

<]`XYVfUbX`GUi Yf. `A]h`F Y`_i `h]j]Yfi b[`X]Y
@Ui g]hn`bYi `[YghU`hYb`°

9fZU`fYb`G]Yž`k]Y`<]`XYVfUbX`GUi Yf`i bX`gY]b`i bhYfbY`a Yb
D@6`@`c`gU`X]Y`F Y`_i `h]j]Yfi b[`]b`XYf`@Ui g]hn`j cfUbhfY]VYb
i bX`ni _ØbZh][Y`<YfUi gZcfXYfi b[Yb`a Y]ghYfb"



@c`gUž`8Yi hgWk`UbX`!`b`XYf`@Ui g]hn`hi`h]g]Wk`Ugž`i bX`XUg]j`cf
U`Ya`XUb`_Y]bYg`A`UbbYgž`XYf`a`h]gY]bYf`@Y]XYbgWk`UZh`i bX
gY]bYa`i`bhYfbY`a`Yf[Y]gh`X]Y`F Y[]cb`dfÄ[h`8f`<]`XYVfUbX
GUi Yfž`Y]bgh`a`h`XYa`HfUi`a`Y]bYg`H]YfUfnhYgž`U`h]g]Wk`gY]h`XYb
5bZÄb[Yb`gY]bYf`?`Uff]YfYž`X]Y`Yf`Ui`Z`XYa` ;`i`h`8f]Yk`h]n`VY]`@`c`gU
j`YfVfUWk`hYž`Y]bYb`B`Ua`Yb`[`Ya`UWk`h`<Yi`hY`ZØ`fYb`gY]b`Gc`b
5bXfÄ`i`bX`X]Y`:`]fa`U`D@6`@`c`gU`X]Y`J`]g]cb`gY]bYg`J`UhYfg`Zcfhž`X]Y
Y`Ya`U`][`Yb`HU[`YVUi`fYj`]YfY`bUWk`U`h][`ni`fY`_i`h]j`]YfYb`i`bX`XYf
6Yj`Ö`_Yfi`b[`bYi`Y`@YVYbgfÄ`i`a`Y`ni`gWk`UZZYb`8Yf`K`Y[`Xcfh`b
k`Uf`Xi`fWk`Ui`g`ghY]b][`"

<]`XYVfUbX`GUi Yf`U`h]ghi`X]Yfhž`j]Y`[Y`Yfb`hi`bX`U`g
GUWk`j`YfghÄ`bX][`Yf`j`YfgWk]YXYbY`Dfc`Y`_hY`]a`6YfY]Wk`XYf`

F Y_i `h] j]Yfi b[`YfZc`[fY]W\ VY[`Y]hYh" `b`XYb`5bZUb[g`U\ fYb` \UhhY
Yf`a]hj]Y`Yb`<YfUi gZcfXYfi b[Yb`ni ` _Åa dZYbžXcW\ gY]b
i bhYfbY\ a Yf]gW\ Yg; YgW\]W_ i bX`X]Y`k Yfhj c`Y`I bhYfghØhni b[
Xi fW\ `X]Y` : Ua]]Y`a UW\ hYb`Yg`a Ò[`]W\ žXUgg`X]Y`D@6`@c`gU`%- -)
[Y[fØbXYh`k i fXY" `<Yi hY`V`]W_ h`XUg`i bhYfbY\ a Yb`Ui Z`Y]bY`ghc`nY
; YgW\]W\ hY`ni fØW_ . J ca `GhUfh`a]h%) `A]hUFVY]hYfb`V]g`\]b`ni
Gd]hnYbnY]hYb`a]h`&&\$`6YgW\ ÅZh][hYb" `8YfnY]h]g]bX`Yg`nk Uf` bi f
` \$žXcW\ `XUg`9b[U[Ya Ybh`V`Y]Vhi b[YVfcW\ Yb"

B UW\ \ U`h][Y`F Y_i `h] j]Yfi b[`]b`XYf`@Ui g]hn

8]Y`nYbhfU`Y`5i Z[UVY`XYf`F Y_i `h] j]Yfi b[`ZfØ\YfYf`HU[YVUi Y`n]Y\h
g]W\ `k]Y`Y]b`fchYf` : UXYb`Xi fW\ `X]Y`5fVY]hj cb`D@6`@c`gU"
8]YgVYnØ[`]W\ []Vh`Yg`_`UfY`J cf[UVYb. `8Ug`6i bXYgVYf[[YgYhn
j YfdZ]W\ hYh`9bYf[]Yj Yfgcf[Yf`ni f`K]YXYfbi hnVUfa UW`i b[`XYf
: `ÅW\ Yb`bUW\ `XYa `6fUi b_c`YUVVUi " `CV`Xi fW\
`UbXk]fhgW\ UZh]W\ Y`Bi hni b[ž`X]Y`I a k UbX`i b[`]b`K UggYfZÅW\ Yb
cXYf`gc[Uf`X]Y`5i Zc fghi b[` `X]Y`A Ò[`]W\ _Y]hYb`g]bX`j]Y`ZÅ`h][" `Gc
k i fXYb`]a `š\ f`&\$&%]a a Yf\]b` (+i `XYf`F Y_i `h] j]Yfi b[gZÅW\ Yb
a]h`K Å`XYfb`ž` %i `a]h; Yk ÅggYfb`i bX`%\$`i `a]h
`UbXk]fhgW\ UZh]W\ `bi hnVUfYb` : `ÅW\ Yb`VYdZUbnh" `8]YgY`NU\ `Yb
VY`Y[Yb. `8]Y`@Ui g]hn`ghY`h]j cf`Y]bYf`[fØbYb`K Y`Y"

