

@cWU`'8cWhcf'7\Uf[YX'k]h\`'bUddfcdf]UhY
Hci W\]b[žGYhh`Yg']b'7ci fh

9I d`cfY`fYWb`h`Y[U`'WUgYg']b`A Uf]cb'7ci bhmž']bWi X]b[
W\Uf[Yg`U[U]bgh`XcWhcf`g`UbX`h\Y`]a dUWh`cZ`W\]`X
YI d`c]hUh]cb`]b]h]Uh]j Yg"

7UfX]cj UgW`Uf`bgh]hi hY`cZ'7YbhfU`':`cf]XUž`A Uf]cb
7ci bhmž'I b]hYX`GhUhYg`!`b`A Uf]cb'7ci bhmž`U`XcWhcf`bUa YX
xgY`xUWcV`Ug`fYWb`h`m`U[fY`YX`hc`U`bc`Wc`bhYgh`d`YU`fY[UfX]b[
W\Uf[Yg`cZ]bUddfcdf]UhY`Wc`bXi`Wh`k`]h\`U`dUh]Ybh`H\]g`hfc`i`V`]b[
WUgY`Wc`a`Yg`Ug`U`fYa`]bXYf`cZ`h\Y`cb[c]b[]ggi Yg`gi ffc`i`bX]b[
dfcZYgg]cbU`a`]gWc`bXi`Wh`]b`h\Y`a`YX]WU`Z]Y`X`xUWcV`k`Ug`W\Uf[YX
k`]h\`VUhhYfm`Zcf`U`Y[YX`m`h`ci`W\]b[`U`dUh]Ybh`]bUddfcdf]UhY`m
Xi`f]b[`Ub`YI`Ua`]bUh]cb`Uh`h\Y`7UfX]cj UgW`Uf`bgh]hi hY`cZ'7YbhfU`
:`cf]XU`VUW`]b`A UfW`':`c`ck`]b[`]\]g`Wc`a`a`]ha`Ybh`hc`W\Ub[Yž`Y
YbhYfYX`U`dfY!hf]U`]bhYfj`Ybh]cb`U[fY`Ya`Ybh`cb`ž`m`%"`H\]g
U[fY`Ya`Ybh`]bWi`XYg`b]bY`a`cbh`g`cZ`gi`dYfj`]gYX`dfcVUh]cbž`U
dgmW\c!gYI`i`U`Yj`U`i`Uh]cbž`UbX`a`cgh]a`dcfhUb`h`mž`bc`Wc`bhUWh`k`]h\
h\Y`j`]Wh]a`ž`U`cb[`k`]h\`U`)`\$`dfcgYW`h]cb`ZY`Y`C WU`U`Wc`a
fYdcfhg"

xUWcV`g`WUgY`]g`ei`]hY`Wc`bWf`b]b[žYgdYW]U`m`Wc`bg]XYf]b[]h`Zc`ck`g
U`gYf]Yg`cZ`ch`Yf`g][b]Z]WUbh`W\Uf[Yg`U[U]bgh`j`Uf]ci`g`]bX]j`]Xi`U`g
]bj`c`j`YX`]b`W\]`X`gYI`i`U`YI`d`c]hUh]cb`B`chUV`mž`Z]j`Y`a`Yb`Uj`Y
VYYb`W\Uf[YX`Ug`dUfh`cZ`C`dYfUh]cb`DUfYbhU`5Xj`]gc`fmž`U`gh]b[
cdYfUh]cb`U]a`YX`Uh`Wc`a`VUh]b[`cb`]bY`UXi`h`W\]`X`gYI`i`U`
Ybh]W`a`Ybh`H\]g`cdYfUh]cb`Wc`a`a`YbW`X`Zf`ca`A`Um`&%!&(`UbX
fYgi`hg`k`YfY`[fUj`Yž`k`]h\`%(`a`cfY`a`Yb`W\Uf[YX`]b`fY`Uh]cb`hc
g]a`]Uf`UWh]j`h]Yg`↑`gh`df]cf`]b`ž`bY`"Gi`W\]bW]XYbhg`\][`\\][`h`h\Y
dfYgg]b[`bY`YX`Zcf`Wc`a`a`i`b]hm`Uk`UfYbYgg`UbX`j`][`]UbW`fY[UfX]b[
h\YgY`gYbg]h]j`Y`]ggi`Yg"

