

G\`ca c':]b_Y`ghY]b`bUW\`bYi b`A cbUhYb
< UZh. `K Ug`d`Ubh`XYf`6`c [[Yf`^Yhnh3

G\`ca c':]b_Y`ghY]bž`dc`h]gW\Yf'; YZUb [YbYfž`gdf]W\h`ØVYf
gY]bY`< UZhY]h"9fZU\fyb`G]Y`a Y\`f`ØVYf`J Yf\UZh b [`i bX
A Y]bi b [gZfY]\Y]h"



: fUb_Zi fh#C XYfž`8Yi hgW\`UbX`!`G\`ca c':]b_Y`ghY]bž`Y]b
i a ghf]hhYbYf`6`c [[Yfž`k i fXY`j cf`?i fnYa `Ui g`gY]bYf
bYi ba cbUh][Yb`< UZh`Ybh`UggYb"':]b_Y`ghY]b`k Uf`ja `5i [i gh`&\$&(
Ui ZcZYbYf`GhfU»Y`]b': fUb_Zi fh#C XYf`ZYgh[Ybca a Yb`k cfXYb"8]Y
: YghbU\`a Y`YfZc`[hY`ja `F U\`a Yb`XYf`J c`ghfYW`i b [`Y]bYf
fYW\hg_f`ÄZh][Yb': fY]\Y]hgghfUZY`Ui Z[fi bX`Y]bYg`l fhY]`g`XYg
5a hg[Yf]W\hg`?`Ö`b`j ca `%"`8YnYa VYf`&\$&\$ž`XUg`Y]bYb
6Yk Ä\fi b [gk]XYffi Zni f': c`[Y`UhhY"8Yf"; fi bX`ZØf`XYb`K]XYffi Z
k Ufž`XUgg':]b_Y`ghY]b`nk Y]j cb`XfY]`6Yk Ä\fi b [gUi ZU[Yb`b]W\h
Y]b [Y\U`hYb`\UhhYž`XUfi bhYf`X]Y`Zf]gh[YfYW\hY`NU\`i b [`Y]bYf
; Y`XghfUZY`j cb`*`\$\$`9i fc`i bX`X]Y`9]b\U`hi b [`gY]bYg`K c\bg]hnYg"
BUW\`5b [UVYb`XYg`æi fbU`]ghYb`6cf]g]j cb`A cf[YbghYfb`_UbbhY`Yf
VY]gd]Y`gk Y]gY`gY]bY`Dcgh`Ui Z[fi bX`ZUa]]ÄfYf`l a gh`ÄbXY`b]W\h

ni j Yf`Ägg][i bX`nU\`hY`X]Y`GhfUZY`YfghbUW\`XYa`K]XYffi Z`gY]bYf
6Yk Ä\fi b["

:]b_Y`ghY]b`gU\`g]W\`k Ä\`fYbX`gY]bYf`<UZhnY]h`?cbZfcbhUh]cbYb`a]h
XYa`JYfZUggi b[ggW\i hn`[Y[YbØVYfž`XYf`j Yfgi W\hYž`]\b`U`g
Gd]hnY`ni`fY`_fi`h]YfYb`"8]YgY`JYfgi W\Y`\Uh`Yf`YXcW\`UV[Y`Y\`bh`
GY]bY`9f`YVb]ggY`]a` ; YZÄb[b]g`d`Ubh`XYf`6`c[[Yfž`]b`Y]bYa
DcXWUgh`a]h`XYa`H]hY` <cb][k UVY`ni`Yf`Äi`hYfbž`XYf`Ua
GcbbhU[`DfYa]YfY`ZY]Yfb`gc`""Ni XYa`]gh`Y]b`hYfj]Yk`a]h`XYa
A U[Un]b`7CA D57H`]b`D`Ubi b[ž`]b`XYa`Yf`8YhU]`g`gY]bYf
9fZU\fi b[Yb`gW\`]XYfb`k]fX`"9]b`YfghYg`GhUhYa`Ybh`j`cb` :]b_Y`ghY]b
]gh`VYfY]hg`Ui`Z`XYa`HY`Y[fUa`!`?`UbU`j`cb`7CA D57H`j`YfÖZZYbh`]W\h
k`cfXYb"

