

7Ua d]b['UV')) .: fY]\Y]h'cXYf
< YfUi gZcfXYfi b[3'H]ddg'ZØf'GYb]cfYb °

9fZU\fyb'G]Yž'k]Y'GYb]cfYb'UV')) 'XUg'7Ua d]b['bYi
YbhXYW_Yb.' < YfUi gZcfXYfi b[Ybž'H]ddg'i bX'_ca ZcfhUV'Y
Cdh]cbYb'ZØf'XYb'I f'Ui V"



@]bXUi ž'6UmYfbž'8Yi hgWk`UbX'!'7Ua d]b['\Uh'g]Wk'ja '@Ui ZY'XYf
šU\fy'ghUf'_j YfÅbXYfhž']bgVYgcbXYfY'ZØf'DYfgcbYb'UV')) 'šU\fyb"
K Å\fybX'7Ua d]b['ZfØ\Yf'U'g'i bVYgWk YfhY': fY]\Y]h[U'hž'k]fX'Yg
\Yi hY'cZi'U'g'< YfUi gZcfXYfi b['Yf'YVh'"@Ui h'GWk k ÅV]gWk Y'Dcgh
k]fX'XUg'7Ua d]b['U'g'6U'UbW'U_h'nk]gWk Yb'BUhi ffca Ubh]_i bX
XYa '6YXØfZb]g'bUWk '?ca Zcfh'VYgWk f]YVYb"'Ÿ'hYfY
7Ua d]b[ZfYi bXY'ghY\Yb'cZi'j cf'VYgcbXYfYb'5bZcfXYfi b[Yb
VYnØ['j]Wk]\fyf'5i gfØghi b['i bX'Z]bXYb'U'hÅ['j]Wk Y'< UbX[f]ZZYž'k]Y
XUg'5i ZghY\Yb'Ui g'XYa 'NY'h'cXYf'XYb'5i ZVUi ž'ni bY\ a YbX
\YfUi gZcfXYfbX"

8]Y'dfU_h]gWk Y'9fZU\fi b['nY][hž'XUgg'j]Y'Y'Å'hYfY'7Ua dYf'ja
J Yf['Y]Wk 'ni 'Øb[YfYb'; YbYfUh]cbYb'Y]bZUWk Yf'Ui g[YghUhhY'h]g]bX"

K Å\fybX`K c\ba cV]`Y`i bX`K @5B`VY]`XYb`Øb[Yfyb`GhUbXUfX
k YfXYbž`_Àa dZYb`GYb]cfYb`cZh`a]h`hfUX]h]cbY`Yb
7Ua d]b[i hYbg]`]Yb`"Hfcm`X]YgYf`<YfUi gZcfXYfi b[Yb`gW`ÀhnYb`g]Y
XUg`BUhi fYf`YVb]g`i bX`X]Y`Zf]gW`Y`@`Zh`5VYbXg`Ua`@U[YfZYi Yf
k]fX`X]Y`[YgUa hY`7Ua d]b[!9fZU\fi b[`cZh`d`cg]h] Yf
k U\f[Ybca`a`Yb`"

8 Yf`HfYbX`ni`_ca ZcfhUV`Ya`7Ua d]b[

9]b`HfYbXž`XYf`]a`a`Yf`a`Y\`f`Ub`6YXYi hi b[`[Yk`]bbhž`]gh`XUg
_ca ZcfhUV`Y`7Ua d]b[`]a`K`c\ba`cV]`cXYf`K`c\bk`U[Yb`"@Ui`h`
) \$d`i`g`"XY`Yb`hgW`Y]XYb`g]W`À`hYfY`A`YbgW`Yb`ni`bY\`a`YbX`ZØf
X]YgY`:`cfa`X`Yg`i`f`Ui`Vgž`XU`g]Y`5`hYfg[YfYW`hY`:`U\fnYi`[Y`i`bX
gYb]cfYbZFYi`bX`]W`Y`7Ua d]b[d`ÀhnY`bi`hnYb`_ØbbYb`"
K`c\ba`cV]`Yž`X]Y`Y]bZUW`Yf`ni`ghYi`Yfb`g]bX`U`g`D?`K`g`a`]h
K`c\bk`U[Ybž`Yfa`Ø[`]W`Yb`Y]bY`\c\Y`:`YI`]V]`]h`Àh`]b`XYf
FY]gYd`Ubi`b[`"

8]Y`J`cfnØ[Y`XYg`7Ua d]b[g`ZØf`GYb]cfYb`g]bX`j`]Y`Z`À`h][`"G]Y`\UVYb
X]Y`A`Ø[`]W`_Y]hž`dYfgØb`]W`Y`:`Y[Ybgh`ÀbXY`i`bX`:`Yk`c\`b\`Y]hYb
a`]hni`bY\`a`Ybž`bYi`Y`:`fYi`bXgW`UZhYb`ni`gW`]Y»Yb`i`bX`XYb`bcW`
]\fY`Df]j`Uhgd`\`ÀfY`ni`k`U\fyb`"J]Y`Y`7Ua d]b[d`ÀhnY`V]YhYb
a`]h`Yfk`Y]Y`U`hYfg[YfYW`hY`i`bX`VUff]YfYZFY]Y`GUb]h`ÀfUb`U[Ybž
k`Ug`XYb`?`ca`Zcfh`ni`g`Àhn`]W`Yf`\Ø`h`"8Yg`K`Y]hYfYb`Yf`Ui`Vh
a`cXYfbYg`7Ua d]b[`Y]bY`]bX]j`]Xi`Y`Y`FY]gYd`Ubi`b[ž`k`cXi`fW`
GYb]cfYb`]\fyb`5i`ZYbh`U`h`c`d`h]a`U`[YghU`hYb`_ØbbYb`"

