

? fYZY`Xg`GYb]cfYb\Y]a Y. `BYi Y`K Y[Y`]b
XYf`DZY[Y`Xi fW`K]ggYbgW UZh°

8]Y`i b]j Yfg]hÅh? Ò`b`i bX`GYb]cfYb\Y]a Y`? fYZY`X`ghUfhYb
&\$&) `XUg`Dfc`Y`h` DfUK]@UV `ni f`J YfVYggYfi b[`XYf
@Ub[nY]hdZY[Y`Xi fW` : cfgW`i b["



? fYZY`Xž`8Yi hgW`UbX`!`8]Y`i b]j Yfg]hÅh`ni`? Ò`b`i bX`X]Y
GhÅXh]gW`Yb`GYb]cfYb\Y]a Y`? fYZY`X`\UVYb`Y]bYb`k`Y[k`Y]gYbXYb
?ccdYfUh]cbgj YfhfU[`i bhYfnY]W`bYhž`XYf`V]g`A`U]`&\$` \$``Ài`Zh`8]YgY
Ni`gUa`a`YbUfVY]h`n]Y`h`XUfUi`Z`UVž`X]Y`DfcV`Ya`Uh]_`]b`XYf
@Ub[nY]hdZY[Y`Ubni`[Y`Yb`i`bX`k`]ggYbgW UZh]W`Y`9f`_Yb`hb]ggY
gW`bY`Yf`]b`X]Y`DfUI`]g`ni`]bhY[f]YfYb``8i`fW`XYb`Dfc`Y`h`UbgUhn
J`YfbYhni`b[`j`cb`DZY[YdfUI`]g`i`bX`K`]ggYbgW UZh]b`XYf
@Ub[nY]hdZY[Y`Xi`fW`XYb`@j`]b[`@UV`5bgUhn`DfUK`]@UV`gc``Y]b
_cbh]bi`]Yf`W`Yf`5i`ghUi`gW`nk`]gW`Yb`DZY[Yk`]ggYbgW UZh`i`bX
!dfUI`]g`]bgh]hi`h]cbY``[YZÖfXYfh`k`YfXYb``8]Yg`k`i`fXY`Ui`W`j`cb`
**6]V`]ca`YX`DZY[Y`VYghÅh[hž`X]Y`ni`XYa`Yf`Ài`hYfhž`XUgg`XUg
@j`]b[`@UV!A`cXY``]b`XYb`B]YXYf`UbXYb`YfZc`[fY]W`YfdfcVh`k`i`fXY"**

9]b`nYbhfU`Yg`N]Y``]gh`Ygž`<YfUi`gZcfXYfi`b[`Ybž`X]Y`Xi`fW`XYb`
XYa`c[`fUZ]gWXYb`K`UbXY``i`bX`Y]b`j`Yf`ÀbXYfhYg`;`Ygi`bX`Y]hg!`i`bX`
DZY[`YgmgY`a`Yb`hghY`Ybž`ni`]XYbh]Z]n]YfYb`i`bX`]bbcj`Uh]j`Y`
@Øgi`b[`Yb`ni`Yb`hk`]W`Y`b`"Ghi`X]Yb`nY][`Ybž`XUgg`Yg`ØVYf`nY`b`
>U`fY`XUi`Yfb`_`Ubbž`V]g`k`]ggYbgW`UZh]W`Y`9f`_Ybbhb]ggY`]b`XYf`
DfUI`]g`i`a`[`YgYmhk`YfXYb`"8`Ug`Dfc`Y`_h`a`ØW`hY`X]YgYb`Dfc`nYgg`
VYgW`Yi`b][`Yb`i`bX`d`fUI`]gb`U`Y`:`c`fgW`i`b[`gZfU[`Yb`[`YbYf]YfYbž`X]"`
Xi`fW`gdYn]Z]gW`Y`Dfc`V`Ya`Y`]b`XYb`9]b]f]W`hi`b[`Yb`]bgd]f]Yfh]g]bX`
8Yf`ghY``j`YfhfYhYbXY`@Y]hYf`XYg`&gh]hi`hg`ZØf`DZY[`Yk`]ggYbgW`UZh`
i`bX`k`]ggYbgW`UZh]W`Y`Dfc`Y`_h`Y]hYfž`A`Ufh]b`8]W`hYfž`YVh`Yfj`c`fž`
k`]Y`k`]W`h][`XYf`_`cbh]bi`]Yf`]W`Y`K`]ggYbgUi`ghUi`gW`nk`]gW`Yb`
K`]ggYbgW`UZh`i`bX`DfUI`]g`]gh`"

