

B Yi ni [Àb[Y`VY]`K YfXYf`6fYa Yb.
=b hY [fUh]cb `V`Y]Vh`Y]b` [fc» Yg`DfcV`Ya °

8 Yf`K YgYf`?i f]Yf`UbU`mg]Yfh`X]Y`< YfUi gZcfXYfi b[Yb`Z0f
K YfXYf`6fYa Yb`VY]`XYf`=b hY [fUh]cb`j cb`BYi ni [Àb[Yb`i bX
a 0[`]WXY`@0gi b[Yb"



6fYa Ybž8Yi hgWk`UbX`!`8Yf`GJ`K YfXYf`6fYa Yb`g]Y`h`g]Wk`]b
XYf`U`_hi Y`Yb`G]hi Uh]cb`a`]h`Yf`V`V`]Wk`Yb`< YfUi gZcfXYfi b[Yb
_cbZfcbh]Yfhž`]bgVYgcbXYfY`]\]bg]Wk`h`]Wk`XYf`=b hY [fUh]cb`bYi Yf
Gd]Y`Yf`"8]Y`A UbbgWk`UZh`\Uh]b`XYf`j`Yf[Ub[YbYb`GU]gcb
GWk`j]Yf][`_Y]hYb`[`Y`UVhž`YZZY`_h]j`Y`BYi ni [Àb[Y`]b`XUg`HYUa
Y]bni Z0[Yb`"8]Yg`k`i`fXY`]b`Y]bYf`?c`i`a`bY`XYg`K`YgYf!`?i`f]Yfg
h\Ya Uh]g]Yfhž`]b`XYf`X]Y`DfcV`Ya`Y`XYf`=b hY [fUh]cb`bYi Yf`Gd]Y`Yf
Ui`gZ0`f`]Wk`VYgWk]YVYb`k`YfXYb`"9g`k`i`fXY`ZYgh[YghY`hž`XUgg
HfU]bYf`i`bX`J`YfY]bgZ0`fi`b[`c`Zh`Z0f`XUg`GWk`Y]hYfb`bYi Yf`Gd]Y`Yf
j`YfUbhk`cfh]Wk`[`Ya`UWk`h`k`YfXYbž`Y`XcWk`gd]Y`h`X]Y`A`UbbgWk`UZh
gY`Vgh`Y]bY`Yb`hgWk`Y]XYbXY`F`c`Y`VY]`XYf`=b hY [fUh]cb`"6YgcbXYfg
XYf`\UfhY`?Yfb`XYf`GHUa`a`Y`Z`VYghY`h`i`Ui`g`Gd]Y`Yfbž`X]Y`Ub[Y
ni`gUa`a`Yb`gd]Y`Ybž`k`Ug`X]Y`5i`ZbU`a`Y`bYi`Yf`HYUa`_c`Y[Yb

YfgWk Yfh"

BYi ni [Åb[Y'k]Y'ž`]Ub`A U`Uh]b]ž`G_Y`m'5`j Yfcž`ggU`? UVcfÅž
C`j]Yf'8Ya Ubž'8Uk]X`?ck bUW_]i bX`5bXfÅ`G]j U`ZUbXYb`_Y]bYb
D`Uhn]b`XYf`YfghYb`9`Z` ðhYfYggUbhYfk Y]gY` \ Uh`X]Y`F`ØW`fi bXY
[YnY][hž`XUgg`K YfXYf`VYggYf`UVgWk b]hž`k Ybb`X]YgY`BYi ni [Åb[Y
b]Wk h`gd]Y`hYb`"9hUV`]YfhY`Gd]Y`Yf`nY][hYb`Y]bY`UVk Y`fYbXY
<U`hi b[` [Y[YbØVYf`bYi Yb`Gd]Y`Yfbž`k Ug`ni `Y]bYf`gWk`YWk hYb
?ca a i b]_Uh]cb`i bX`Y]bYa `i bZfYi bX`]Wk Yb`?`ja U`]b`XYf`?UV]bY
ZØ`fhY`"8]YgY`I a ghÅbXY`ZØ`fhYb`XUni ž`XUgg`g]Wk`bYi Y`Gd]Y`Yf
i bk]`_ca a Yb`ZØ`hYbž`k Ug`]fY`dYfgØb`]Wk Y`9bhk]W`i b[
Yf`YV`]Wk` \]bXYfhY`"9I !HfU]bYf`C`Y`K YfbYf`gdfUWk`j cb
bch`k YbX][Yb`J YfÅbXYfi b[Yb`]b`XYf`9bhk]W`i b[`i bX`Ya dZU`
Y]bYb`?UXYfi a VUi `U`g`a Ø[`]Wk Y`@Øgi b["

