

< Ufh'UVYf'ZU]f. 'GD8 ž'5fa i h'i bX'X]Y'Gi WXY
bUWX 'Y]bYa 'VYggYfYb '@YVYb °

GUbXfU'A U]gWVYf[Yf'X]g_i h]Yfh'a]h'9I dYfhYb'ØVYf'GD8 ž
gcn]U'Y'I b['Y]W\Y]hi bX '@YVYbgfYU'hÅhj cb
Jc`nY]hUfVY]hYfb']b' < Ufh'UVYf'ZU]f "



8Yi hgW\`UbX'!'b'XYf'[Yghf][Yb'5i g[UVY'XYf'GYbXi b[' < Ufh
UVYf'ZU]f 'Ui Z'5F8'a cXYf]YfhY'GUbXfU'A U]gWVYf[Yf'Y]bY
'YV\UZhY'8YVUhhY'ØVYf'gcn]U'Y'; YfYWX'h][_Y]hi bX'k]fhgW\UZh]WXY
I b['Y]W\Y]hi]b'8Yi hgW\`UbX''8]Y'8]g_i gg]cb'VfUWX'hY'dfca]bYbhY
; ÅghY'k]Y'A Uf]Ua '@Ui 'j cb'XYf' NY]h ž'Øf['D]'Uk Už; Ycf['FYghY
j ca 'K 8F'gck]Y'XYb'Y\Ya U'] [Yb'; Ygi bX\Y]hga]b]ghYf'? Uf'
@Ui hYfvUWX' i bX'XYb'5'hYfgdfÅg]XYbhYb'XYg'6i bXYghU[Ygž; fY[cf
; mg]ž'ni gUa a Yb''5i W'XYf'Y\Ya U'] [Y'A]b]ghYfdFÅg]XYbh]j cb
< YggYbž'F c`UbX'?cW\ž'k Uf'Ubk YgYbX''8Yf': c_i g'XYf'; YgdfÅWXY
'U['Ui ZXYf'F c`Y'XYf'GD8 'U'g'k]W'h][Yg`]'b_Yg'?cffY_h]j 'XYf
'?cU`h]cb'i bhYf'?Ubn'Yf': f]YXf]W\ 'A Yfn"

@Ui hYfvUWX 'VYhcbhY'X]Y'9fZc`[Y'XYf'GD8 ']b'XYf'Gcn]U'dc`h]_ž

bUbbhY`XYb`ghUV]`Yb`F`Yb`hY`bb]j`YUi`ž`HUF]ZhFYi`YfY[`Y`b`i`bX
`b`j`Ygh]h]cbYb`U`g`6Y]gd]Y`Y";`mg]`\\b[`Y[`Yb`_f]h]g]YfhYž`XUgg`j`]Y`Y
60f[`Yf`k`Yb][`j`cb`X]YgYb`9fZc`[`Yb`VYa`Yf`_hYb""9]b`nYbhfU`Yg
H\Ya`U`k`Uf`X]Y`@VYb`gfYU`]hÅh`j`cb`J`c`nY]hUfVY]hYfbž`j`cb`XYbYb
,`'`\$`\$\$\$`Ui`Z`ghUUh`]W\Y`I`bhYfgh0mi`b[`Ub[`Yk`]YgYb`g]bX"
`b`gVYgcbXYfY`k`i`fXY`X]Y`5i`ggU[`Y`j`cb`H\c`fghYb`:`fY]`Ui`g`XYf`78I`ž
XUgg`YXYfž`XYf`j`c`nY]h`UfVY]hYhž`XUj`cb`YVYb`_0bbYž`U`g`k`Y]h`j`cb
XYf`F`YU`]hÅh`Yb`hZ`Yfb`h`Y]b[`YgW\`Å`hnh"

