

C fUb[Y`7ci bhm7ca a]gg]cbYfg'GYY_`9I]h
Zfca `a a][fUh]cb`8YhYbh]cb`8YU`

C fUb[Y`7ci bhm`YUXYfg'gYY_`hc`k]h\XfUk`Zfca`ja a][fUh]cb
XYhYbh]cb`Xi h]Yg`Ua]X`f]g]b[`di V`]WdfYggi fY`Zcf`i a UbY
dc`]WYg"



C fUb[Y`7ci bhmž: `cf]XUž`I b]hYX`GhUhYg`!`b`U`g][b]Z]WUbh`g\]Zhž
C fUb[Y`7ci bhm`Wca a]gg]cbYfg`Uj Y`XYWUfYX`h\Y]f`]bhYbh`hc`ghYd
VUW_`Zfca`ja a][fUh]cb`XYhYbh]cb`fYgdcbg]V`]h]Ygž`g][bU`]b[`U
V\Ub[Y`]b`h\Y`cWU`dc`]h]WU`UbXgWUdY`Bc`cZZ]W]U`j chY`k Ug`WUgh
Xi f]b[`h\Y`fYW`bh`a YYh]b[ž`Vi`h`h\Y`VcUfX`]bghfi WYX`h\Y`Wci bhm
UhcfbYm`hc`]bj Ygh][UhY`cdh]cbg`hc`a cX]Zmcf`Yj Yb`hYfa`]bUhY`h\Y
Wci bhm`g`%`!mYUf`WcbhfUW`h`k]h\`h\Y`I "G`A Ufg`U`g`GYfj]W`H\]g
WcbhfUW`h\Ug`U`ck YX`h\Y`Wci bhm`hc`\ci gY`ZYXYfU`]ja a][fUh]cb
XYhU]bYYg`g]bW`&\$%`ž`U`gc`fYZYffYX`hc`Ug`5`][Uhcf`5`WUhfUn
Ua cb[`cWU`g`H\YfY`g`gca Yh\]b[`hc`VY`gU]X`Zcf`fYYj U`i Uh]b[
U[fYYa Ybhg`h\Uh\Uj Y`ZUW`X`[fck]b[`di V`]WgWfi h]bmiUbX
X]gWcbhYbhž`YgdYW]U`m`Ua cb[`Wca a i b]hmia Ya VYfg`UXj cWU]b[
Zcf`a cfY`i a UbY`dc`]WYg"

7ca a]gg]cbYfgj c]W\X'h\Y]f'X]gWca Zcfh'k]h\ 'h\]g`cb[!ghUbX]b[
U[fYYa Ybhž'k]h\ 'di V']WgYbh]a Ybh'di g\]b['Zcf`cWU`[c] Yfba Ybhg
hc`YggYb'h\Y]f']bj c]j Ya Ybh']b']a a][fUh]cb`YbZcfW\ a Ybh"
7ca a]gg]cbYf'B]Wc`Y`K]`gcb`dfcdcgYX`U`hYfbUh]j Yg`hc`YUgY
WcbW\fbg`]b_YX`hc`h\Y`Wci bhm'g`Wc ffYWh]cbg`cdYfUh]cbgž`k \]`Y
CfUb[Y`7ci bhm'A Umcf`Xffm'8Ya]b[g'i bXYfgWcfYX'h\Y`bYW\gg]hm
cZ'gYY_]b[`gc'i h]cbg'h\Uh'k cb h'UXj YfgY`m'UZZYWh`fYg]XYbhg"
<ck Yj Yfž'i bW\fhU]bhm`cca g`fY[UfX]b[`: `cf]XU g`Y[U`ghUbW\ /
g\ci `X'h\Y`Wci bhm'k]h\XfUk `Zfca `]hg']a a][fUh]cb`XYhYbh]cb
Xi h]Ygž']hg'i bWYUf`ck`h\Y`ghUhY`k ci `X`fYgdc bXž`Ug`cWU``U]`g
UfY`a UbXUhYX`Vm`Uk `hc`UW\ca a cXUhY`XYhU]bYYg"

@cWU`8YW]g]cbg`UbX`GhUhY`⇒a d`]WUh]cbg

H\Y`cWU`[c] Yfba Ybhg`ghUbW\`Wc]bW\XYg`k]h\`bYk`XYj Y`cda Ybhg
Uh'h\Y`ghUhY`Yj Y`H\Y`:`cf]XU`G\Yf]Zg`5ggcW]Uh]cb`fYW\bh'm
W]fW`UhYX`Ub`UXXYbXi a`hc`Wci bhm`U]`g`UbX`g\Yf]ZZ`g`cZ]W\gž
]ggi]b[`YI dUbXYX`Ui h\cf]hmZcf`Wc ffYWh]cbU`cZ]W\fg`hc`XYhU]b`UbX
hfUb'gd'cfh'i bXcW`a YbhYX`]a a][fUbhg`hc`⇒9!Uddfcj YX`ZUW`]h]Yg"
H\]g`WUa Y`Ua]Xgh'dc`h]WU`dfYggi fY`Zfca `\][\Yf!i dg]b'h\Y`ghUhYž
]bWi X]b[`h\fYUhg`cZ`Zi bX]b[`cggYg`Zcf`a i b]W]dU`h]Yg`ZU`]b[`hc
Wc`cdYfUhY`k]h\`ZYXYfU`]a a][fUh]cb`YbZcfW\ a Ybh`K \]`Y`h\Y
6cUfX`cZ`7ci bhm`7ca a]gg]cbYfg`dfYj]ci g`m'j chYX`) !&]b`ZUj cf`cZ
U`dfc[fUa`YbUV`]b[`Wc ffYWh]cbg`cZ]W\fg`hc`Ugg]gh`⇒9ž`8Ya]b[g
cdhYX`bch`hc`YbXcf'gY`h\Y`G\Yf]Zg`5ggcW]Uh]cb`UXXYbXi a ž
\][\][\h]b[`h\Y`UW`cZ`fYgci fW\g`Zcf`gi W\`cdYfUh]cbg"

