

HfU]bYfZ'i W\ h'VY]a 'G7 '8 < Z? . 'Gc\ b F i bUfggc b 'j c f 'K YW\ gY`3

G7 '8 < Z? '@Y]dn]['hfYbbh'g]W\ 'j cb 'HfU]bYf'G][hf m[[ggcb "'Gc\ b
5bXf]'F i bUfggc b 'd'Ubh'K YW\ gY "'Ni _ØbZh][Y
< YfUi gZcfXYfi b[Yb'ZØf'XYb 'J YfY]b"



@Y]dn][ž'8Yi hgW\ `UbX'!'8]Y'U_hi Y`Yb'; YgW\Y\ b]ggY`VY]a 'G7
8 < Z? '@Y]dn]['k YfZYb '\c\Y'K Y`Yb"'5a ' &% " ' † b] ' & \$ &) 'hfYbbhY'g]W\
XYf'J YfY]b 'j cb 'HfU]bYf'F i bUf'G][hf m[[ggcbž'i bX'XUg'gW\`À[h
b]W\h'bi f'K Y`Ybž'k Y]'Yg'g]W\ 'i a 'Y]bYb'HfU]bYf'\UbXY'hž'gcbXYfb
Ui W\ 'Ui Z[fi bX'XYf'ZUa]]ÄfYb'J Yf\`Ä'hb]ggY"'8Yf'Gc\ b'XYg
YbhUggYbYb'HfU]bYfgž'5bXf]'F i bUfggc bž'Y]b'hU'Ybh]YfhYf
F ØW_fUi a gd]Y'Yfž'ghY\hc ZYbVUf'j c f'Y]bYf'i b[Yk]ggYb'Ni _i b Zhž
XU'Yf'_i fn'XUj c f']ghž'XYb'J YfY]b'ni 'j Yf'UggYb"'A YX]YbVYf]W\hYb
ni Zc`[Y'k c`Y'F i bUfggc bž'XYggYb'J YfhfU['bcW\ 'V]g'&\$&* "'Äi Zhž
bUW\ 'XYf': fY]ghY`i b['gY]bYg'J UhYfg'k YW\ gY`b"

8]Y'G]hi Uh]cb']gh'\Y]_Y"'A]h'@ WU'K]m_Yž'XYf'XYb'7'i V'j Yf'Ägghž
i bX'æUg'< Øb]W_Yž'XYf'gY]bY'? Uff]YfY'VYYbXYh'\Uhž'_ØbbhY

Fi bUfggcb`j]b`XYf`bÅW ghYb`GU]gcb`Y]bY`[fÖ» YfY`F c`Y
ni [Yk]YgYb`k YfXYb`"i<]bni`_ca a h`X]Y`Ub[k]Yf][Y`J Yf`Yhni b [j
cb`G]a cb`9fbghž`XYf`XYa`HYUa`Y]bY`[UbnY`K Y]Y`b]W h`ni f
J YfZØ[i b[`ghY`Yb`k]fX`" ð`X]YgYf`_f]h]gW Yb`D\ UgY`U`h`XYf`G7
8<Z?`YX][`]W`nk Y]B Yi ni [Åb[Yž`Hca Ug`D]fcW`i bX`5XUa`@Öbbž
ZØf`X]Y`<U`Vd cg]h]cbYb`j YfdZ]W h`Yh`Ni XYa`_i fg]YfYb`; YfØW h`Y
ØVYf`XYb`]g`ÅbX]gW Yb`Gd]Y`Yf`6`UYf`<]bf]_ggcbž`XYf
a Ö[`]W Yfk Y]gY`[Y`c`h`k]fXž`i a`Fi bUfggcb`ni`i bhYfghØhnYbž
XcW`X]YgY`ðZcfa Uh]cbYb`g]bX`bcW`b]W h`cZZ]n]Y`VYghÅh][h`
; YgW`ÅZhZØ`fYf`? UfghYb`; Øbh`Yf`U`h`YXcW`_Uf`_ca a i b]n]Yfhž
XUgg`a Ub`k Y]hYf`]b`a]h`Fi bUfggcb`d`UbY`i bX`Yf`]b`XYf
_ca a YbXYb`GU]gcb`]a`?UXYf`j YfV`Y]VYb`gc`""