Gcn]U`Y`I`b[`Y]W\`Y]h`]a`:`c`_`i`g`

8]Y`8]g`_i`gg]cb`0VYf`k`]fhgW\UZh`]W\Y`I`b[`Y]W\`Y]h`k`]fX`j`c`f`XYa
<]bhYf[`fi`bX`k`UW\gYbXYf`gcn]U`Yf`GdUbbi`b[`Yb`]b`8Yi`hgW\`UbX
[`YZ0\fh""5_hi`Y`Y`8`UhYb`nY][`Ybž`XUgg`X]Y`5fa`i`hgei`chY`Ui`ZY]bYb
<0W\ghghUbX`Ub[`Yk`UW\gYb`]gh`%+ž`i`XYf`6Yj`0`_Yfi`b[`YVhYb
&\$&%`i`bhYf\U`V`XYf`5fa`i`hg[`fYbnY""8Yf`;`]b]!`?`cYZZ]n]Ybhž`XYf`X]Y
9]b`_ca`a`Ybgj`YfhY`]i`b[`a`]gghž`gh]Y[`j`cb`\$ž&`,`ja`_U`f`&\$%\$`Ui`Z
\$ž`%ž`k`Ug`Ui`ZY]bY`ni`bY`a`YbXY`I`b[`Y]W\`Y]h`\]bk`Y]gh"
`b`gVYgcbXYfY`5fVY]hg`cgYž`A`]b]`c`VVYf`gck`]Y`5`Y]bYfn]Y\YbXY
g]bX`0VYfX`i`fW\gW\`b]h`]W\`j`cb`5fa`i`h`VYhfc`ZYb""@Ui`h`XYb`Y`hnhYb
9f\YVi`b[`Yb`YVYb`%ž`i`XYf`6Yj`0`_Yfi`b[`gc[`Uf`]b`ghfYb[`Yf
5fa`i`h"

9]b`9f[`YVb]g`XYf`8YVUhhY`k`Uf`X]Y`_`UfY`:`YghghY``i`b[`ž`XUgg`X]Y
ghY][`YbXY`gcn]U`Y`I`b[`Y]W\`Y]h`Ui`W\`ni`d`c`]h]gW\Yf`9bhžFYa`Xi`b[
Z0\fh""J]Y`Y`A`YbgW\Yb`g]bX`VYgcf[`h`0VYf`XYb[`YgY`gW\UZh`]W\Yb
Ni`gUa`a`Yb`U`hž`k`Ug`Xi`fW\`X]Y`U`_hi`Y`Y`G]hi`Uh]cb`Ui`Z`XYa
5fVY]hga`Uf`_hi`bX`X]Y`bZUh]cbg`_f]gY`j`YfghÅ`_h`k`]fX""@Ui`hYfVUW\
[`YghUbX`XUVY]`Y]bž`XUgg`]b`XYf`;`Ygi`bX\Y]hgd`c`]h]_`:`Y\`Yf
[`Ya`UW\h`k`i`fXYbž`]bgVYgcbXYfY`\]bg]W\h`]W\`:`U`d`Ui`gW\U`Yb`i`bX
XYf`Df]j`Uh]g]Yfi`b[`j`cb`?`]b]_Yb""8]Yg`gY]`HY]`Y]bYg[`f0»`YfYb
DfcV`Ya`g`]bbYf\U`V`XYg`;`Ygi`bX\Y]hggmghYa`g"

A`][`fUh]cbgZfU[`Yb`i`bX`I`\fY`5i`gk`]f`_`i`b[`Yb`

9]b`k`Y]hYfYf`8]g`_i`gg]cbgdi`b`_h`k`UfYb`A`][`fUh]cbgZfU[`Yb""F`c`UbX
?`cW\`\\]bhYfZfU[`hY`gW\UfZYb`6Y[`f]ZZY`k`]Y``Ui`hcW\h\cbY`8Yi`hgW\Y
i`bX`_f]h]g]YfhY`X]Y`,`VYfXfUa`Uh]g]Yfi`b[`XYf`A`][`fUh]cbgX]g`_i`gg]cb"