I bXYfghUbX]b['h\Y'6fcUXYf'7cbhYI h

7\]`X'gYI i U`UVi gY`]g`bch'gc`Y`mXYZ]bYX`Vmid\mg]WU``]bhYfUWh]cb/
]hYbWUdgi `UhYg`U`gdYWhfi a `cZVch\`hci W\]b[`UbX`bcb!hci W\]b[
VY\Uj]cfg``H\Y`cf[Ub]nUh]cb`Ghcd`h`Bck ``Ya d\Ug]nYg`h\Uh`Ubm
gYI i U`VY\Uj]cf`VmUb`UXi `h`hck UfX`U`W\]`X`]bhYbXYX`Zcf`h\Y
UXi `hg`gYI i U`[fUh]Z]WUh]cb`Wcbgh]hi hYg`UVi gY``H\i gž`h\Y`WfYUh]cb
UbX`dcggYgg]cb`cZW\]`X`dcfbc[fUd\mZU``gei UfY`m`k]h\]b`h\]g
XYZ]b]h]cb`Ghcd`h`Bck ``Y`UVcfUhYg"

H\Y`i bgYhh]b[`]ggi Y`cZW\]`X`dcfbc[fUd\m`\Ug`U`gc`fYgi fZUW`X
k]h\`h\Y`UffYgh`cZ`5g\c_`DUB][fU\mž`U`Zcfa Yf`XcW`hcf`Zcfa `I DA 7
7\]`XfYb g`<cgd]hU``]b`D]h`gVi f[\ž`k \c`k Ug]bX]W`hYX`cb`ZYXYfU`
W\Uf[Yg`cZW\]`X`gYI i U`YI d`c]hUh]cb``5``Y[Uh]cbg`U[U]bgh`\]a
gi [[Ygh`Y`h`fUbgdcfhYX`a UhYf]U`g`XYd]W]b[`h\Y`gYI i U`
YI d`c]hUh]cb`cZ`a]bcfg``I dcb``YUfb]b[`cZ`h\Y`]bj Ygh][Uh]cbž`I DA 7
UW`hYX`dfca dh`m`hc`d`UW`\]a `cb`UXa]b]ghfUh]j Y``YUj Yž`i `h]a UhY`m
hYfa]bUh]b[`]\]g`Ya d`cma Ybh``DUB][fU\m`bck `ZUW`g`U`dchYbh]U`
&\$!mYUf`gYbhYbW`Zcf`\]g`UW]cbgž`i bXYfgWcf]b[`h\Y`gYj YfY
WcbgYei YbW`g`cZgi W\`j]c`Uh]cbg`76G`BYk g`fYdcfhYX"

K]h\`h\Y`Wca d`YI]h]Yg`Ufci bX`W\]`X`gYI i U`UVi gYž`]h`VYWca Yg
Yj]XYbh`h\Uh`h\YgY`]ggi Yg`dYfa YUhY`j Uf]ci g`gYW`hcf`g`cZgcW`Yhm`
H\Y`ghUh]gh]Wg`gi ffc`i bX]b[`W\]`X`gYI i U`UVi gY`UfY`h`fci V`]b[`UbX
X]Z]W`h`hc`ei Ubh]Zm`Xi Y`hc`i bXYffYdcfh]b[``A cgh`U`Ufa]b[ž
gi fj]j cfg`cZ`hYb`YbXi fY``cb[!hYfa `a YbhU``\YU`h`W\U``Yb[Ygž
]bWi X]b[`Ubl]Yhm`UbX`DHG8``5k UfYbYgg`UbX`YXi WUh]cb`fYa U]b
Wfi W]U``hc`Wca VUh]b[`h\YgY`\Uffck]b[`fYU`]h]Yg"

5g`k Y`fYZYW`hcb`Vch\`cWU``UbX`bUh]cbU``]bW`XYbhgž`]hg`WYUf`h\Uh
Wca a i b]hmj][]UbW`UbX`dfcUW]j Y`a YUgi fYg`UfY`YggYbh]U``]b
ZcghYf]b[`U`gUZ`Ybj]fcba Ybh`Zcf`ci f`W\]`XfYb``F`YWc[b]n]b[`h\Y
g][bg`cZ`UVi gY`UbX`hU_]b[`UW]cb`]g]a dYfUh]j Y`Ug`k Y`ghf]j Y`hc
dfchYW`h\Y`a cghj i `bYfUV`Y`Ua cb[`i g"

C fh	7UfX]cj UgW`Uf`bgh]hi hY`cZ'7YbhfU``: `cf]XUž A Uf]cb`7ci bhmž'l b]hYX`GhUhYg
E i Y``Yb	<ul style="list-style-type: none">• k k k "cWU`U"WŁa• k k k "WgbYk g"WŁa• k k k "ghcd]hbck "cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh