

; YZU\ f`Xi fW\ `< Ub [fi hgW\ . `F YdUfUhi f`XYf GhfU» Y `bUW\ `6Øf[`j YfnØ[Yfh`g]W\ °

9fXfi hgW\ [YZU\ f`]b`6Øf[. `F YdUfUhi fYb`j YfnØ[Yfb`g]W\ ž k Å\ fYbX`GhUf_fY[YbYfY][b]ggY`i bX`< Ub[ghUV`]hÅh`X]g_i h]Yfh k YfXYb"



6UUW\ ž`8Yi hgW\ `UbX`!`b`XYf`FY[]cb`i a`K]bbYbXYb`VYghY\Yb k Y]hYf\]b`< YfUi gZcfXYfi b[Yb`bUW\ `XYb`j Yf\YYfYbXYb GhUf_fY[YbYfY][b]ggYb`ja` `š b]`&\$&(" `6YgcbXYfg`VYhfc`ZYb`]gh`X]Y ?fY]gghfU» Y `bUW\ `6Øf[žk c`Y]b`< Ub[`UV[Yfi hgW\ h`]gh" `8]YgYf JcfZU``\Uh`b]W\ h`bi f`ni `GW\ ÅXYb`Ub`XYf`GhfU» Y` [YZØ\ fhž`gcbXYfb Ui W\ `XUni ž`XUgg`XYf`VYbUW\ VUfhY` : Y`Xk Y[ž`XYf`ni a`Y\Ya`U][Yb ?]fghY]b!GhY]bVfi W\ `ZØ\ fhž`XYfnY]h[YgdYffh`V`Y]Vh" `@Ui h`**NJ K** `]gh XYf`F UbX`XYg`Ugd\U`h]YfhYb`K` Y[g`ghUf`_[YgW\ ÅX][hžk Ug`Y]bY Bi hni b[`a`h]5i hc`cXYf` : U\ffUX`[YZÅ\ f`]W\ `a`UW\ h" `@Y]XYf`[]VhYg XYfnY]h`_Y]bYb`_`UfYb`HYfa`]b`ZØf`X]Y`F YdUfUhi f`X]YgYf`k`]W\ h][Yb JYf`_Y\fgfci hY"

< Ub [fi hgW\ i b[Ybžk`]Y`g]Y`]b`X]YgYa` : U``Ui Z[YhfYhYb`g]bXž`g]bX

k Y`hk Y]h`Y]b`Y`XYf`[YZÅ\`f`]WÅ ghYb`B Uhi f[YZU\`fYb`i bX`_ÖbbYb
; Ya Y]b`XYb`ØVYf`↘\`fY`\`]bk Y[`bUWÅ\`U`h][`VYY]bhfÅWÅh][Yb`"8 UVY]
\`UbXY`h`Yg`g]WÅ`i a`X]Y`gWÅbY`Y`6Yk Y[i b[`j cb`9fX!`cXYf
; YghY]bga UggYb`Yb`h`Ub[`Y]bYg`< Ub[Yg`"Gc`WÅY`9fY][b]ggY`hfY`hYb
cZi]b`; YV]f[Yb`Ui Zi bX`_ÖbbYb`Xi fWÅ`a Y\`fYfY` : U`hc`fYb
Ui g[Y`Øgh`k YfXYb`ž`XUfi bhYf`b`UhØf`]WÅY`l fgUWÅYb`k]Y`GhUf`_fY[Yb
cXYf`GWÅbYYgWÅ a`Y`nYž`UVYf`Ui WÅ`Xi fWÅ`a YbgWÅ`]WÅY`9]bZØggY
k]Y`5V\`c`ni b[`i bX`6Ui UfVY]hYb`ž`gc`Yf`Åi hYfh`8]Y`9fXY`"

I fgUWÅYb`i bX`5i gk]f`_i b[Yb`j cb
< Ub[fi hgWÅ i b[Yb

8 Yf`d\`mg]_U`]gWÅY`A YWÅUb]ga i g`Y]bYg`9fXfi hgWÅYg`k]fX`Xi fWÅ
X]Y`GWÅk Yf`_fUZh`i bX`X]Y`GWÅYfZYgh][`_Y]h`XYg`A UhYf]U`g`VYgh]a a`h`
9]b`< Ub[`k]fX`]bghUV]`ž`k Ybb`X]Y`GWÅYfZYgh][`_Y]h`Xi fWÅ`X]Y
GWÅk Yf`_fUZh`ØVYfk i bXYb`k]fX`": U`hc`fYb`k]Y`XYf`BY][i b[gk]b`_Y`ž
X]Y`6cXYbZYi WÅh][`_Y]h`i bX`X]Y`[Yc`c`[]gWÅYb`; Y[YVYb`\`Y]hYb
gd]Y`Yb`Y]bY`k YgYbh]WÅY`F`c`Y`"GhUf`_fY[Yb`ZØ\`fh`\`Åi Z][`ni f
, VYfgÅhh][i b[`XYg`6cXYbgž`k Ug]b`XYf`FY[]cb`i a`K]bbYbXYb`ni
XYb`U`hi Y`Yb`DfcV`Ya Yb`VY][YhfU[Yb`\`Uh`"

