY`h`Yf`j cf`XYa `DchgXUa Yf
@UbX[Yf]Wk`hž`k c`Ua `8]YbghU[`XYf`DfcnYgg`VY[]bbh" `9f`\Uh`X]Y
HUhYb`[YghUbXYb`ž`XUg`A ch]j `V`]YV`YXcW`i b`_`Uf`ž`i bX`X]Y

GhUUhgUbk U`hgWkUZh[Y\hj cb`Y]bYf`j Yfa]bXYfhYb`GWk i`XZÅ\][_Y]h
Ui g"5a`YfghYb`DfcnYgghU[`k]fX`X]Y`j Yf`YhnhY`B UWk VUf]b
Ui ggU[Ybž`i bX`]bg[YgUa`h`g]bX`UWk h`j Yf\UbX`i b[ghU[Y
Ub[YgYhnhž`VYj cf`Y]b`i fhY`]`a`5i [i gh`Yfk UfhY`h`k]fX`"8Yf
6Øf[Yfa`Y]ghYf`j cb`6YY`]mž`6Yfb\UfX`?bi h\ž`\Uh`X]Y`Gcf[Yb`XYf
6Øf[Yf`Yfbgh[Ybca`a`Yb`i bX`VYhcbhž`k]Y`k]Wk h][`Yg`]ghž`Yb[ghY
XYf`9`hYfb`ni`VYfØW`g]Wk h][Ybž`c`b`Y`X]Y`[YgY`gWk UZh]Wk Y
G]Wk Yf\Y]h`ni`[YZÅ\`fXYb`"`⊖gVYgcbXYfY`Ub[Yg]Wk hg`XYf`HUhgUWk Yž
XUgg`Yg`]b`XYb`j`Yf[Ub[YbYb`⊖\`fYb`]a`a`Yf`k]YXYf`ni` , VYf[f]ZZYb
[Y`ca`a`Yb`]ghž`k]Y`Ui Wk`X]Y`6Yf]Wk hYfghUhi b[`j cb`F 66&(`nY][h`

K Ug`Āi Zh`bcWk`]b`6YY`]hn3`Hfchn`Y]bYg` ; YVi fhYb`_b]W`g`d`Ubh`X]Y
GhUXh`XYb`5i`gVUi`XYf`?`]bXYfVYhfYi`i`b[``8]Y`?`]hU`GcbbYbYbgWk Y]b
gck]Y`Y]b`bYi`Yg`<cfh[YVĀi`XY`k`YfXYb`i`a`[YVUi`hž`XUa`]h`Ui Wk`VY]
Y]bYa`dfc[bcgh]n]YfhYb`6Yj`Ò`_Yfi`b[gk`UWk ghi`a`Ui`gfY]Wk YbX
D`ĀhnY`[YgWk UZZYb`k`YfXYb`_`ÒbbYb`"9g`k]fX`XYi`h]Wk ž`XUgg`6YY`]hn
g]Wk`ni`_i`bZhgc]Yb]Yfh`Ui`ZghY`h`i`bX`j`cfcgcf[hž`i`a`?`]hUg`b]Wk h
gWk`]Y»Yb`ni`a`ØggYb`"9]b[`Y`i`b[YbYf`GWk f]hž`XYf`X]Y
@VYbgei`U`]hĀh`XYi`h]Wk`Yf\`Ò\Yb`_`ÒbbhY`"

K UbXYffY[]cb`i`bX`bYi`Y`ŸfnhY\Āi`gYf

8UfØVYf`\]bUi`g`k]hYfh`6YY`]hn`gY]bY`7\UbWk`U`g`K`UbXYffY[]cb
i`bX`UfVY]hYh`Ub`F`i`bXk`UbXYfk`Y[Ybž`X]Y`]b`Y]b`VYfY]hg
VYghY\YbXYg`K`UbXYfbYhn`]bhY[f]Yfh`k`YfXYb`gc`Yb`"8]YgY
GdUf[Y`k`UbXYfk`Y[Y`gc`Yb`b]Wk`h`bi`f`X]Y`GWk`Òb\Y]h`XYf`F`Y[]cb
dfĀgYb]YfYbž`gcbXYfb`Ui`Wk`X]Y`hc`i`f]gh]gWk`Y`5bn]Y\i`b[g`fUZh
Yf\`Ò\Yb`":`Øf`X]Y`i`a`gYhni`b[`g]bX`Y`XcWk`⊖j`Ygh]h]cbYb`]b`X]Y
⊖ZfUghfi`_hi`f`gck]Y`Y]bY`Y]b\Y]h]Wk`Y`6YgWk`]XYfi`b[`YfZcfXYf`]Wk`"

9]b`k`Y]hYfYf`dcg]h]j`Yf`Di`b`_h`]b`XYf`GhUXhYb`hk]W`i`b[`]gh`X]Y
[Yd`UbhY`9fk`Y]hYfi`b[`XYg`6YY`]hnYf`ŸfnhY\Ui`gYg`"8Yf`F`c`VUi`gc`
]a`š`]VY[]bYb`i`bX`j`]Yf`bYi`Y` : UWk`UfnhdfUi`Ybž`XUfi`bhYf
BYi`fc`c[]Y`i`bX`i`fc`c[]Yž`gck]Y`Y]bY` ; Ya`Y]bgWk`UZhgd`fUi`]g`ZØf
Cfh\cdĀX]Y`i`bX`8Yfa`Uh`c`c[]Y`VY\YfVYf[Yb`"8]YgY`9bhk]W`i`b[
k]fX`ZØf`X]Y`6Yj`Ò`_Yfi`b[`j`cb`[fc»Yf`6YXYi`hi`b[`gY]bž`XU`g]Y`Y]bY
VYggYfY` ; Ygi`bX\Y]hg]Yfgcf[i`b[`]b`XYf`F`Y[]cb`j`Yfgdf]Wk`h`"

ð·XYf'[YgY`gWUZh]WYb'8YVUhY`ghYW_h'b]W.h'bi f'XYf'A cfXZU`ž
 gcbXYfb'Ui W`X]Y': fU[Y'XYf'ðhY[fUh]cb'j cb'A][fUbhYb"
 GhUh]gh]_Yb'nY][Ybž'XUgg'Y]b'_'Y]bYfž'YXcW`g][b]Z]_Ubh'U_h]j Yf
 HY]'XYf'A][fUbhYb'ghfUZZ`]['k]fX"8]Y'?f]a]bU`]hÅhi bhYf
 A][fUbhYb']gh'Ub'j YfgW]YXYbYb': U_hcfYb'k]Y'XYf'gcn]U`Yb'i bX
 XYa c[fUZ]gWYb'Ni gUa a YbgYhni b['[YVi bXYbž'i bX'[YfUXY']b
 gWk]Yf][Yb'@YVYbg`U[Yb'_'Ubb'Yg'ni '?cbZ]_hYb'_'ca a Ybž'k]Y'
VdV'VYf]W`hYh"8]Y'; YgY`gWUZh]gh[YZcfXYfhž'gck c`'VY]'XYf
 ðhY[fUh]cb'U`g'Ui W`VY]'XYf'GYbg]V`]hÅh'ZØf'gc`W`Y'H\Ya Yb'Y]b
 [i hYg'<ÀbXWYb'ni '\UVYb"

8YhU]`g	
Cfh	6YY`]hnž'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "fVV&("XY • k k k "VdV"XY

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