8]Y`Ni`_i`bZh`]a`:`c`_i`g

K Å`fYbX`gY]bYf`i f`Ui VgnY]h`U`h`g]W`Fi bUfggcb`]bhYbg]j`a`]h
gY]bYf`5VYbhYi Yf`i gh`VYgW`ÅZh][hi bX`Y]bYb`bYi Yb`6YfUhYf
Yb[U[]Yfhž`i a`X]Y`bÅW ghYb`GW`f]hY`ni`d`UbYb`"9g`V`Y]Vh
UVni k UfhYbž`k]Y`g]W`X]Y`DYfgcbU`YbhgW`Y]Xi b[Yb`Ui`ZX]Y
_ca a YbXY`GU]gcb`Ui`gk]f`_Yb`k YfXYb`"6Y]Y]bYa`K`YW`gY`_ÖbbhY
XYf`G7`8<Z?`Y]bY`5V`ÖgY`_Ugg]YfYbž`VYb`Øh][h`Y`YXcW`[`Y]W`nY]h][
nk Y]bYi Y`Gd]Y`Yfž`i a`X]Y`nYbh`U`Y`Dcg]h]cb`bYi`ni`VYgYhnYb`"

8]Y`<UbXVU`"!6i bXYg`][U`[]`h`U`g`X]Y`ghÅf`_ghY`@[U`XYf`K`Y`hž`i bX
XYf`G7`8<Z?`@Y]dn][`a`i`gg`g]W`]b`Y]bYa`k`Yhh`VYk`YfVg]bhYbg]j`Yb
I`a`Z`X`VYk`Å`fYb`" ð`Y`h`h`Yf`NY]h][UV`Yg`j]Y`Y`gd`Ubb`Yb`XY
9bhk]W`_i b[Yb`"Gc`_cbbhY`XYf`G7`A`U[XYVi`f[`U`g`Ua`h]YfYb`XYf
7`Ua`d]cbg!@YU[i Y!G]Y[Yf`[`ÅbnYbž`k`Å`fYb`X`X]Y`:`ØW`gY`6Yf`]b
X]Y`9i`fcdYUb`@YU[i Y`[Yk`UbbYb`"i<G;`K`Yhn`Uf`j`YfdZ]W`h`Yh`
ni`XYa`A`Uh`U]Ug`C`h`U`g`bYi`Yb`5h`Yh]_!7cUW`i bX`k`]fX`g]W`i`a
XUg`; Ygi bX`Y]hga`UbU[Ya`Ybh`j`Yf`Yh`h`Yf`Gd]Y`Yf`_Øa`a`Yfb`"5i`W
X]Y`HfU]bYfk`YW`gY`]b`XYf`@[Už`k]Y`Yh`U`VY]`HJ`<Øh`Yb`VYf[`i`bX
XYf`J`YfdZ]W`hi`b[`j`cb`Gh`Y`ZUb`?b`Y`Y`fž`nY][Yb`X]Y`8`mb`Ua`_]ž`]b`XYf
g]W`X]Y`@[U`VYk`Y[h`"

ð`X]YgYb`i bfi`][Yb`NY]hYb`V`Y]Vh`ZØf`X]Y`:`Ubg`i bX`GhU`_Y`c`XYf
XYg`G7`8<Z?`@Y]dn][`X]Y`<c`ZZbi b[ž`XUgg`X]Y`f]W`h][Y
9bhgW`Y]Xi b[Yb`[Yhfc`ZZYb`k`YfXYbž`i a`X]Y`<YfUi`gZc`XYfi b[Yb`ni

a Y]ghYfb`i bX`Y]bY`YfZc`[fY]WXY`GU]gcb`Ubni ghfYVYb""8]Y
 9bhk]W_`i b[Yb`fi bX`i a `5bXf]`Fi bUfggcb`k YfXYb`]b`XYb
 _ca a YbXYb`HU[Yb`g]WXYf`]WXY`Y]b[Y\YbX`j YfZc`[hzi bX`j]Y`Y]WXYh
 Ubb`XYf`G7`8<Z?`VU`X`Y]bYb`5i gV`]W`Ui Z`d cg]h]j Y
 J YfÅbXYfi b[Yb`[YVYbž`k Å\fybX`Yf`[`Y]WXYnY]h][`X]Y`gdcfh]WXYb
 <YfUi gZcfXYfi b[Yb`Ubb]a a h"

: Øf`k Y]hYfZØ\fybXY` ðZcfa Uh]cbYb`ØVYf`5bXf]`Fi bUfggcb`_ØbbYb
 ðhYfYgg]YfhY` \]Yf`bUWXYgYb""5_hi Y`Y`9bhk]W_`i b[Yb`]b`XYf
 <UbXVU``!@[U`Z]bXYb`g]WXY`Ui WXY`Ui Z`gdcfhV]`X`XY`gck]Y`Ui Z`
 \UbXVU``!k cf`X`bYk g"

8YhU]`g	
C fh	@Y]dn][ž8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\UbXVU``!k cf`X`bYk g • k k k "gWXY`Z_!\UbXVU``"XY • gdcfhV]`X`V]`X`XY

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