5i gfØghi b[`i`bX`D`Ubi`b[`ZØf`XYb`?`ca`Zcfh

9]bY`[i`hY`D`Ubi`b[`XYf`7Ua d]b[!5i`gfØghi`b[`]gh`Yb`hgW`Y]XYbXž
i`a`XYb`Y][YbYb`i`f`Ui`V`ni`[Yb]Y»Yb`"K`]W`h][Y
5i`gfØghi`b[g[Y[Ybgh`ÀbXY`i`a`ZUggYb`Ui`h`7Ua d]b[`9I`dYfhYb
VYei`Ya`Y`7Ua d]b[ghØ`\`Yž`Y]bY`X]W`_Y`GW`U`Za`UhY`i`bX`Y]b`Y]W`h
ni`VYX]YbYbXYg`NY`h`"K`Y]hYf\]b`gc`hYb`GYb]cfYb`g]W`YfghY`Ybž
XUgg`g]Y`]\fY`a`YX]n]b]gW`Y`J`Yfgc`f[i`b[ž`Y]bY`ni`j`Yf`Àgg][Y
Ghfca`ei`Y`Y`i`bX`[YY][bYhY`6Y`Yi`W`hi`b[`a`]h`g]W`ZØ\fyb`"

8]Y`f]W`h][Y`9fb`À\fi`b[`]gh`YVYbZU`g`k`]W`h][/Ui`g[Yk`c[YbYž

bU\fh\UZhY`A U\`nY]hYb`i bX`Ui gfY]W\YbX`Hf]b_k UggYf`gc`hYb`Ui Z
 XYa`D`Ub`ghY\Yb"G]W\Yf\Y]hgh]ddg`k]Y`XUg`9]b\c`Yb`j cb
 K YhhYf]bZcfa Uh]cbYb`gck]Y`XUg`bZcfa]YfYb`Y]bYg
 J YfhfUi Ybgk ØfX][Yb`ØVYf`X]Y`Y][YbYb`7Ua`d]b[d`ÀbY`g]bX
 YVYbZU`g`YggYbn]Y`"

6Y`]YVhY`7Ua`d]b[n]Y`Y

6Y]`XYf`K U\`XYf`7Ua`d]b[n]Y`Y`Xca`]b]YfYb`ZØf`GYb]cfYb`X]Y
 FY[]cbYb`]b`8Yi hgW\`UbX`gck]Y`GØXYi fcdU`Ni`XYb`VY`]YVhYghYb
 7Ua`d]b[cfhYb`nÀ\`Yb`X]Y`BcfX!`i bX`CghgYYž`XUg`5`[Ài`i bX`X]Y
 A]hY`[YV]f[Y`" b`XYf`BYVYbgU]gcb`_ØbbYb`FY]gYbXY`ni XYa`j cb
 b]YXf][YfYb`?cghYb`i bX`k Yb][Yf`A YbgW\Yb`dfcZ]h]YfYb`"<]Yf
 Y]b][Y`Ya`dZc\`YbY`7Ua`d]b[d`ÀhnY.

- 7Ua`d]b[`K`]fh\g\cZž`A Uf`XcfZ``6cXYbgYY
- BUhi fWJa`d]b[`Gd]hYbcbfž`D`Øb``GW\`Ygk][!<c`ghY]b
- 7Ua`d]b[dUf`_`?Yfgh[Ybg\cZž`@UVVYW`_` `B]YXYff\Y]b
- GØXgYY!7Ua`dž`K`]YhYbXcfZ``@ØbYVi f[Yf`<Y]XY
- 7Ua`d]b[dUf`_`;`]hYbk`Y]`Yf`<cZž`@]bXUi` `6UmYfb

A]hY]bYf`[i hYb`D`Ubi b[`i bX`XYf`f]W\h][Yb`5i gfØghi b[`_Ubb
 7Ua`d]b[`ZØf`A YbgW\Yb`ØVYf`)`Y]b`g]W\`c\`bYbXYg`i bX
 VYfY]W\YfbXYg`9f`YVb]g`gY]bž`XUg`X]Y`: fY]\Y]hi bX`GW\`Øb\Y]h`XYf
 BUhi f`]b`XYb`:`c`_i`g`fØW`h`8]Y`<YfUi`gZcfXYfi b[Yb`XYg`5`hYfg
 _ØbbYb`XUVY]`a`]h`XYf`f]W\h][Yb`<YfUb[Y\Ybgk`Y]gY`i bX`Y]bYa
 VYXUW\hYb`?ca`ZcfhUbgUhn`[i hi[Ya`Y]ghYfh`k`YfXYb`"

8YhU]`g	
C fh	@]bXUi ž`6UmYfbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gW\ k UYV]gW\ Y!dcgh"XY • k k k ") \$d`i g"XY • WJa`d]b[!YI dYfhYb"XY

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