

HYI Ug': `ccX'7UhUghfcd\Y. 'GYUfW\ 'Zcf
Gi fj]j c fg' ðhYbg]Z]Yg'5a]X'7f]g]g

A]Ua]!8UXY':]fY'FYgW'Y'hYUa g'UfY'U]X]b['HYI Ug'ZccX
fYWcj Yfm'YZZcfhgž'XYd`cm]b['HUg_: cfW'CbY'Zcf'Wfi W]U`
gYUfW\!UbX!fYgW'Y'cdYfUh]cbg"



?Yffj]`Yž'HYI Ugž'I G5'!`ð'h\Y'k U_Y'cZ'WUhUghfcd\]WZccX]b[
h\Uh'h\Ug'gk Ydh'h\fc i [\ '7YbhfU`'HYI Ugž'h\Y'fYgdcbgY'Zfca ``cWU`
UbX'bUh]cbU`Z]fgh'fYgdc bXYfg'\Ug'VYYb'gk]Zi'UbX'XYX]WUhYX"
FYgW'Y'WfYk g'Zfca 'j Uf]ci g'ghUhYg'UfY'Wcbj Yf[]b['cb'HYI Ugž
dfcj]X]b['a i W\!bYYXYX'Ugg]ghUbW'hc'h\cgY'UZZYWfYX'Vm'h\]g
hfU[YXm'5a cb['h\cgY'Ubgk Yf]b['h\Y'WU``UfY'h\Y'A]Ua]!8UXY
:]fY'FYgW'Y'fA 8: F Łž'k \]W\`Ug'XYd`cmYX'HUg_: cfW'CbY'hc
gi ddcf'gYUfW\!UbX!fYgW'Y'cdYfUh]cbg'bYUf'?Yffj]`Yž'HYI Ug" 'H\]g
gdYW]U`]nYX'hYUa 'Wcbg]ghg'cZ'hk c'?!- gž'h\Y]f'\UbX'Yfgž'UbX
a UbU[Yfg'k cf_]b['U'cb[g]XY'ZY`ck 'Z]fgh'fYgdc bXYfg'UbX
\i a Ub]hUf]Ub'cf[Ub]nUh]cbg"

5g'h\Y'XYj UghUh]b['WcbgYei YbW'g'cZ'h\Y'ZccXg'VYWca Y'WYUfž

h\Y'i f[YbWmhc`cWUHY'a]gg]b[']bX]j]Xi U`g[fck g"Cj Yf%+\$
dYcd`Y`fYa U]b`i bUWŁci bhYX`Zcfž`UbX`gUX`mž`Uh`YUgh%&%`"]j Yg
\Uj Y`VYYb`cgh"K]h\`h\Y`hfUb]h]cb`Zfca`gYUfWŁ!UbX!fYgW Y`hc
fYWŁj Yfm`YZZcfhgž`h\Y`ZcW`g`g`g\]Zh]b[`hck UfXg`Ybgi f]b[`gi fj]j c fg
fYWŁ]j Y`h\Y`gi ddcfh`h\Ymib`YXX"; `cVU`9a dck Yfa Ybh`A]gg]cb
fl`9A Ł`Zfca`8cfU`"]g`d`Um]b[`U`Wfi W]U`fc`Y`Vm`X]ghf]Vi h]b[`gi fj]j U`
_]hg`UbX`Ugg]gh]b[`h\cgY`k`c`c`Uj Y`cgh`Yj Yfmh\]b["A]WŁUY`
7Uddcb]ž; 9A`g`Zci bXYfž`Ya d\Ug]nYX`h\Y`YUfhVfYU_]b[`gWŁbYg
i bZc`X]b[`U`cb[`h\Y`; i UXU`i dY`F]j Yfž`k`YfY`a i`h]d`Y`ZUa`"]Yg
\Uj Y`VYYb`hfU[]WŁ`m`UZZYWhYX"

HYI Ug`F YgdcbXg

; cj Yfbcf"; fY[`5VVchh\Ug`VYYb`U`WŁbghUbh`dfYgYbWŁ`]b`h\Y
ghUhY`g`fYgdcbgY`YZZcfhgž`dfcj]X]b[`i dXUhYg`UbX`cj Yfg][`h" < Y
bchYX`h\Uh`cj Yf`&ž&\$`\$`dYfgcbbY`UbX`a`cfY`h\Ub`%ž&\$`\$`j Y\]WYg
UbX`Yei]da Ybh\Uj Y`VYYb`XYd`cmYX`UWfcgg`h\Y`ghUhY"K]h\
ZccX]b[`ja`dUWŁ]b[`7YbhfU`HYI Ugž`]bWi`X]b[`UfYUg`]Y`h\Y`<`]
7ci bhfm`UbX`6][`7ci bhfmž`cj Yf`&\$`ghUhY`U[YbWŁYg`UfY`bck
UWŁ]j Y`m]bj`c`j YX" `H\Y`HYI Ug`GhUhY`CdYfUh]cbg`7YbhYf`]g`Zi`m
cdYfUh]cbU`ž`Ya d\Ug]n]b[`h\Y`gYf]ci gbYgg`cZ`h\Y`cb[c]b[
X]gUghYf"

