

NY`U!A Y\`]g`ghY\`h j c f`9b hgW\`Y]Xi b [.
GUb]Yfi b [`cXYf`5Vf]gg`XYf`Hc]`YhhY 3

NY`U!A Y\`]g`X]g_i h]Yfh`ØVYf`X]Y`GUb]Yfi b [`cXYf`5Vf]gg`Y]bYf
ghUf`_j YfgW\`]ggYbYb`ÒZZYbh]W\`Yb`Hc]`YhhY`Ua`F Uh\`Ui`g`
5_hi`Y`Y`bZcfa`Uh]cbYb"



NY`U!A Y\`]gž`8Yi hgW\`UbX`!`b`XYf`GhUXh`NY`U!A Y\`]g`k`]fX
U_hi`Y`ØVYf`X]Y`Ni`_i`bZh`Y]bYf`ÒZZYbh]W\`Yb`Hc]`YhhY`Ua`F Uh\`Ui`g`
X]g_i h]Yfh`8]Y`ni`ghÅbX][`Yb`GhUXhfÅhY`g]bX`g]W\`Y]b][`9g`VYghY\`h
Xf]b[`YbXYf`<`UbX`i`b[`gVYXUfZ`8Yf`Ni`ghUbX`XYf`Hc]`YhhYbUb`U[`Y
]ghi`bni`Zf]YXYbghY`YbX`>XY`9W_Y`nYi`[`hj`cb`Y]bYa`c\`Yb`A`U»
Ub`5Vbi`hni`b[`ž`X]Y`<`U`hYfi`b[`Yb`g]bX`VYgW\`ÅX][`hi`bX`X]Y`[`YgUa`hY
9]b]W\`hi`b[`\]bhYf`Åggh`Y]bYb`k`Yb][`Y]b`UXYbXYb`9]bXfi`W_`8]Y
:`fU[`Yž`X]Y`g]W\`bi`b`ghY`hž`]ghž`cV`X]Y`Hc]`YhhY`gUb]Yfh`k`YfXYb`gc`
cXYf`cV`Y]b`5Vf]gg`X]Y`VYggYfY`@Øgi`b[`k`ÅfY`GW\`cb`Yhnh`k`]fX`Yg
U`g`bc`hk`YbX][`YfUW\`hYhž`Y]b`nYbhfU`Yg`gh]`Yg`²`fhW\`Yb`ZØf`6Øf[`Yf
i`bX`6Ygi`W\`Yf`ni`gW\`UZZYbž`i`a`XYb`5bgdfØW\`Yb`i`bX`XYf
5hhfU`_hj`]hÅh`XYf`GhUXh`F`YW\`bi`b[`ni`hfU[`Yb`>`b`GØXh\`Øf]b[`Yb
VYf]W\`hYhž`XUgg`X]YgY`8]g_i`gg]cb`j`cb`XYf`GhUXh]`Yfk`U`hi`b[`gY\`f`

Yfbgh[Ybca a Yb`k]fX"

8]Y`GhUXhj Yfk U`hi b[`j cb`NY`U!A Y\`]g`hfA[h`J YfUbhk cfhi b[`ZØf
nU\`fY]WXY`9]bf]W`hi b[Yb`i bX`8]Ybgh`Y]ghi b[Ybž`X]Y`XYb`6Øf[Yfb
ni [i hY`_ca a Yb``8]Y` ; Ya Y]bXY`\Uh`Y]bY`fY]WXY` ; YgW`]W`hYž`X]Y
V]g`]bg`%` " `đ\`f\`i bXYfh`ni fØW`_fY]W`h``8]Yg`gd]Y[Y`h`g]W`Ui W`]a
GhUXhk UddYb`k]XYfž`XUg`Y]bYb`[Yj]YfhYb`GW`]`X`a]h`Gma Vc`Yb
hfUX]h]cbY`Y`f` ; Yk YfVY`i bX`GW`i hn\`Y]][Yb`nY][h``i bhYfghØmh`k]fX
X]Y`GhUXh`Xi fW`Y]bY`J]Y`nU\`U`b`5b[YVchYb.`BYVYb`?i`hi`f!`i bX
: fY]nY]hY]bf]W`hi b[Yb`k]Y`XYf`GhUXhV]V`]ch\`Y`ž`XYa
GhUXha i gYi a`i bX`XYa`HYW`b]gW`Yb`A i gYi a` ; YgYb`_gW`a]YXY
[]Vh`Yg`Ui W`nU\`fY]WXY` : fY]nY]ha Ø[`]W`_Y]hYbž`XUfi bhYf
A Y\`f`nk YW`\`U`Yb`i bX` : fY]V\`XYf`"A Y]b]b[Yb&(`\`YVh`X]Y`J]Y`ZU`h
X]YgYf`5b[YVchY`\`Yfj`cf"

