

9l !7ca a YfnVUb_!7\YZ'A UbZfYX`?bcZ ØVYfb]a a h': Ø\fi b[`VY]`? fmdhc!:]fa U J U`ci f

A UbZfYX`?bcZj Yf`Àggh`X]Y`7ca a YfnVUb_`i bX`k]fX
7\U]fa Ub`VY]`J U`ci fž`Y]bYa `5bV]YhYf`ZØf`X][]hU`Y`5ggYhg
i bX`? fmdhc k À\fi b[Yb"



: fUb_Zi fhž`8Yi hgWk`UbX`!`A UbZfYX`?bcZ`XYf`Y\Ya U`][Y
J c fghUbXgj c fg]mYbXY`XYf`7ca a YfnVUb_ž`k]fX`UV`gcZcfh`Y]bY
bYi Y`F c`Y`U`g`7\U]fa Ub`XYg`_UbUX]gWkYb`i bhYfbY\`a Ybg`J U`ci f
ØVYfbY\`a Yb" J U`ci fž`Y]bY`HcWk hYf[YgY`gWk UZnj cb`8YZ]
HYWk bc`c []Ygž`gdYn]U`]g]Yfh]g]Wk`Ui ZXYb`J Yfhf]YV`j cb`ØVYf`*)`9HD
f9l WkUb[Y`HfUXYX`DfcXi WgŁž`X]Y`b`X][]hU`Y`J Yfa`Ò[Ybgk YfhY`k]Y
? fmdhc k À\fi b[Yb`]bj Ygh]YfYb" ? bcZ`XYf`gY]bYb`J YfhfU[`VY]`XYf
7ca a YfnVUb_`b]Wk h`ØVYf`XUg`↳\f`&\$&) ` \]bUi g`j Yf`Ab[Yfb`k]fXž
gc`gY]bY`?cbhU`hY`i bX`: Ø\fi b[gYfZU\fi b[`bi mYbž`i a`XYb
J Yf`_Ui ZX]YgYf`DfcXi`_hY`Ui gni VUi Yb`i bX`X]Y`↳j Yghc`fYbVUg]g
j cb`8YZ]`HYWk bc`c []Yg`ni`Yfk`Y]hYfb"8]Y`7ca a YfnVUb_`gY`Vgh

V]YhYh'XYfnY]h'XYb'6]hWc]b!?!Ui ZUi ggWV`]Y»`]WV`ZØf':]fa Yb_i bXYb
Ubž'k Å\fybX'Df]j UhUb`Y[Yf'a]hh'Yfk Y]`Y'ØVYf'D'UhhZcfa Yb'k]Y
HfUXY`F Ydi V`]Wi bX': `UhYI`]bj Ygh]YfYb`_ØbbYbž'k]Y`X]Y': 5N
VYf]WVhYh"

8]Y`B UWVf]WVhYb'ØVYf'?bcZg`K YWVgY``_ca a Yb`]b`Y]bYa
YbhgWVY]XYbXYb'A ca Ybh'ZØf`X]Y`7ca a YfnVUb_ž`XYfYb`Z]bUbn]Y`Y
i bX`ghfUhY[]gWVY`@U[Y`Xi fWV`X]Y', VYfbU\ a YUa V]h]cbYb`j cb
l b]WfYX]hi bhYf'8fi W_`ghY`h"=a`GYdhYa VYf`&\$&(`\UhhY`XYf'6i bX
(ž) `DfcnYbh'XYf'7ca a YfnVUb`!5_h]Yb`Ub[YVchYbž`X]Y
[fØ»hYbhY]`g`Ub`l b]WfYX]hj Yf_Ui Zhk i fXYbž`X]Y`XUa]h'Ui Z'-ž)
DfcnYbh'U`Yf'5_h]Yb`]b`XYf'6Ub`_ca a h"l b]WfYX]h'd`Ubhž`\fy
6YhY]][i b[`a Ø[`]WVYfk Y]gY`Ui ZV]g`ni`&%DfcnYbh'ni`Yf\Ø\Ybž
k Ug`X]Y`5i gg]WVh'Ui ZY]bY`j c`ghÅbX][Y', VYfbU\ a Y`YfØZbYhž`X]Y
j cb`XYf'7ca a YfnVUb`_YbhgWV]YXYb`UV[Y`Y\bh'k]fX""8]YgY
9bhk]W_`i b[Yb`ZØ\fyb`ni`Y]bYf`Ub[YgdUbbhYb`G]hi Uh]cb`]bbYf\U`V
XYf'6Ub_ž`XU`X]Y`U_hi Y`Y': Ø\fi b[`i a`6Yh]bU`Cf`cdd`j Yfgi WVhž
X]Y`?cbhfc`Y`ni fØW`ni [Yk]bbYb`i bX`XYb'5_h]Yb`i fg`ni
ghUV]`]g]YfYbž`Yf`Åi hYfh`X]Y`K`Y`h"

