

9]gd]fUhYb`]a`l a Vfi Wk .`B Yi Y`:``YI !
6 UbXYb`ZØf`7f]a a]hgWk Ui Yf`GhUX]cb`°

9fZU\fyb`G]Y`U`Yg`ØVYf`XYb`l a VUi`XYg`?i bghY]gghUX]cbg`]b
7f]a a]hgWk Ui žX]Y`9]gd]fUhYb`i bX`X]Y`U`hi Y`Y`@U[Y`]a
Gdcfh"



7f]a a]hgWk Ui ž`8 Yi hgWk`UbX`!`a`7f]a a]hgWk Ui Yf`GU\bdUf`
hi`h]g]Wk`Y]b][Yg.`8Yf`l a VUi`XYg`?i bghY]gghUX]cbg`j Yf`Ai Zh
d`Uba`À»][ži bX`X]Y`9]gd]fUhYb`XØfZYb`g]Wk`gWk`cb`VU`X`Ui ZbYi Yg
9]g`ZYi Yb``6YfY]hg`]a`_ca`a YbXYb`A`cbUh`k YfXYb`X]Y`Gd]Y`Yf
k]YXYf`Ui Z`X]Y`Zf]gWk`Yf[Yf]Wk`hYh`Y`:``ÀWk`Y`_ØbbYb``l bhYf`XYb
ZY]»][Yb`<Y`ZYfb`VY]a`l a VUi`]gh`Øf[`K`]ddY`ž`Y]b`) &!`À\f][Yf
@c`ZØ\fyf`Ui g`5`hYbVi f[ž`XYf`ZØf`X]Y`[i hY`GUWk`Y`gc [Uf
l`f`Ui VghU[Y`[YcdZYfh`U`h```Wk`V]b`gY]h`ØVYf`nk`Ubn][`>U\fyb`Y]b
hfYi Yf`:`Ub`XYf`9]gd]fUhYb`ž[YghY`h`K`]ddY`ž`k`À\fybX`Yf`Y]b`GhØW`
Ui g`XYa`b`Yi Yb`A`UhYf]U`VY[i hUWk`hYh`K`Ybb`gY]b`GWk`]Wk`hd`Ub`Yg
ni`Àgghž`]gh`Yf`fY[Y`a`À»][`VY]`XYb`<Y]a`gd]Y`Yb`XUVY]"

8cWk`b]Wk`h`U`Yg``Ai`Zi[`Ubn`[`U`h``8]Y`GhUXh`7f]a a]hgWk Ui`U`h`XYb

Bi hni b[gj YfhfU['a]h'XYb'9]gd]fUhYb'7f]a a]hgWkUi ; a V<
[Y_ØbX][hž'k Ug'X]Y': Ubg'i bX'J YfUbhk cfh]WkYb'j cf'[fc»Y
<YfUi gZcfXYfi b[Yb'ghY`h"; fi bX'g]bX'i bhYfgWk]YX`]WkY
5i ZUggi b[Yb'ØVYf'X]Y'j YfhfU[`]WkYb'J YfdZ]Wkhi b[Yb'VYnØ[`]Wk
XYf'bYi Yb': `YI!6UbXYb'i bX'XYf'@98!6Y'Yi Wkhi b["'K]Y'8Ub]Y'U
@Ub[Yž'X]Y'DfYggYgdFYWkYf]b'XYf'GhUXhž'Yf_`Àfhž'nY][h'X]Y
GhUXhj Yfk U`hi b[`YXcWk ; YgdfÀWk.gVYfY]hgWk UZh'i bX'gh'VYfY]hž
k Y]hYf'YgYb'ØVYf'X]Y'5b[Y'Y[Yb\Y]h'ni `X]g_i h]YfYb"'8]Y
?ØbX][i b[ž'X]Y'j]b'XYf'dc`h]gWk'hi fVi `YbhYb'NY]h'ZØf'6YghØfni b[
gc f[hž]gh'VYfY]hg'X]Y'nk Y]hY'j]bbYf\U`V'j cb'nk Y]'X\fyb"