HYI Ub]g`UfY`YbWŁci fU[YX`hc`fYdcfh`Ubm`a]gg]b[``cj YX`cbYg`Vm
WŁ`]b[` , ` \$!&) , !%%%%%%%%cf`Ya U`]b[
_Yffj]`Ya]gg]b[4 Xdg"hyI Ug"[cj "8cbUh]cbg`hc`gi ddcfh`fYWŁj Yfm
WŁb`VY`a UXY`h\fc i [`h\Y`7YbhfU`HYI Ug`: `ccX`fYWŁj Yfm: i bXž
a UbU[YX`Vm`h\Y`CbYGHUf: ci bXUh]cb" `H\]g`WŁ`YWŁ]j Y`YZZcfh
\[`\][`hg`bch`cb`m`h\Y`ja`a YX]UhY`bYXX`Zcf`gYfj]WŁg`Vi h`U`gc`h\Y
WŁa`a]ha Ybh`cZ`WŁa`a i b]h]Yg`hc`WŁa`Y`hc[Yh\Yf`]b`h]a Yg`cZ`WŁ]g]g"

@cc_]b[`5\YUX

5g`h\Y`fYWŁj Yfm`YZZcfhg`i bZc`Xž`ei Ygh]cbg`Uf]gY`fY[UfX]b[`h\Y
`cb[!hYfa`ja`d`]WŁh]cbg`cZ`h\]g`X]gUghYf" `F Ydcfhg`]bX]WŁhY`h\Uh`Uh
`YUgh`- \$`ZUHu`]h]Yg`\Uj Y`cWŁW`ffYX`Ug`U`fYgi`h`cZ`h\Y`ZccX]b[ž
`YUX]b[`hc`]bWfYUgYX`gWfi h]bm`UVci h`ck`gi WŁ`Yj Ybhg`UfY
a UbU[YX" `fYWŁj Yfm`cdYfUh]cbg`fYa U]b`U`df]cf]hmž`dUfh]W`Uf`m`Ug

cZ]W]U`g'ghfYgg'h\Y`ja dcfhUbW`cZ'i bXYfghUbX]b[`YUW\`d\UgY`cZ
X]gUghYf`fYgdcBgY` fYgdcBgYž`fYgW`Yž`UbX`fYW`j`Yfm`"; cj`Yfbcf
5VVchh`\Ug`YI`hYbXYX`h\Y`ghUhY`g`X]gUghYf`XYWUfUh]cb`hc`W`j`Yf`%)
W`i`bh]Ygž`U`a`cj`Y`h\Uh`g][`b`U`g`h\Y`b`Y`Y`X`Z`c`f`gi`ghU]b`Y`X`gi`ddcfh`

⊖`UXX]h]cb`hc`fYgW`Y`Y`Z`c`fhgž`a`YbhU``\YU`h\`]g`U`g][`b]Z]WUbh
W`b`W`fb`Ug`Z`cc`X`j`]W]a`g`UbX`Z]fgh`fYgdcB`XYfg`XYU`k`]h\`h\Y
Ya`ch]cbU`hc```c`Z`h\Y`Y`j`Ybhg`"7f]g]g`W`i`bgY`]b[`gYfj`]W`g`UfY
Uj`U]`UV`Y`ž`U`cb[`k`]h\`W`a`d`fY`\Ybg]j`Y`gi`ddcfh`Z`c`f`V`ch\`j`]W]a`g
UbX`fYgW`Yfg`"F`Ygci`fW`gž`gi`W\`Ug`h\Y`HYI`Ug`8`j`]g]cb`c`Z
9a`Yf[`YbWm`A`UbU[`Ya`Ybh`UbX`j`Uf]ci`g`W`i`bhm`U[`YbW]Ygž`UfY
d`fYd`UfY`X`hc`Ugg]gh`k`]h\`a`YbhU``\YU`h\`ž`bi`hf]h]cb`ž`UbX
i`bYa`d`cma`Ybh`gi`ddcfh`Z`c`f`h\cgY`UZZYW`hYX`

5g`k`Y`a`cj`Y`Z`cfk`UfXž`]h`]g`Y`ggYbh]U``Z`c`f`HYI`Ug`fYg]XYbhg`hc`fYa`U]b
j`][`]`Ubh`UbX`d`fYd`UfYX`"A`cb]hc`f]b[`c`WU`k`YU`h\Yf`Z`c`fY`WUghg`UbX
gYW`f]b[`Ya`Yf[`YbWm`_]hg`UfY`j`]hU`W`a`d`cbYbhg`c`Z`gUZY`hm`"H\Y
X]gUghfci`g`W`bX]h]cbg`\Uj`Y`fU]gYX`Uk`UfYbYgg`c`Z`bY`W`ggUfm
d`fYWU`i`h]cbgž`]bW`i`X]b[`\Uj`]b[`U`WYUf`d`Ub`Z`c`f`ZUa`]m`fYi`b]Z]WU]h]cb
UbX`i`bXYfghUbX]b[`h\Y`gYj`Yf]hm`c`Z`ZUg`\`Z`cc`X`k`Ufb]b[`g`

:`cf`UXX]h]cbU`Ugg]ghUbW`UbX`i`d!hc!XUhY`]bZ`cfa`Uh]cbž`HYI`Ubg`WU`b
j`]g]h`X]gUghYf`hYI`Ug"[`cj`ž`k`\YfY`fYgci`fW`g`W`b]bi`Y`hc`VY`a`UXY
Uj`U]`UV`Y`Z`c`f`V`ch\`W`ffYbh`b`Y`Y`X`g`UbX`Z`hi`fY`d`fYd`UfY`X`bYgg`
Hc[`Yh\Yfž`k`Y`WU`b`\`cdY`Z`c`f`U`fcVi`gh`fYW`j`Yfm`UbX`\`YU`]b[`Z`c`f
h\cgY`]a`dUW`hYX`V`m`h\]g`a`cbi`a`YbhU`X]gUghYf`

8YhU]`g	
Cfh	?Yffj`j`Yž`HYI`Ugž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none">• k`gj`b`"W`a• [`cj`"hYI`Ug"[`cj• UVWbYk`g"[`c`"W`a

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