H\Y`:`cf]XU`8YdUfha Ybh'cZ`@Uk`9bZcfW\ a Ybh'fI 8@9Ł`fYW\bh'm
[U]bYX`ZYXYfU`W\fh]Z]WUh]cb`i bXYf`h\Y`⇒9`&, +f[Ł`dfc[fUa ž
YZZYWh]j Y`ž`m`%ž`&\$&) " H\]g`dfc[fUa`dYfa`]hg`:`8@9`cZ]W\fg`hc
ei Ygh]cbž`XYhU]bž`UbX`UffYgh]bX]j]Xi U`g`VUgYX`cb`]a a][fUh]cb
j]c`Uh]cbg`i bXYf`⇒9`gi dYfj]g]cb`H\Y`ghUhY`YX`U`a Ugg]j Y
cdYfUh]cb`YUf`]Yf`h\]g`mYUfž`UddfY\YbX]b[`c] Yf`%ž`&\$
i bXcW`a YbhYX`]bX]j]Xi U`g`UWfcgg`:`cf]XU`H\Y`]a d`]WUh]cbg`cZ
h\YgY`XYj Y`cda Ybhg`UfY`dfcZci bX`Zcf`]a a][fUbh`Wca a i b]h]Yg"
K]h\`:`8@9`bck`UW]b[`Ug`]a a][fUh]cb`YbZcfW\fgž`ZUa`]Yg`k]h\
a]I YX`]a a][fUh]cb`ghUhi gYg`a Um]Z]bX`h\Ya gY`j Yg`bUj][Uh]b[
]bW\YUgYX`i bW\fhU]bh]Yg"

GYY_]b['6U`UbW`']b'9bZcfW`a Ybh

CfUb[Y'7ci bhm'g'g\]Zh'fY[UfX]b['h\Y`UbX`']b['cZ]a a][fUh]cb
XYhU]bYYg'fYZYW`g'VfcUXYf'hfYbXg"Di V`]WX]gW`gg]cbg'UbX'hck b
\U``a YYh]b[g'fYj YU``U'[fck]b['fYg]ghUbW`hc`'cWU`W`cdYfUh]cb
k]h\`ZYXYfU``]a a][fUh]cb`U[YbW]Yg`H\Y`dFYggi fY`Zcf'a cfY
W`a dUgg]cbUhY`dc`]W]Yg`]g'dU`dUV`YžUbX`W`a a i b]hm`YUXYfg`\Uj Y
VY[i b'hc`di g\`VUW`U[U]bgh'a UbXUhYg'h\Uh'df]cf]h]nY`ghf]Wh
YbZcfW`a Ybh'cj Yf`\i a Ub`X][b]hm"

5g'h\Y`6cUfX`cZ'7ci bhm'7ca a]gg]cbYfg'dfYdUfYg'hc`X]gW`gg'h\]g
]ggi Y`Zi fh\Yf`]b'i dW`a]b['a YYh]b[gž'h\Y`VfcUXYf`]a d`]WUh]cbg`cZ
ghUhY`]a a][fUh]cb'ghfUhY[]Yg`k]``bc`Xci Vh'VY`cb'h\Y`hUV`Y""K`\]Y
h\Y`8@9 g`YI dUbXYX`fc`Y`]b`]a a][fUh]cb`YbZcfW`a Ybh'fU]gYg
ZU[g`Zcf'a Ubmž`]h'U`gc`cdYbg'i d`YggYbh]U`W`bj YfgUh]cbg`UVci h
k \Uh`Uk`YbZcfW`a Ybhg'df]cf]h]Yg`g\ci`X`VY`fY[UfX]b[`di V`]W
gUZYhm'UbX`W`a a i b]hm'hfi gh"

I`h]a UhY`mž'k]h\`W`a a i b]WUh]cb`UbX`X]U`c[i Yž`cWU``[cj Yfba Ybhg
`]Y`CfUb[Y'7ci bhm'WUb`gYY`_dUh\k Umg'h\Uh'fYgdYW'hVch`h\Y
bYW`gg]hm'Zcf`Uk`YbZcfW`a Ybh'UbX`h\Y`i f[Ybh'WU``Zcf`\i a UbY
hfYUha Ybh'cZ'U``fYg]XYbhg"

8YhU]`g	
Cfh	CfUb[Y'7ci bhmž`: `cf]XUž`l b]hYX`GhUhYg
E i Y``Yb	<ul style="list-style-type: none">• k k k "Zcl ') cf`UbXc"W`a• k k k "k]bhYf[UfXYbj cl "W`a• k k k "j]gUj Yf[Y"W`a

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