

< Ufh\Ài gYfk Y['cZZ]n]Y``YfÒZZbYh. '9]b
A Y]`YbghY]b `ZØf`BYi ghUXh°

8]Y` : fY][UVY`XYg`< Ufh\Ài gYfk Y[g`]b`BYi ghUXh`a Uf_]Yfh`Y]b
VYXYi hYbXYg`gh`Xh]gW`Yg`6Ui j cf\UVYbž`VYfY]h[YghY``hj`cb
C VYfVØf[Yfa`Y]ghYf`A UfWK`Y][Y`"



BYi ghUXhž`8Yi hgW`UbX`!`5a`'%"`đ b]`&\$&) `k`i`fXY`XYf
< Ufh\Ài gYfk Y['cZZ]n]Y``ZØf`XYb`J`Yf`_`Y`f`ZfY][Y[YVYb``8]Yg
a Uf_]Yfh`XYb`5VgW`i`gg`Y]bYg`XYf`[fÒ» hYb`gh`Xh]gW`Yb
6Ui j cf\UVYb`XYf`YhnhYb`NY]h`]b`BYi ghUXh`8]Y`ZY]Yf`]W`Y
: fY][UVY`ZUbX`Ua`8`cbbYfghU[bUW`a`]hU[`ghUhhž`i`bX
C VYfVØf[Yfa`Y]ghYf`A UfWK`Y][Y`k`Uf`Ub`k`YgYbXž`i`a`X]YgYb
VYgcbXYfYb`A`ca`Yb`h`ni`k`ØfX][Yb``8Yf`bYi`Y`J`Yf`_`Y`f`gk`Y[`ghY``h
b]W`h`bi`f`Y]bY`k`]W`h][Y`J`YfV]bXi`b[`ZØf`X]Y`5bk`c`bYf`XUfž
gcbXYfb`]gh`Ui`W`HY`]Y]bYg`i`a`ZUggYbXYfYb
GhUXhYbkh`]W`i`b[g`c`bnY`dhg"

9]b`k`Y]hYfYg`VYXYi hYbXYg`6Ui`dfc`Y`h`]b`XYf`FY[]cb`]gh`X]Y
9bhk`]W`i`b[`Y]bYg`[Ya`]gW`h[Ybi`hnhYb`; YV`Ài`XY`_`ca`d`YI`Yg`]b

XYf`GdYmYfXcfZYf`GhfU»Y`%\$`"8]YgYg`Dfc`Y`_h`k`i`fXY`VYfY]hg`Ua`´&%"
GYdhYa`VYf`&\$&&`j`ca`´GhUXhfUh`[`YbY`a`][`h`";`Yd`Ub`hg]bX
]bg[`YgUa`h`,`\$`V]g`%\$`\$`K`c`b`i`b`[`Yb`g`ck`]Y`Y]b`<`chY`ž`Y]b
6cUfX]b[`\`ci`gY`i`bX`Y]bY`?]bXYfhU[`Yggh`h`hY`"8]Y`:``À`W`Y`ž`Ui`Z`XYf`
X]YgYf`?`ca`d`Yi`´Yff]W`hY`h`k`YfXYb`g`c`ž`i`a`ZUggh`fi`bX`&+`"\$`\$`\$`
E`i`UXfUha`Y`hYfž`k`c`VY]`XYf`\`Ò`W`ghY`´;`YV`Ai`XY`hY]`´a`]h`(``%`A`Y`hYfb
_bUdd`i`bhYf`XYa`´bU`Y[`Y`Y[`YbYb`HY`Y`_ca`!<`c`W`\`Ui`g`]Y[`h`

J]Y`Z`À`h][`Y`B`i`hni`b`[`ga`Ò[`´]W`_`Y]hYb`

8]Y`UfW`]hY`_hcb]gW`Y`´;`YghU`hi`b[`´X]YgYg`´;`YV`Ai`XYg`ghUa`a`h`j`cb
A`U`i`´8i`X`Yfž`XYf`i`bhYf`UbXYfYa`´Z`Øf`XYb`5bVUi`´XYg`<`Ua`VUW`Yf`
G`W`´cggYg`VY`_Ubb`h]gh`´8Yf`9b`hk`i`fZ`g]Y`\`h`Y]bYb`[`YghUZZY`hYb`
6Ui`_`ÒfdYf`a`]h`Y]bYf`GcW`_Y`VYVUi`i`b[`´i`bX`<`c`W`di`b`_hYb`j`cfž`
k`c`VY]`XYf`\`Ò`W`ghY`´HY]`´ja`´B`c`f`X`k`Y`ghYb`´U`g`<`chY`´a`]h`´;`Ughf`cbca`]Y`
i`bX`Y]bYf`8`U`W`hY`ff`UggY`´c`bn]d]Yfh]gh`´8Yf`´b`bYb`\`c`Z`k`]f`X`
ni`g`h`m`]W`Y`5b`bY`a`´]W`_`Y]hYb`´V]YhYb`i`bX`g`c`´´Xi`f`W`
i`a`ZU`b[`fY]W`Y`8`U`W`VY[`f`Øbi`b[`Yb`i`bX`[`fc`»`Y`6`Ai`a`Y`[`Ydf`A[`h`
gY]b`"8]YgY`A`U»`bU`a`Yb`ghY`Yb`ja`´9]b`_`Ub[`´a`]h`XYa`´N]Y`ž`
bU`W`\`U`h][`Y`i`bX`´Y`VY`bgk`Y`fhY`´GhUX`hghfi`_`hi`fYb`ni`´g`W`UZZYb`"