@]j`]b[`@UV`ZØf`Yj`]XYbnVUg]YfhY`DZY[`Y`

8`Ug`@]j`]b[`@UV`V]YhYh`Y]bY`D`UhhZcfa`ž`]b`XYf`
K`]ggYbgW`UZh`Yf]`]bbYb`Yj`]XYbnVUg]YfhYg`K`]ggYb`k`Y]hYf[`YVYb`
i`bX`DfUI`]gj`YfhfYhYf]`]bbYb`]`fY`9fZU`fi`b[`Yb`Y]bVf]b[`Yb`_`ØbbYb`"
8]Y`]b`XYb`GYb]cfYb`Y]a`Yb`VYgW`ÀZh][`hYb`A`]hUfVY]hYbXYb`
dfcZ]h]YfYb`j`cb`bYi`Yb`9f`_Ybbhb]ggYb`i`bX`XYf`FYZYI`]cb`]`fYg`
VYfi`Z]W`Yb`5``hU[`g``;`Y]W`nY]h][`Yf`U`hYb`X]Y`
K`]ggYbgW`UZh`Yf]`]bbYb`d`fUI`]gfY`Yj`UbhY`:`c`fgW`i`b[`gZfU[`Yb`i`bX`
Ni`[`Ub[`ni`f`@Ub[`nY]hdZY[`Y``8]Y`F`c`Y`XYf`gc[`YbUbbhYb`@]b_]b[`
D]bg`]gh`XUVY]Yb`hgW`Y]XYbXž`XU`g]Y`U`g`J`YfV]bXi`b[`gdYfgc`bYb`
nk`]gW`Yb`XYb`6YfY]W`Yb`Zi`b[`]YfYb`"

&b`YXYa`E`i`Ufh]Yf`XYf`GYb]cfYb`Y]a`Y`k`YfXYb`c`_`U`Y`
5fVY]hg[`fi`ddYb`Y]b[`Yf]W`hYhž`X]Y`gdYn]Z]gW`Y`H`Y`a`Yb`ni`f`
k`]ggYbgW`UZh]W`Yb`6YUfVY]hi`b[`]XYbh]Z]n]YfYb`"8]YgY`
5fVY]hg[`fi`ddYb`g]bX`Y]b`k`]W`h][`Yf`6YghUbXhY]`XYg]`]bbcj`Uh]j`Yb`
E`i`Ufh]Yfg`_`cbnYdhgž`XUg`ghUh]cb`ÀfY`DZY[`YY]b]f]W`hi`b[`Yb`a`]h`
Ua`Vi`UbhYb`@Y]ghi`b[`Yb`]b`X]fY`_`hYf`i`a`[`YVi`b[`]ca`V]b]Yfh`N]Y`
]gh`Ygž`ZYI`]V`Y`i`bX`d`Ugg[`YbUi`Y`@Øgi`b[`Yb`ZØf`À`hYfY`A`YbgW`Yb`]a`
K`c`b]j`]YfhY`ni`gW`UZZYb`"

=b`hYfbUh]cbU`Y`J`YfbYhni`b[`]i`bX`:`c`fgW`i`b[`

Ni`g`Àh`]W`ni`XYb`bUh]cbU`Yb`?`c`cdYfUh]cbgdUfhbYfb`UfVY]hYh`XUg`

Dfc_Y_h`Ui W`]bhYfbUh]cbU`"8]Y`?ccdYfUh]cb`a]h`XYf`A Ufh]b!@ h\Yf!
 I b]j Yfg]h`h`<U`Y`!K]hhYbVYf[`gck]Y`I b]j Yfg]h`h`Yb`]b`A UUghf]W hž
 @YYXg`i bX` ; fUn`Yfk Y]hYfh`X]Y`F Y]W k Y]hY`i bX`XYb`9]bZi gg`XYf
 DZY[YZc fgW i b["8]YgY`]bhYfbUh]cbU`Y`J YfbYhni b[`]gh`HY]`Y`bYg
 i a ZUggYbXYb`5bgUhmYg`ni f`Gh`Af`_i b[`XYf`Yj]XYbnVUg]YfhYb`DZY[Y
]b`XYf`@Ub[nY]h] Yfgcf[i b[" @Ui h` ; Ygi bX`Y]hgZc fgW i b[`6A 6:
 gd]Y`h`XYf` : ÒfXYfgW k Yfdi b_h`DZY[YVYXØfZh][_Y]h`Y`bY
 k YgYbh`]W Y`F c`Y`]b`X]YgYa `?cbhYI hžXU`Yf`X]Y
 J Yfgcf[i b[gZc fgW i b[`]a `6YfY]W `DZY[Y`i bhYfghØhnYb`gc`"

Æg[YgUa h`]gh`X]Y`?ccdYfUh]cb`nk]gW Yb`XYf`I b]j Yfg]h`h`ni `?Òb
 i bX`XYb`Gh`Xh]gW Yb`GYb]cfYb`Y]a Yb`?fYZ`X`Y]b`]bbcj Uh] Yf
 GWf]h`i]b`F]W hi b[`Y]bYf`VYggYfYb`DZY[Yj Yfgcf[i b["8]Y`Yb[Y
 Ni gUa a YbUfVY]h]j cb`K]ggYbgW UZhi bX`DfUI]g`k]fX`b]W h`bi f`X]Y
 E i U`]h`h`XYf`DZY[Y`Yf`Ø`Ybž`gcbXYfb`Ui W`Ui ZX]Y
 <YfUi gZcfXYfi b[Yb`XYg`XYa c[fUZ]gW Yb`K UbXY`g`fYU[]YfYb"

8YhU]`g	
C fh	?fYZ`Xž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • i b]!_cY`b"XY • k k k "V]V`]ca YX!dZY[Y"XY • k k k "[Ygi bX`Y]hgZc fgW i b[! Va VZ"XY

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