

6]Uh\`c b!GhUf`7\ f]gh]UbgYb. `B UW\ `Ghi fn
a]h`XYa `F UX `VYfY]h`ZØf`XUg`7ca YVUW_`

Bcfk Y[]gWXYf`6]Uh\`Yh`J Yh`Y`G`UghUX`7\ f]gh]UbgYb`ghØfnh
VY]a `A ci bhU]bV]_]b[ž`Yf`Y]XYh`h]YZY`K i bXYb`i bX`d`Ubh
FØW__Y\ f`ni a `HfU]b]b["



Bcfk Y[Yb`!`8Yf`bcfk Y[]gWXY`6]Uh\`Yh`J Yh`Y`G`UghUX
7\ f]gh]UbgYb`\Uh_Øfn`]W\`gW\k YfY`J Yf`Yhni b[Yb`VY]`Y]bYa
: U\ffUXi bZU``Yf`]hYb``8Yf`J cfZU``YfY][bYhY`g]W\`k Å\ fYbX`Y]bYf
A ci bhU]bV]_Y!Hci f`]b`Bcfk Y[Ybž`U`g`7\ f]gh]UbgYb`X]Y`; f]d!
9][YbgW\UZhYb`bYi Yf`F Y]Zyb`hYghYb`k c``hY``#`Y]bYf`?`i fj`Y`j Yf`cf
Yf`X]Y`?cbhfc``Y`ØVYf`gY]b`A ci bhU]bV]_Y`i bX`ghØfnhY``8UVY]`nc[
Yf`g]W\`h]YZY`K i bXYb`Ua `9``Vc[Yb`i bX`Y]bY`ghY]ZY`<ØZhY`ni ž`k]Y
Yf`]b`gY]bYf`#ghU[fUa`!Ghcfmia`h]Y]bYa`6]`X`gY]bYg`j Yf`YhnhYb
l bhYfUfa`g`Xc`_i a Ybh]YfhY``Hfchn`X]YgYf`J Yf`Yhni b[Yb`d`Ubh`XYf
5h\`Yhž`g]W\`]b`XYb`_ca a YbXYb`HU[Yb`YfbYi h`Ui Zg`A ci bhU]bV]_Y
ni`k U[Ybž`i a`g]W\`Ui Z`X]Y`_ca a YbXY`6]Uh\`cb!GU]gcb
j`cfni VYfY]hYb"

7\ f]gh]UbgYb` \ UhhY`]b`XYf`YhnhYb`GU]gcb`Y]bY`YbhhAi` gWXYbXY
6]`Ubn"BUW`Y]bYa`FYbbYb`]b`Fi` \dc`X]b[`k`i`fXY`Yf`j`ca
bcfk`Y[]gWXYb`K`Y`hW`d!`?UXYf`]b`XYb`=6l`!7i`d`j`YfgYhnh`6Y]`XYf
K`Y`ha`Y]ghYfgW`UZh`]b`@YbnYf\Y]XY`k`Uf`Yf`YX][` `]W`U`g`FYgYfj`]gh
hAh][`"8YbbcW`_`cbbhY`Yf`VY]`XYf`9i`fcdUa`Y]ghYfgW`UZh`]b`A`UfhY`
Y]bYb`G]`VYfa`YXU]`Y`]a`Gdf]bh`gck`]Y` ;`c`X`a`]h`XYf`GhUZZY`
[Yk`]bbYb`"8]YgY`9fZc`[`Y`_`cbbhYb`Y`XcW`b]W`h`Ui`gfY]WXYb`zi`a
]b`]b`XYb`K`Y`hW`d`ni`f0W`ni` \c`Yb`zi`bX`gc`k`Uf`Yf`VY]a`j`cf`YhnhYb
K`Y`hh`Ua`dZ`XYf`GU]gcb`]b`Dc`_`^`_`U`b]W`h`]a`bcfk`Y[]gWXYb
5i`Z[`YVch`"

J`cfVYfY]hi`b[`Ui`Z`X]Y`b`AW`ghY`GU]gcb`

C`V`k`c` \` `7\ f]gh]UbgYb`]b`XYf`YhnhYb`GU]gcb`b]W`h`X]Y`[`Yk`0bgW`hYb
9f[`YVb]ggY`Yfn]Y`Yb`_`cbbhY`z`V`Y]Vh`gY]b`N]Y`_`Uf.`9f`a`0W`hY`g]W`
]b`XYf`_`ca`a`YbXYb`6]Uh` \`cb!GU]gcb`k`]YXYf`]b`XYf`K`Y`hgd]hnY
YhUV`YfYb`"8]Y`J`cfVYfY]hi`b[`Ui`Z`X]YgY`GU]gcb`]gh`VYfY]hg`]b
j`c`Ya` ;`Ub[`Y`zi`bX`XYf`I`bZ`k`]fX`]\b`k`U`fgW`Y]b`]W`b]W`h`j`cb
gY]bYa`J`cf`UVYb`UV`U`hYb`"