8 Yf`fYW\h`]W\Y`?`cbhYI`h`i`bX
[YgY`gW\UZh`]W\Y`8]g`_i`gg]cb

8]Y`JYf\`UZh`i`b[` :]b_Y`ghY]bg`k]fZ`h`j]Y`Y` : fU[Yb`ni`f
A Y]bi`b[gZfY]\`Y]h`]b`8Yi`hgW\`UbX`Ui`Z`h`Y]bYf`U`_hi`Y`Yb
5`Yb`gVUW\!Ghi`X]Y`[YVYb`(`(`i`XYf`6YZfU[hYb`Ubž`XUgg`g]Y
[`Ui`VYbž`\`fY`dc`]h]gW\Y`A`Y]bi`b[`]b]W\h`ZfY]`Äi`»Yfb`ni`_`ÖbbYb`
Y]b`5bgh]Y[`j`cb`& , i`gY]h`%-`-\$`"8]YgYg` ; YZØ\`_`ÖbbhY`Xi`fW\
X][]hU`Y`D\`Äbca`YbY`k]Y` : U`_Y`BYk`gž`<Ugg`_ca`a`YbhUfY`i`bX`X]Y
U`[Ya`Y]bY`GYbg]V`]hÄh`[Y[YbØVYf`VY`Y]X][YbXYb`Y`i`»Yfi`b[Yb
j`Yfgh`Ä`_h`k`YfXYb`"5fh]_Y`)`X`Yg` ; fi`bX[YgYhnYg`[UfUbh]Yfh`X]Y
A`Y]bi`b[gZfY]\`Y]hž`XcW\`Yg`[]Vh`]a`a`Yf`a`Y\`f`J`YfZU\`fYb`[Y[Yb
Y`i`»Yfi`b[Ybž`X]Y`U`g`VY`Y]X][YbX`[Y`hYb`"8]Yg`ZØ\`fh`ni`Y]bYf
9]bgW\`fÄb`_i`b[`]b`XYf`ÖZZYbh`]W\Yb`8]g`_i`gg]cb"

Dc`]h]gW\Y`Y`i`»Yfi`b[Ybž`X]Y`U`g`i`bUb[Ya`YggYb`c`XYf`VY`Y]X][YbX
YfUW\hYh`k`YfXYbž`gW\`U[Yb`K`Y`Yb`i`bX`fYgi`h]YfYb`\`Äi`Z][`]b
GhfUZUbny][Yb`" ?`f]h]_Yfž`k]Y`i`"G"!J]nYdfÄg]XYbh`i`>8`"J`UbW\ž`\UVYb
Ui`Z`XYf`A`ØbW\`bYf`G]W\Yf\`Y]hg`_cb`ZfYbn`XYb`J`Yf`i`gh
[Ya`Y]bgUa`Yf`K`YfhYž`]bgVYgcbXYfY`XYf`A`Y]bi`b[gZfY]\`Y]hž
Ub[YdfUb[Yfh`h`h`Y]bYa`?`]a`Už`]b`XYa`GY`VghnYbgi`f`i`bX
8]g`_i`fg`i`b`YfUV`]hÄh`ni`bY\`a`Ybž`k]fX`X]Y` : Ä\][_Y]h`ni`f`ZfY]Yb
A`Y]bi`b[gÄi`»Yfi`b[`ghYhg`\`YfUi`g[YZcfXYfh`

8 Ug'GW]W_gU`j cb'G\`ca c':]b_Y`ghY]b'i bX`X]Y'I a ghÅbXY`gY]bYf
ghfUZfYW.h]WYb`J Yfi fhY]i b[`g]bX`HY]`Y]bYf`[fÒ» YfYb`8 YVUhhY
ØVYf`X]Y` ; fYbnYb`XYf`A Y]bi b[gZfY`\Y]h]b`8 Yi hgW`UbX" `9g`]gh`Y]b
_ca d`YI Yg`H\Ya Už`XUg`X]Y` : fU[Y`Ui Zk]fZh`k]Y`j]Y` : fY]\Y]h`k]f
[Yk Å\`fYb`_ÖbbYb`i bX`gc`hYbž`k Å\`fYbX`k]f`[`Y]W`nY]h][`X]Y
[YgY`gW`UZh]W`Y`? cYI]ghYbn`ZÖfXYfb"

8 YhU]`g	
J c fZU``	J Yf\UZhi b[
I fgUWXY	A]ggUW`hi b[`j cb`6Yk Å\`fi b[gUi ZU[Ybž J c`_gj Yf\Yhni b[ž`6YgW]a dZi b[`j cb 6Y_Ybhb]ggYb`i bX F Y`][]cbg[Ya Y]bgW`UZhYb
C fh	: fUb_Zi fh#C XYfž`8 Yi hgW`UbX
: YghbU\`a Yb	%
GW`UXYb`]b`	* \$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "W`a dUW`!cb`]bY"XY • k k k "ZfY]`]W`!a U[Un]b"W`a • k k k "XYi hgW`UbXZi b_"XY

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