

9I bYf'ØVYfb]a a h.'K Ug'VYXYi hYh'X]Y
5Vk U\`'GWX i VYfhg'ZØf'Dc hgXUa 3

6i f_\UfX'9I bYf'k]fX'bYi Yf'CVYfVØf[Yfa Y]ghYf'j cb
DchgXUa `bUWX'XYf'5Vk U\`'j cb'A]_Y'GWX i VYfh"
<YfUi gZcfXYfi b[Yb'i bX'dc`h]gWXY'GdY_i `Uh]cbYb'dfÅ[Yb
X]Y'5a hgØVYf[UVY"



DchgXUa ž'8Yi hgWX`UbX'!`5a`%'`† b]`&\$&) `Uh'6i f_\UfX'9I bYf
fGD8Ł'cZZ]n]Y``X]Y'5a hg[YgWX`ZhY'XYg'UV[Yk`Å`hYb
C VYfVØf[Yfa Y]ghYfg'A]_Y'GWX i VYfh'fGD8Ł'ØVYfbca a Yb" `† b]`&\$&)
ZØf'X]Y'GhUXh'hi fVi `YbhYb'NY]h'k]fX'9I bYfž'XYf'Ui WX'U`g
:]bUbnVY][YcfXbYhYf'hÅh][`]ghž'X]Y ; YgWX]W_Y'DchgXUa g'ZØf'ØVYf
ZØbZA cbUhY`Yb_Yb" 'A]_Y'GWX i VYfhž'XYf'U`g'Zf]gWXY'?fUZh'ib'X]Y
Dc`h]_`hfUhž'k i fXY'jb'Y]bYa `5Vk U\`'j YfZU\`fYb'UV[YgYhnhž'XUg'Ui g
XYf'i bni Zf]YXYb\Y]h'a]h'gY]bYf'5a hgZØ\fi b[`fYgi `h]YfhY" `9f'ghUbX
gY]h'ØVYf'Y]bYa `† b]`&\$&)'i bhYf'8fi W_ž]bgVYgcbXYfY'k Y[Yb'XYf
i a ghf]hhYbYb'J Yf[UVY`_cgYb`cgYf'J †!H]W_Yhg'ZØf
Gdcfhj YfUbghU`hi b[Yb"

6Y]XYf'5Vk U\`gh]a a hYb`' *"&&, `K Å\`Yf'ZØf'X]Y`5VgYhni b[
GWxi VYfhgž'k Å\fybX`bi f`X]Y`<Å`ZhY`X]YgYf'5bnU\`ZØf'gY]bYb
JYfV`Y]V`j`ch]YfhY" <]ghcf]gW\`VYhfUW\hYh]gh`X]Y`5Vk U\`j`cb
6Øf[Yfa Y]ghYfb`]b`6fUbXYbVi f[`_Y]b`gY`hYbYg`D\`Åbca`Ybž'i`bX
DchgXUa`V`]XYh`\]YfVY]`_Y]bY`5i`gbU\`a`Y"6YfY]hg`]a``&f`&\$&'
a`i`gghYb`XfY]`6Øf[Yfa Y]ghYf`]b`XYf`F`Y[]cb`]\fY`ÿ`a`hYf`j`Yf`UggYb"

8]Y`<YfUi`gZcfXYfi`b[Yb`XYg`bYi`Yb CVYfVØf[Yfa Y]ghYfg

6i`f`_\`UfX`9i`bYfž`XYf`*`+`&f`Y`U`h`]gh`i`bX`Y]bY`↑`f]gh]gW\Y
5i`gV]`Xi`b[`j`cfk`Y]gYb`_`Ubbž`k`]fX`g]W\`b]W\h`bi`f`a`]h`XYf
Zcfhk`Å\fybXYb`i`bfi` \Y`]b`XYf`GhUXhj`Yfk`U`hi`b[
Ui`gY]bUbXYfgYmYb`a`ØggYbž`gcbXYfb`Ui`W\`a`]h`i`fU[Yb`XYf
@cmU`]hÅh`]bbYf\U`V`XYf`GD8"8]YgY`ghY`h`]b`DchgXUa`i`bhYf`Y]bYa
[Yk`U`h][Yb`8fi`W_ž`k`]Y`Ui`W\`X]Y`5VgU[Yb`dfca`]bYbhYf
DUfhY]_c`Y[Ybž`XUfi`bhYf`?`i`hi`fa`]b]ghYf]b`A`Ub`U`GW`Ø`Y`i`bX`9i`!
6i`bXYgVUi`a`]b]ghYf]b`?`UfU`;`Ymk`]hnž`nY][Yb" ;`YfØW`hY`ØVYf
dchYbn]Y`Y`B`UW\Zc`[Yf`ZØf`X]Y`VY]`c`fghY`YbXYb`C`6!K`U\`Yb`]a
<YfVghž`k`]Y`XYb`K`]fhgW\UZhga`]b]ghYf`8`Ub]Y`?`Y`Yfž`a`UW\Yb`X]Y
F`i`bXY"