8]Y`B`c`hk`Y`b`X][`_Y]h`Y]b`Y`g`?`UXYfi`a`VUi`g`

8]Y`U`_hi`Y`Y`G]hi`Uh]cb`ZØ`fh`XUni`ž`XUgg`XYf`J`YfY]b
a`Ø[`]Wk`Yfk`Y]gY`GhUa`a`gd]Y`Yf`j`Yf`_Ui`ZYb`a`ØgghYž`i`a`D`Uhn`ZØf
bYi`Y`5`_hYi`fY`ni`gWk`UZYb`":`]bUbn]Y`Y`9]bgWk`fÅb`_i`b[`Yb
YfgWk`k`YfYb`Y`XcWk`X]Y`J`YfdZ]Wk`hi`b[`j`cb`ei`U`]hUh]j` \cWk`k`Yfh][`Yb
BYi`ni`[`Åb[`Yb`"9g`VYghY`h`X]Y`;`YZU`fž`XUgg`Ui`Wk`ni`_ØbZh][`Y
BYi`ni`[`Åb[`Y`a`]h`5f[`k`c`b`Ya`dZUb[`Yb`k`YfXYbž`]bgVYgcbXYfY
k`Ybb`g]Y`b]Wk`h`j`cb` \c`Yf`E`i`U`]hÅh`g]bX`"8]YgY
<YfUi`gZcfXYfi`b[`Yb`ghY`Y`b`j`cf`XYa`<]bhYf[`fi`bX`Y]b`Yg`gY`f
U`_hj]`Yb`HfUbgZYfa`Uf`_hYg`]b`XYf`6i`bXYg`][`Už`XYf`]b`XYb`Y`hnhYb
K`c`Wk`Yb`nU`fY]Wk`Y`K`YWk`gY`Y`Yf`j`cf[`YVfUWk`h`h`Už`k`]Y`X]Y
,`VYfg]Wk`h`j`cb`6i`bXYg`][`U`Wka`nY][`h"

9]b`6`]W`_Ui`Z`X]Y`6i`bXYg`][`U`nY][`h`X]Y`]bhYbg]j`Y`6Yk`Y`[`i`b[`_Ui`Z
XYa`HfUbgZYfa`Uf`_h`J`YfY]b`Y`k`]Y`XYf`:`7`6UmYfb`A`ØbWk`Yb`i`bX
6cfi`gg]U`8cfha`i`bX` \UVYb`j`YfgWk`]YXYbY`Ni`[`Åb[`Y`i`bX`5V[`Åb[`Y
j`YfnY]Wk`b`Yhž`k`Å`fYbX`X]Y`K`YfXYfUbYf`bi`f`k`Yb][`Y`bYi`Y`Gd]Y`Yfž
XUfi`bhYf`C`]j`]Yf`8Ya`Ub`i`bX`8Uk`]X`?ck`bUW_]ž`j`YfdZ]Wk`h`Yb
_cbbhYb`"6i`bXYg`][`U`Wka`Y`VYf]Wk`h`Yhž`XUgg`Ui`Wk`HYUa`g`k`]Y
9]bhfUWk`h`i`fUb`_Z`fhi`bX`6UmYf`\$(`@Yj`Yf`_i`gYb`]b`X]YgYf
HfUbgZYfdYf]cXY`U`_hj`k`UfYbž`k`Ug`X]Y`<YfUi`gZcfXYfi`b[`ZØf
K`YfXYf`6fYa`Yb`bcWk`j`YfghÅf`_h"

Ni gÀhn`jW`nY][h`Y]b`6`jW`_Ui Z`HfUbgZYfa Uf_h`W`a ž`XUgg`XYf
 K YhhVYk YfV`j]b`XYf`6i bXYg`][U`]bhYbgj] `i bX`j cb`cW`_UfÀh][Yb
 Gd]Y`Yfb`[YdfÀ[h`]gh`Gd]Y`Yf`k]Y`A]W`UY`C`]gY`i bX`<Uffm`?UbY
 \UVYb`j]b`X]YgYf`GU]gcb`VYUW`h`jW`Y`K YfhY`YffY]W`h`8]Yg`nY][hž
 XUgg`X]Y`5bgdfØW`Y`Ub`X]Y`BYi ni [Àb[Y`YI hfYa`c`W`g]bXž`k Ug
 X]Y`G]hi Uh]cb`ZØf`XYb`K YfXYfUbYf`?UXYf`ni bY`a YbX
 j Yf_ca`d`n]Yfh`"HfUbgZYfa Uf_h`W`a` \YVh`Yfj cfž`XUgg`X]Y
 E i U`]hÀh`XYf`BYi ni [Àb[Y`Yb`hgW`Y]XYbX`ZØf`XYb`9fZc`[`]b`XYf`@[U
]gh"

þg[YgUa`h`ghY`h`XYf`GJ`K YfXYf`6fYa Yb`j cf`Y]bYa
 YbhgW`Y]XYbXYb`i a Vfi W`"8]Y`þhY[fUh]cbgdfcV`Ya Uh]_`bYi Yf
 Gd]Y`Yf`i bX`X]Y`Bchk YbX][[_Y]h`Y]bYg`?UXYfi a VUi`g`V]YhYb`gck c`\
 F]g]_Yb`U`g`Ui W`7\UbW`bž`X]Y`Yg`j]b`XYf`_ca`a YbXYb`GU]gcb`ni
 bi hnYb`[`]h`9g`V`Y]Vh`UVni k UfhYbž`cV`XYf`J YfY]b`VYfY]h`]ghž`X]Y
 bchk YbX][Yb`GW`f]hhY`ni f`J YfVYggYfi b[`XYf
 F U`a YbVYX]b[i b[Yb`ZØf`X]Y`þhY[fUh]cb`bYi Yf`HU`Yb`hY`ni
 i bhYfbY`a Yb"

8Yf`GJ`K YfXYf`6fYa Yb`a i gg`Y`hnh`ghfUhY[]gW`c`UbXY`bž`i a`X]Y
 dcg]hj] Yb`9bhk]W`_i b[Yb`ni`ZØf`XYfb`i bX`X]Y`þhY[fUh]cb`bYi Yf
 Gd]Y`Yf`ni`Yf`Y]W`hYfbž`i a`]b`XYf`_ca`a YbXYb`GU]gcb
 YfZc`[fY]W`Yf`UVni gW`bY]XYb"

8YhU]`g	
C fh	6fYa Ybž`8Yi hgW`c`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • k k k "Vi bXYg`][U"W`a • k k k "hfUbgZYfa Uf_h"W`a

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