8]Y`5i gk]f`_i b[Yb`gc`WÅYf`< Ub[fi hgWÅ i b[Yb`g]bX`j]Y`gWÅ]WÅh]["
BYVYb`XYf`NYfghØfi b[`j cb`↔ZfUghfi `_hi f`_ÖbbYb
I a k Y`hd`fcV`Ya Y`k]Y`6cXYbYfcg]cb`i bX`J Yf`i gh`j cb
@VYb`gfÅi a Yb`Ui ZhfY`hYb`"5i WÅ`XUg`gc`n]U`Y`; YZØ[Y`Y]bYf
; Ya Y]b`\`Y]h`_Ubb`Yf`\`YV`]WÅ`Y`X]Yb`ž`k Ybb`< Åi gYf`i bX
@VYb`gfÅi a Y`VYhfc`ZYb`g]bX`"8]Y`K`Y`h`i b[Yf`\`ZY`k Y]gh`XUfUi Z
\`b`ž`XUgg`9fXfi hgWÅY`Y]bY`a Ugg]j Y`6YXfc`\`i b[`XUfghY`Yb`ž`X]Y`g]WÅ
bi f`gWÅk Yf`j Yf`\`bXYfb`"Ågghž`i bX`XUgg`X]Y`VYghY`GhfUhY[]Y`cZi]b
XYf`DfÅj Ybh]cb`Y[h`"

DfÅj Ybh]cbga U» bU\`a Yb`i bX`l bhYfghØhni b[

I a `_ÖbZi][Y`9fXfi hgWÅY`ni`j Yfa Y]XYb`ž`g]bX`nU`\`fY]WÅY
dfÅj Ybh]j Y`A U» bU\`a Yb`bØh]["HYWÅbc`c`[]gWÅY`@Øgi b[Yb`k]Y
: fØ\`k UfbgmghYa Y`ni f`9j U`_i]Yfi b[`[YZÅ\`fXYhYf`; YV]YhY`i bX
GhUV]`]g]Yfi b[ga U» bU\`a Yb`ž`Yhk U`Xi fWÅ`XYb`9]bgUhn]j cb

; UV]cbYb'cXYf'8fU]bU[YgmgghYa Ybž\UVYb'g]W\]b'j]Y`Yb
 FY[]cbYb'U'g'YZZY_h]j `Yfk]YgYb"8]Y': ÖfXYfi b['bUW\U'h][Yf
 @UbXbi hni b[ž'k]Y`XUg'5bdZUbnyb'j cb'GW\i hnk Ä`XYfb'i bX`F UgYb
 cXYf`X]Y`GW\UZI b['ghUV]'Yf' ðZfUghfi _hi fYbž'k]fX`YVYbZU`g
 Ya dZc\`Ybž'i a `X]Y`F]g]_cYl dcg]h]cb`ni `fYXi n]YfYb"

ð`XYf`FY[]cb'i a `K]bbYbXYb`V`Y]Vh`UVni k UfhYbž'k Ubb
 FYdUfUhi fYb`Ub`XYf'?fY]gghfU»Y`bUW`6Øf[`YfZc`[Yb`k YfXYb"
 JcfØVYf[Y\YbXY`@Øgi b[Yb`i bX`Ub[Zf]gh][Y`GhfUhY[]Yb`g]bX
 bchk YbX][ž'i a `XYf'6Yj Ò`_Yfi b[`]b`VYhfcZZYbYb'; YV]YhYb
 G]W\Yf\Y]h'i bX`l bhYfghØhni b[`ni`[Yk Ä`f`Y]ghYb"8]Y
 K Y`h`i b[Yf\`]ZY`i bhYfghØhni`Dfc`Y`_hY`ni f`GhUV`]g]Yfi b[
 [YZÄ`fXYhYf`<Äb[Yž'i a `A YbgW\Yb`]b`XYf`Ni`_i bZ`j cf`XYb
 nYfghØfYf]gW\Yb`5i gk]f`_i b[Yb`j cb`9fXfi hgW\Yb`ni `gW\ØhnYb"

8YhU]`g	
JcfZU``	< Ub[fi hgW\
I fgUW\Y	GhUf_fY[Ybž` VYfgÄhh][i b[`XYg'6cXYbg
Cfh	6UUW\ž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "X]Y!YfXY"WŁa • k k k "k Y`h`i b[Yf\`]ZY"XY

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