8cW\ `X]Y`F Y_i `h] j]Yfi b[`Vf]b[h`Ui W\ `<YfUi gZcfXYfi b[Yb`a]h]g]W\ "
C Zh`Yb hdi ddYb`g]W\ `Y\Ya U][Y`HU[YVUi gYYb`U`g`Ò_c`c[]gW\
dfcV`Ya Uh]gW\ ž`X]Y`6ÖXYb`g]bX`gW\ k Yf`k]YXYf`Zfi W\ hVUf`ni
a UW\ Yb`i bX`X]Y`5i Zc fghi b[`VYb`Øh][h]j]Y`NY]h`i bX`; YXi `X" `8]Yg
k Y]» `5bXfÅ`GUI Yfž`XYf`X]Y`; YgW\ ÅZh`Y`gY]h`&\$%* `Y]hYhž`bi f`ni `[i h`
9f`ZcfXYfh`Y]bY`ZU]fY`J YfhfU[gVUg]g`a]h`XYf`@95; ž`i a `b]W\ h`bi f
D`Ubi b[gg]W\ Yf\Y]h`ni `[Yk Å`f`Y]ghYbž`gcbXYfb`Ui W\
Ub[Ya YggYbY`9bh`c`bi b[`ZØf`X]Y`k]W\ h][Y`5fVY]hž`X]Y`[Y`Y]ghYh
k]fX"

8]Y`Ni _i bZh`]a `6`]W_

8]Y`5fVY]h`XYf`D@6`@c`gU`k]fX`j cb`U`Yb`6YhY]`][hYb`U`g`GW\ `ØggY`
ni f`Ni _i bZh`XYf`@Ui g]hn`Ub[YgY\Yb`i bX`_ØbbhY`bcW\ `&\$`V]g` \$
š\ fY`Ub\ U`hYb" `5VYf`Ui W\ ` \]Yf`]gh: `YI]V`]hÅh[YZcfXYfh`8Ug

I bhYfbY\ a Yb`d`Ubhž`g]W\`VfY]hYf`Ui Zni ghY`Yb`i bX`bYi Y
 ; YgW\`ZhgZY`XYf`ni`YfgW\`Y»Yb`"Gc`]gh`b]W\h`bi`f`X]Y
 FY_i`h]j]Yfi b[`j cb`6YXYi hi b[ž`gcbXYfb`X]Y`[YgUa hY
 k]fhgW\UZh]W\Y`K`Y]hYfYbhk]W`i b[`XYf`FY`[]cb`"5bXfÅ`GUi Yf
 _f]h]g]Yfhž`XUgg`j]Y`"; Y`X`]b`6Øfc`_fUh]Y`Z]Y»hž`k`Å`fYbX
 5fVY]hgd`ÅhnY`b]W\h`[Yg]W\Yfh`k`YfXYb`"

8]Y`FY_i`h]j]Yfi b[`]gh`b]W\h`bi`f`Y]bY`i: fU[Y`k`]fhgW\UZh]W\Yf
 9Z]n]Ybnž`gcbXYfb`Ui W\`j`cb`gcn]U`Yf`J`YfUbhk`cfhi b["`<`]XYVfUbX
 i bX`5bXfÅ`GUi Yf`VYhcbYb`X]Y`k`YW\gY`gY]h][Y`6YXYi hi b[`XYf
 @Ui`g]hn`ZØf`]\f`I bhYfbY\ a Yb`i bX`i a [Y`Y`fh`8Yf`A`YbgW\ž`XUg
 K`c`X`XYf`I`a`k`Y`hi`bX`b]W\h`ni`Y`hnh`X]Y`GW\UZI`b[`bYi`Yf
 @VYb`gfÅ`i`a`Y`ghY`Yb`]a`J`cfXYf[fi bX`"8Ug`N]Y`"]gh`_`Uf.`8]Y
 @Ui`g]hn`gc`Y]b`C`fh`k`YfXYbž`Ub`XYa`B`Uhi`fž`9f`c`i`b[`i`bX
 bUW\`U`h][Y`@UbXk`]fhgW\UZh]a`9]b`_`Ub[`ghY`Yb`"

A]h`XYf`f]W\h][Yb`GhfUHY`[]Y`i`bX`XYa`K`]`Ybž`bYi`Y`K`Y`[Y`ni
 [Y`Ybž`_`Ubb`X]Y`@Ui`g]hn`b]W\h`bi`f`]\fY`ϕXi`ghf]Y_i`hi`f`VYk`U`fYbž
 gcbXYfb`Ui W\`ni`Y]bYa`J`cfnY][Ya`cXY`ZØf`YfZc`[fY]W\Y
 FY_i`h]j]Yfi b[`]b`8Yi`hgW\`UbX`k`YfXYb`"8f`"<`]XYVfUbX`GUi`Yf
 \ÅhnY`Yi`hY`k`c`Y]b`@W\Y`b`Ui`Z`XYb`@]ddYbž`k`Ybb`Yf`g]Y`hž`k`]Y
 gY]bY`⇒XY`k`Y]hYf`YVhi`bX`k`ÅW\gh`"

8YhU]`g	
C fh	@c`gUž`8Yi`hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW\ g]gW\ Y"XY • [Yc`]\`ZY"XY • k k k "fk Y"Wċa

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