9]b`6`]W`_`Ui`Z`X]Y`<`YfUi`gZcfXYfi`b[`Yb`]a`6]Uh` \`cb`nY][`h`z`XUgg
J`Yf`Yhni`b[`Yb`k`A`fYbX`XYg`HfU]b]b[`g`b]W`h`i`b[`Yk`0`b`]W`g]bX`
K`A`fYbX`U`_`i`hY`J`Yf`Yhni`b[`Yb`]b`X]YgYf`GdcfhUfh]a`J`Yf[`Y]W`ni
UbXYfYb`8]gn]d`]bYb`gY`hYb`Ui`Zh`fYhYb`z`g]bX`g]Y`z`k`]Y`XYf`J`cfZU`a`]h
7\ f]gh]UbgYb`nY][`h`z`b]W`h`Ui`gni`gW` \`Y]»`Yb`"8`f`"U`b`K`0ghYbZY`X`i`bX
DfcZ`6YfbX`K`c`Zufh`z`9l`dYfhYb`]a`6YfY]W`Gdcfha`YX]n]b`z` \`UVYb
]b`Y]bYa` ;`CHG!BYk`g`YhYf`VYhc`b`h`z`XUgg`X]Y`J`Yf`Yhni`b[`gf]g]_`Yb
]a`6]Uh` \`cb`z`]bgVYgcbXYfY`Ui`Z[`fi`bX`XYf` \`c` \`Yb
HfU]b]b[`gVY`Ughi`b[`Yb`fV]g`ni`" ` \$`Ghi`bXYb`dfc`K`cW`Y`z`b]W`h`ni
i`bhYfgW`A`hYb`g]bX`" ,`VYf`Ughi`b[`gVYgW`k`YfXYb`i`bX
5hYa`k`Y[`gYf`_`fUb`_`i`b[`Yb`g]bX` \`Ai`Z[`Y`DfcV`Ya`Y`z`X]Y`6]Uh` \`YhYb
VYY]bh`f`AW`h][`Yb`_`0`b`Yb`"

5i`Z`X]Y`I`bZ`Y`i`bX`J`Yf`Yhni`b[`Yb`Ub[`YgdfcW`Yb`z`VYhc`bYb
9l`dYfhYb`X]Y`K`]W`h][`_`Y]h`d`f`A`]Y`bh]j`Yf`A`U`»`bU`a`Yb`gck`]Y`Y]bY
ghUf`_`Y`A`fnh]W`Y`6YhfY`i`i`b[`]a`Gdcfh`Gc`k`]fX`]b`XYf`6]Uh` \`cb!K`Y`h
Y]bY`Yb[`Y`Ni`gUa`a`YbUfVY]h`nk`]gWXYb`5h` \`YhYb`i`bX
a`YX]n]b]gWYa`DYfgcbU`[`YdZY[`h`z`i`a`XUg`F]g]_`c`j`cb`

J Yf`Yhni b[Yb`ni `a]b]a]YfYb`i bX`Y]bY`gWbY`Y; YbYgi b[`ni Z`fXYfb"

: Øf`7`f]gh]UbgYb`V`Y]Vh`X]Y`<cZZbi b[ž`XUgg`Yf`gY]bY`K i bXYb gWbY`Y`Y]Yb`_Ubbž`i a `]b`XYf`_ca a YbXYb`GU]gcb`Ub[fY]ZYb`ni _ØbbYb`"GY]bY`9bhgW`cggYb`Y]hi bX`XYf`K]`Y`ni f`FØW`_Y`f`]b XYb`K Yhh`Ua dZ`g]bX`i b[YVfcWYb"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ni `XYb`<YfUi gZcfXYfi b[Yb`]a 6]Uh`cb`Y]bgW`Y]Y»`]W`XYf`J Yf`Yhni b[gf]g]_Ybž`_ØbbYb`G]Y`X]Y 6Yf]W`hY`j cb`; **CHG**`i bX`X]Y`B`Yi][_Y]hYb`j cb`**A Yf`_i f`gck]Y` Gdcfh%**`bUW`YgYb"

8YhU]`g	
J c fZU``	? ØfdYfj Yf`Yhni b[
I fgUWXY	: U`ffUXghi fnž`F Y]ZYbk YW`gY`
C fh	B cfk Y[Yb
J Yf`Y hnhY	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf`_i f"XY • k k k "gdcfh%"XY • [chg"cf[

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