8]Y'dc`h]gWÅ [YdfÅ[hY`K U\fbY\ a i b[`X]YgYf`H\Ya Uh]_`gd]Y[Y`h
 g]WÅ `]b`XYb`k UWÅgYbXYb`GdUbbi b[Yb`]b`XYf`; YgY`gWÅUZh`k]XYf"
 ; mg]`VfUWÅhY`ni XYa `Y]b][Y`i a cfj c`Y`5bY_XchYb`ØVYf`gY]bY
 [Ygi bX\Y]h]WÅYb`DfcV`Ya Y`Y]bž`k Ug`Y]bYb`A ca Ybh`XYf
 5i ZcW_Yfi b[`]b`X]Y`YfbghY`8YVUhY`VfUWÅhY"

5VgWÅ`]Y»YbX`V`]YV`X]Y`Zi bXUa YbhU`Y: fU[Y`]a `FUi a ž`k Ug`Yg
 hUhgÅWÅ`]WÅ`VYXYi hYhž`j cb`XYf`5fVY]h[i h`YVYb`ni `ÖbbYb``8]Y
 l bg]WÅYf\Y]h`XYf`Dc`h]_ž`VYZf]YX][YbXY`5bhk cfhYb`Ui ZX]YgY
 XfÅb[YbXYb`: fU[Yb`ni `Z]bXYbž]ghYj]XYbh``5b[Yg]WÅhg`XYf
 [YbUbbhYb`<YfUi gZcfXYfi b[Yb`ZcfXYfb`9l dYfhYb`A U»bU\ a Yb`ni f
 6Y_Åa dZi b[`j cb`gcn]U`Yf`l b[`Y]WÅ\Y]hž`k]Y`X]Y`5b\YVi b[`XYf
 ; fi bXg]WÅYfi b[`i bX`X]Y`GWÅUZZi b[`j cb`VYnU\`VUFYa `K c\bfUi a
 gck]Y`X]Y`GhÅf`_i b[`XYf`gcn]U`Yb`ϕZfUghfi _hi f``8Ug`H\Ya U`k]fX
 Ui WÅ`Xi fWÅ`X]Y`Ub\U`hYbXY`8]g`_i gg]cb`ØVYf`GhYi Yf[YfYWÅh][_Y]h
 i bX`JYfa Ö[Ybgj YfhY]i b[`k Y]hYf`j YfghÅf`_h"

8]Y`<YfUi gZcfXYfi b[Yb`g]bX`_Uf`i a f]ggYbž`i bX`X]Y`Dc`h]_`k]fX
 [YZcfXYfh`gY]bž`@Øgi b[Yb`ni `Z]bXYb``CV`X]YgY`YfZc`[fY]WÅ
 i a [YgYmh`k YfXYbž`V`Y]Vh`UVni k UfhYb``8]Y`8YVUhY`VY]`<Ufh
 UVYf`ZU]f` \Uh`YXcWÅ`[YnY][hž`XUgg`Yg`j]Y`Yf`Y]`A Y]bi b[Yb`[]Vhž
 `YXcWÅ`Y]bY`Y]b\Y]h]WÅY`F]WÅhi b[`ZY`\hž`i a `X]Y`XfÅb[YbXYb
 gcn]U`Yb`DfcV`Ya Y`k]f`_]WÅ`Ubni [Y\Yb"

: Øf`k Y]hYfY`ϕZcfa Uh]cbYb`ØVYf`gcn]U`Y`l b[`Y]WÅ\Y]h]b
 8Yi hgWÅ`UbX`YgYb`G]Y`a Y\`f`Ui Z`6cYW`Yf`XY"

8YhU]`g	
Cfh	8Yi hgWÅ`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "VcYW`Yf"XY

6Ygi WÅYb`G]Y`i bg`Ui Z.`b!U["bYh