8]Y`bYi`Y`9][`Yb`h`Øa`Yf]bž`X]Y`:``fU`b`_`Z`f`hYf`5j`Yf]hUg`Dfc`Y`_h`´;`a`V`<`ž`
\`Uh`VYfY]hg`]\`fY`D`À`bY`Z`Øf`X]Y`ni`_`Øb`Zh][`Y`B`i`hni`b[`´XYg`´;`Y`À`b`X`Y`g`
`cb``fY]h]g]Yfh`´;`Yd`Ub`hg]bX`Ui`»`YfXYa`´Y]bY`K`Y]b`ci`b[`Y`a`]h`
8`U`W`[`Uf`hYb`g`ck`]Y`´;`Yk`YfVY`Z`À`W`Yb`ja`´9f`X[`Yg`W`cgg`i`bX`ja`
YfghYb`C`VYf[`Yg`W`cgg`"8]YgY`9b`hk`]W`_`i`b[`´k`]f`X`b]W`h`i`b`i`f`
K`c`\`b`f`Ui`a`´g`W`UZZYb`ž`g`cbXYfb`Ui`W`ni`f`6Y`YVi`b[`´i`b`X`
5`hhfU`_`hj`]h`h`h`XYg`GhUX`h`hY]`g`VY]h`fU[`Yb`"C`VYfV`Øf[`Yfa`Y]ghYf`K`Y][`Y`
VYnY]W`bYh`XUg`Dfc`Y`_h`U`g`Y]bYg`XYf`[`f`Ò»`hYb`9]bnY`d`fc`Y`_`hY`XYf`
_`ca`a`YbXYb`´X`\`fY`"

B U`W`\`U`h][`Y`G`h`U`X`h`Y`b`h`k`]W`_`i`b[`´]a`´:``c`_`i`g`

8]Y`XVU`i`bhYfbY`a`Ybg[`fi`ddYž`X]Y`nU`\`fY]W`Y`6Ui`d`fc`Y`_`hY`]b`
8Yi`hg`W`\`UbX`d`f`À`gYb`h]Yf`hž`VY`h`c`b`h`X]Y`K`]W`h][`_`Y]h`j`cb`
bU`W`\`U`h][`Ya`´6Ui`Yb`i`bX`?`´ja`UbYi`hfU`]h`h`h`´À`fY`D`U`h`z`c`fa`´j`YfY]b`h`
´b`Z`c`fa`U`h]c`b`Yb`ni`´fYU`]g]Yf`hYb`ž`ja`´6Ui`´VY`Z]bX`]W`Yb`i`bX`[`Yd`Ub`hYb`
6Ui`d`fc`Y`_`hYb`i`bX`Z`Øf`XYf`h`g`ca`]h`XUg`6Yk`i`gghY]b`Z`Øf`

ni _i bZhgzÅ\][Y`GhUXhYbhk]W_`i b[" `a `F U\`a Yb`X]YgYf
 9bhk]W_`i b[Yb`gd]Y`Yb`X]Y`Ö_c`c[]gWYb`5gdY`_hY`Y]bY`nYbhfU`Y
 Fc``Yž`i bX`XUg`l bhYfbY\`a Yb`UfVY]hYh`XUfUž`]bbcj Uhj] Y`i bX
 _`]a UZfYi bX`]WY`5fW]hY`_hi f`ni `dfÅgYbh]YfYb"

8i fW`X]Y`nU\`fY]WYb`6Ui j cf\UVYb`]b`BYi ghUXhž`Y]bgW`Y]Y»`]W
 XYg`<Ufh\`Ai gYfk Y[g`i bX`XYg`bYi Yb`i; YV\`Ai XYdfc`Y`_hg`Ub`XYf
 GdYmYfXcfZYf`GhfU»Yž`nY][h`g]W`Y]bY`XmbUa]gWY`9bhk]W_`i b[`]b
 XYf`GhUXhž`X]Y`gck c`\`XYb`6YXØfZb]ggYb`XYf`6Øf[Yf`U`g`Ui W`XYb
 <YfUi gZcfXYfi b[Yb`XYf`a cXYfbYb`GhUXhd`Ubi b[`[YfYW`h`k]fX"
 8]Yg`U`Yg`hfÅ[h`ni `Y]bYf`YVYbgk YfhYb`i bX`ni _i bZhgzÅ\][Yb
 i fVUbYb`l a [YVi b[`VY]"

: Øf`k Y]hYfY`≠Zcfa Uh]cbYb`ni `X]YgYb`i bX`UbXYfYb`6Ui dfc`Y`_hYb
 Ya dZY\`Yb`g]W`X]Y`K YVgY]hYb`XYf`F`Y]bdZU`nž`K cW`YbV`Uhh!
 F YdcfhYf`i bX`865!6Ui "

8YhU]`g	
C fh	BYi ghUXhž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "f`Y]bdZU`n"XY • k k k "k cW`YbV`Uhh!fYdcfhYf"XY • k k k "XVU!VUi "W`a

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