?cbZ]_hY'i bX'; YgdfÀWkY

8Yf'?cbZ]_hYg_U`]YfhY'bUWk'Y]bYf'6YfUhi b['Ua`%'*"'X]bi Uf'&\$&)
nk]gWkYb'CVYfVØf[Yfa Y]ghYf'5bXfÅ`F Ud\UY`i bX'J YfhfYhYfb'XYf
9]gd]fUhYb"'<]YfVY]'k i fXY`_Ufž'XUgg'X]Y'GhUXh'7f]a a]hgWkUi `b]Wk h
VYfY]h]ghž'X]Y'?cghYb'ZØf'X]Y'Xf]b[YbX'VYbØh][hYb': `YI!6UbXYb
i bX'XUg'@98!@]Wkhi ni `ØVYfbY\`a Yb"'5i »YfXYa`k i fXY'Y]b
J cfgWk`U[`ni f'FYZ]bUbn]Yfi b[`Xi fWk`H]W_YhdFY]gYf\Ø\i b[Yb'j cb
XYb'9]gd]fUhYb'UV[Y`Y\bh"'5a`&\$"'X]bi Uf'&\$&) `Ài »YfhY'Øf[
6i gWka`Ubbž; YgWk`ÀZhgzØ\Yf'XYf'9]gd]fUhYb'ž'gY]bY'Gcf[Yb'j]b
Y]bYa`GWkFY]VYb'Ub'X]Y'GhUXhj YfhfYhYf"'9g'nY][h'g]Wkž'XUgg'X]Y
; YgdfÀWkY'i a`X]Y'5bZcfXYfi b[Yb'XYf'89@&ž'X]Y'gY]h'&\$%,
ghUhhZ]bXYbž`_Ui a`i: cfhgWk f]hhY'Yfn]Y`Yb`_cbbhYb"

8]Y'dc`h]gWkYb'8]g_i gg]cbYb'g]bX'U_h]j ž'i bX'Y]b][Y'A]h[`]YXYf'XYf
: fU_h]cbYb'g][bU`]g]YfYb'6YfY]hgWk UZh'ni f'@Øgi b[gZ]bXi b["'<Y]_c
; i a dfYWk hij cb'XYf'5Z8'i bX'78I !: fU_h]cbgj cfg]hnYbXYf'GhYd\Ub
H\Yi f]b[`Vf]b[Yb'J cfgWk`À[Y'ni f'8]g_i gg]cbž'XUfi bhYf'Y]bY
H]W_YhdFY]gYf\Ø\i b[`i a`&ž) \$`"

Gdcfh'U`g`k]Wk h][Yf'6YghUbXhY]'`XYf ; Ya Y]bgWk UZh

9]b'H\Ya`Už'XUg'ja`<]bhYf[fi bX'ja`a Yf'a]hgWk k]b[hž]gh'X]Y
6YXYi hi b[`XYg'Gdcfhg'ZØf'j]Y`Y'A YbgWkYb"'@Ui h'XYa`8Yi hgWkYb
Gh`XhYhU[`g]bX'?ca`a i bYb'X]Y'[fØ»hYb': ØfXYfYf'XYg'Gdcfhg'i bX

hfU[Yb`fi bX`, \$`DfcnYbh`XYf`ÖZZYbh`]WYb`; YgUa hUi g[UVYb`XUni
 VY]"`A cXYfbY`i bX`a i `h]Zi b_h]cbU`Y`GdcfhUb`U[Yb`g]bX
 YbhgWY]XYbX`ZØf`X]Y`5hhfU_hj]]hÅh`Y]bYf`GhUXh`i bX`Yf\`Ö\Yb`X]Y
 @VYbgei U`]hÅh`]fYf`6Yk c`bYf`"8Yf`6YXUfZ`Ub`Y]bYa` [i h
 Ui g[YghUhhYhYb`Dfc[fUa a`ZØf`GdcfhghÅhhYb`]gh`i bVYghfY]hVUfž
 XYbb`X]Y`gdcfh`]WYb`5_hj]]hÅhYb`Z]bXYb`ni bY\`a YbX`]a
 ÖZZYbh`]WYb`FUi a`ghUhh"

8]Y`9]gd]fUhYb`7f]a a]hgWUUi`g]bX`b]W`h`bi`f`Y]b`gdcfh`]WYg`HYUa ž
 gcbXYfb`Ui W`Y]b`@Yi W`hhi fa`ZØf`X]Y`FY[]cb`"Hfchn`XYf
 GWk]Yf][_Y]hYb`V`Y]VYb`g]Y`[YgdfÅW`gVYfY]h`i bX`d`UbYb`k Y]hYfY
 ; YgdfÅW`Y`a]h`Gdc`b`gc`fYbž`Dc`]h]_Yfb`i bX`: Ubgž`i a`[Ya`Y]bgUa
 Y]bY`@Øgi b[`ni`Z]bXYb`"9]b`UXi b[Yb`ni`X]YgYb`; YgdfÅW`Yb
 k YfXYb`]b`bU\Yf`Ni`_i bZhj`YfgYbXYh`"8]Y`<cZbi b[`]ghž`XUgg`U`Y
 6YhY`]hYb`Y]b`[i hYg`<ÅbXWYb`nY][Yb`i bX`Y]bY`9]b][i b[
 Yfn]Y`Yb`_ØbbYbž`XYbb`X]Y`i b hYfghØhni b[`ZØf`X]YgYb
 GdcfhghUbXcfh]gh`YbhgWY]XYbX`ZØf`X]Y`Ni`_i bZh`XYg`9]g\`cW`_Ymg`]b
 7f]a a]hgWUUi`"

8YhU]`g	
Cfh	7f]a a]hgWUUi ž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "ZfY]YdfYggY"XY • k k k "Y]gd]fUhYb! Wf]a a]hgWUUi "XY • k k k "ghUYXhYhU["XY

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