GhfUhY[]gWVY`< YfUi gZcfXYfi b[Yb`XYf
7ca a YfnVUb_

8Yf'8fi W_`Ui ZX]Y`7ca a YfnVUb_`ghY][hž]bgVYgcbXYfY`bUWVXYa
XYf'5_h]Yb`i fg`gY]h'XYa`9]bgh]Y[]cb`l b]WfYX]hi a`ZUgh` \$
DfcnYbh[Ygh]Y[Yb`]gh"8Yf`K Yfh'XYf'6Ub`_`Y[h'bi b`VY]`fi bX`&\$
A]`]UfXYb`9i fcž'k Ug`j Yf[`Y]WVUf'a]h'XYa`GhUbX`j cf`XYf
:]bUbn_f]gY`]gh"8]Y`6Ub`_`Uh`YXcWV`Yf\YV`]WVY`6YXYb`_Yb
VYnØ[`]WV`XYf'a Ø[`]WVYb', VYfbU\ a Yž`]bgVYgcbXYfY`Ui Z[fi bX
j cb`ni`Yfk UfhYbXYb`9fhfU[gj Yf`i ghYb`j cb`V]g`ni`&ž) `A]`]UfXYb
9i fcž`ZU`g`Y]b`Ni gUa a YbgWV`i gg`YfZc`[Yb`gc`hY"

8]Y`7ca a YfnVUb_`\Uh'Ui WV`a]h`<YfUi gZcfXYfi b[Yb`]b`6Yni [`Ui Z
]\fy`?fmdhcghfUhY[]Y`ni`_Åa dZYb"=a`j\`f`&\$&) `k]fX`j cb
9l dYfhYb`U`g`K YbXYdi b`h'ZØf`XYb`?fmdhca Uf`h`]b`8Yi hgWV`UbX
Ui g[Y[Ub[Yb""6Ub`_Ybž`Y]bgWV`]Y»`]WV`XYf'7ca a YfnVUb_ž`ghY`Yb
j cf`XYf'5i Z[UVYž`\fy`; YgWV`ÅZhg`cXY`Y`Ub`X]Y`bYi Yb
5bZcfXYfi b[Yb`Ubni dUggYb""8]Y`9]bZØ\fi b[`XYf`A Uf`_Yhg`]b

7fmdhc!5ggYhg'FY[i`Uh]cb'fA]75Ł'k]fX'X]Y`bHY[fUH]cb'X][]hU`Yf
 JYfa Ò[Ybgk YfhY`ZØfXYfbž'XcW'X]Y`I a gYhni b[`V`Y]Vh'_ca d`YI "
 6Ub_Yb'a ØggYb`G]WXYf\Y]hg!`i bX`7ca d`]UbW!Ghfi _hi fYb
 Ui ZVUi Ybž'i a`ja`?fmdhc!A Uf_h`YfZc`[fY]W'ni`gY]b"K Å\FYbX
 Y]b][Y`6Ub_Yb`k]Y`X]Y`8Yi hgWY`6Ub_`i bX`8N`6Ub_`bYi Y`?fmdhc!
 D`UhhZcfa Yb`Ybhk]W_Y`bž'nY][h`X]Y`8: D5`Ui Z`XUgg`X]Y
 7ca a YfnVUb_`\]Yf`V]g`Ub[`\]bhYf\Yf\]b_h"

Ni _i bZhgUi gV`]W_

8]Y`ni _ØbZh][Y`F c`Y`j cb`A UbZfYX`?bcZVY]`J U`ci f`_ØbbhY`YXcW
 Ui W'ZØf`X]Y`7ca a YfnVUb_`j cb`6YXYi hi b[`gY]bž`]bgVYgcbXYfY
 k Ybb`Yf`YfZc`[fY]W`Y]bY`6fØW_Y`nk]gWYb`hfUX]h]cbY`Yb
 :]bUbnX]Ybgh`Y]ghi b[Yb`i bX`X][]hU`Yb`J Yfa Ò[Ybgk YfhYb`gW`Å[h"
 8]Y`9fk Ufhi b[`]ghž`XUgg`Yf`XUni`VY]hfU[Yb`_Ubbž`XYb
]bgh]hi h]cbY`Yb`Ni [Ub[`ni`X][]hU`Yb`J Yfa Ò[Ybgk YfhYb`ni
 Yfk Y]hYfb`i bX`J U`ci f`U`g`j YfhfUi Ybgk ØfX][Yb`DUfhbYf`ZØf
 b`j YghcYfYb`ni`YhUV`]YfYb"9]bY`F ØW__Y`f`j cb`?bcZ]b`Y]bYb
 6Ub_`j c fghUbX`gWY]bh]bXYg`i bk U\fgWY]b`]Wž`k Ug`X]Y
 I bg]WYf\Y]h]ja`A UbU[Ya Ybh`XYf`7ca a YfnVUb_`k Y]hYf
 j YfghÅf_Yb`_ØbbhY"

8YhU]`g	
J c fZU``	I bhYfbY\`a YbgZ`g]cb
C fh	: fUb_`Z`fhž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "k Y`h"XY • k k k "XZdU"]bZc

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