Dc`]h]gW`Yg`NYbhfi a`i bX
6Øf[YfYb[U[Ya Ybh

8 Ug`F Uh\`Ui g`j cb`NY`U!A Y\`]g`ghY`h`XUg`dc`]h]gW`Y`< Yfn`XYf`GhUXh
XUf``<]Yf`g]bX`k]W`h][Y`Y`a`hYf`k]Y`XUg`9]bk`c\`bYfa`Y`XYUa`hž
GhUbXYgUa`hi bX` : i bXVØfc`i bhYf[YVfUW`h``8]Y`GhUXhj Yfk U`hi b[
]gh`U`_h]j`]b`XYf`Dc`]h]_ž`cf[Ub]g]Yfh`GhUXhfUhg]hni b[Yb`i bX
Yfa Ø[`]W`h`Yg`XYb`6Øf[Yfbž`g]W`ni`]bZcfa]YfYb`i bX`U`_h]j
hY]`ni bY\`a`Yb``8]Y`fY[Y`a`À»][Y`J`YfØZZYbh]W`i b[`j cb`Ua`h`]W`Yb
6Y`_Ubbha`UW`i b[Yb`i bX`U`_hi`Y`Ya` ; YgW`Y\`Yb`ØVYf`XYb
GhUXhUbnY][Yf`i bX`XUg`5a`hgV`Uh`\`U`hYb`X]Y`9]bk`c\`bYf`ghYhg`Ui`Z
XYa`@Ui`ZYbXYb"

5VYf`XUg`]gh`b]W`h`U`Yg.`NY`U!A Y\`]g`]gh`Ui`W`Y]b`VY`]YVhYg
Hci`f]ghYbn]Y`ž`XUg`a`]hj`YfgW`]YXYbYb`J`YfUbg`hU`hi b[Yb`i bX
GY\`Ybgk`ØfX][`_Y]hYb`Ui`Zk`UfhYh``J`cb` : fY]nY]hUb[YVchYb`k]Y`XYa
?]bc`i bX`XYa`A`YYfYgUei`Uf]i`a`V]g`\]b`ni`6]`Xi b[gY]bf]W`hi b[Yb
i bX`GYb]cfYbY]bf]W`hi b[Yb`i`X]Y`GhUXhj Yfk U`hi b[`V]YhYh`Y]b
VfY]hYg`@Y]ghi b[ggdY`_hfi`a`ZØf`U`Y`5`hYfg[fi`ddYb"

9]b`C`fh`ZØf`\`]ghc`f]gW`Y`9f`_i`bXi`b[Yb

9]b`VYgcbXYfYg`5i [Yba Yf`_j YfX]Ybh`XUg`GhUXhUfW]j `NY``U!
 A Y\`]g"8]YgYg`VYk U\fh`VYXYi hYbXY`[YbYU`c[]gWXY`E i Y``Yb`k]Y
 DYfgcbYbghUbXgi bhYf`U[Yb`gY]h%, +*`i bX`V]YhYh`nU\`fY]WXY
 ðZcfa Uh]cbYb`ZØf`F YWXYfWXYb"8]Y`5_hYb`U[Yž`X]Y`V]g`]bg%, "
 ð\`f\i bXYfh`ni fØW`fY]WYhž`]gh`ZØf`j]Y`Y`6Øf[Yf`j cb`ðhYfYggYž`XU
 g]Y`9]bV`]W_Y`]b`X]Y`; YgW]WYhY`]\fYf`J cfZU\`fYb`[]Vh" **NY``U!**
A Y\`]g"XY`]ghYh`Ui Zž`k Y`WXY`ðZcfa Uh]cbYb`]\Yf`ni`Z]bXYb`g]bX
 i bX`k]Y`6Øf[Yf`5_hYbY]bg]WYh`VYUbhfU[Yb`_ØbbYb"

ðg[YgUa h`nY][h`NY``U!A Y\`]gž`XUgg`Yg`Y]bY`GHUXh`a]h`Y]bYa
 `YVYbX][Yb`_i`hi`fY``Yb`5b[YVch`i bX`Y]bYf`Yb[U[]YfhYb
 6Øf[YfgW`UZh`]gh"8]Y`8]g`_i`gg]cb`i a`X]Y`ØZYb`h]WXY`Hc`]YhY`Ua
 FUh\`Ui`g`]gh`bi`f`Y]b`_Y]bYf`HY`]`XYf`j]Y`Yb`H\`Ya Ybž`X]Y`X]Y
 GhUXhj`Yfk`U`hi`b[`VYgW`ÅZh][Yb"9g`V`Y]Vh`UVni`k`UfhYbž`k`Y`WXY
 9bhgWXY]Xi`b[Yb`[Yhfc`ZZYb`k`YfXYbž`i`a`X]Y`GhUXh`ZØf`X]Y`Ni`_i`bZh
 UhhfU`_h]j`ni`[YghU`hYb"

8YhU]`g	
C fh	NY``U!A Y\`]gž`8Yi hgWY`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "]bgi YXh\`i Yf]b[Yb"XY • k k k "a Y]b]b[Yb&("XY • nY``U!a Y\`]g"XY

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