9i`bYf`VYhcbhž`XUgg`Yf`XYf`GhUXh`i`b]W\hg`ØVYfghØ`dYb`i`a`ØW`hY
i`bX`ghY`h`gca`]h`j`cf`XYf`<YfUi`gZcfXYfi`b[ž`GhUV]`]hÅh`]b`X]Y
JYfk`U`hi`b[`ni`Vf]b[Yb`i`bX`X]Y`6Yn]Y\i`b[Yb`ni`f
GhUXhj`YfcfXbYhYbj`YfgUa`a`i`b[`ni`ghÅf`_Yb"9]bY`F`ØW`_Y`f`ni
XYb`j`cf`Yf][Yb`GhfUHY[]Yb`]b`XYf`K`Åfa`Yk`YbXY`ghY`h`YVYbZU`g
ni`f`8]g_i`gg]cb"

8Yf`K`Å\`Yfdfc`nYgg`i`bX`X]Y 5Vk`U\`j`YfZU`fYb

8]Y`5Vk`U\`GWxi`VYfhg`_Ua`i`b]W\h`c`\bY`?`cbhfcj`YfgYb"5a
K`U\`UVYbX`k`i`fXYb`ni`bÅW\gh`ZY`\`Yf\UZhY`9f[YVb]ggY
j`YfØZYbh]W\hž`X]Y`XUbb`gW\`bY`_`cff][]Yfh`k`i`fXYb"K`U\`Y]hYf
GhYZUb`Hc`_gXcfZ`ghY`hY`_`Ufž`XUgg`X]Y`i`Y\`Yf`VY]`XYf
,`VYfa`]hhi`b[`XYf`Gh]a`a`Yb`Xi`fW\`K`U\`Y`ZYf`Yb`hghUbXYb`i`bX`VY]

XYf'D`Ui g]V`])hÅhgdfØZ b[`Ui Z[YZU``Yb`g]bX"8]Yg\UVY`YXcW
 b]W hg'a]hi bgUi VYfYf'5fVY]h'ni `hi bž'gcbXYfb`nY][Y`X]Y`9Z]n]Ybn
 XYg'?cbhfc``dfcnYggYg"

≠b`6fUbXYbVi f[`_ÖbbYb`6Øf[Yf`Y]b`6Øf[YfVY[Y\fyb`ni f`5Vk U\`
 Y]bYg`6Øf[Yfa Y]ghYfg`]b]h]]YfYbž`k Ug`]b`UbXYfYb`6i bXYg`ÅbXYfb
 b]W h`ja a Yf`a Ò[`]W `]gh"8]Y` ; fØbXY`ZØf`gc`WY`5Vk U\`Yb`g]bX
 j]Y`ZÀ`h][ž`cZh`UbXY`h`Yg`g]W `i a ` : Ø\fi b[ggh]`Yž`X]Y`b]W h`XYb
 9fk Ufhi b[Yb`XYf`K Å\`Yf`Yb`hgdfYW`Yb" `Dc`]h]_k]ggYbgW`UZh`Yf
 DYhYf`i `f]W `k Y]gh`XUfUi Z\]bž`XUgg`X]Y`5bZcfXYfi b[Yb`Ub
 ?ca a i bYb`ghYh][`k UW`gYbž`k Ug`ni gÅh`]WY`<YfUi gZcfXYfi b[Yb
 ZØf`<Ui dhUa h]W`Y`6Øf[Yfa Y]ghYf`a]h`g]W `Vf]b[h"

8]Y`VYj cfghY\YbXYb`A cbUhY`k YfXYb`YbhgW`Y]XYbX`ZØf`9! bYf`i bX
 X]Y`Ni _i bZh`XYf`GD8`]b`DchgXUa `gY]b"6Y]`XYf`UbghY\YbXYb`C 6!
 K U\`ja `<YfVgh`_ÖbbhY`X]Y`GhUXhij cf`Y]bYa `K YbXYdi b_h`ghY\Yb"

8YhU]`g	
J cfZU``	5Vk U\`
I fgUW`Y	8fi W_ž`?f]h]_
C fh	DchgXUa ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "hU[Yggd]Y[Y``XY • k k k "fVV&("XY

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