

: `cf]XU`HYUW\ Yfg`7Y`YVfUhY`~ %\$`A]``cb
6ccgh`Zcf`5Xj UbW\X`7`UggYg`

I b]cb`7ci bhmighi XYbhg`UXj cWUhY`Zcf`Zi bX]b[`]b`UXj UbW\X
UWUXYa]Wdfc[fUa g`Ug: `cf]XU`Uk a U_Yfg`Uddfcj Y`U`~ %\$
a]``cb`]bWfYUgY`Zcf`5D`Wci fgYg"



I b]cb`7ci bhmž: `cf]XU`!`5g`h\Y`Y[]g`Uhj Y`gYgg]cb`XfUk g`hc`U
WcgYžg][b]Z]W\bh`XYj Y`cda Ybhg`UfY`i bXYfk UmifY[UfX]b[`h\Y
Zi bX]b[`cZ`UXj UbW\X`UWUXYa]Wdfc[fUa g`]b: `cf]XU`gW\cc`g"
@Uk a U_Yfg`\Uj Y`U[fYYX`hc`di a d`Ub`UXX]h]cbU`~ %\$`a]``cb`]bhc
gW\cc`UW\Y`YfUh]cb`dfc[fUa gžk \]W\`]bWi XYg`a i W\!bYYXYX
fYgci fW`g`Zcf`5Xj UbW\X`D`UW`a Ybh`f5DŁ`UbX`ħhYfbUh]cbU`
6UW\U`Ui fYUhY`fĤŁ`Wci fgYg`"H\]g`Zi bX]b[`]bWfYUgY`Wca Yg`cb`h\Y
\YY`g`cZf]g]b[`WcbWfYbg`UVci h`h\Y`dchYbh]U`Zcf`gYj YfY`W`hg`hc
h\YgY`YggYbh]U`YXi WUh]cbU`dfc[fUa gžk \]W\`a Ubm`\][\`gW\cc`
ghi XYbhg`fY`micb`Zcf`h\Y]f`UWUXYa]WUXj UbW\`a Ybh`
>UW_gcbj]``Y`Wca` fYdcfhg`h\Uh[fUggfcchg`UXj cWUW`h`Zfca
ghi XYbhg`UbX`cWU`cZZ]W]U`g`d`UmYX`U`_Ymifc`Y`]b`fYj Yfg]b[`YUf`]Yf
dfcdcgYX`W`hg"

H\Y`<ci gY`cZF YdfYgYbhUhj] Yg`UbX`GYbUH\`Uj Y`dfcdcgYX`U`\YZhm
~) - *", `a]``cb`gi dd`Ya Ybh`XYX]WUhYX`hc` UWUXYa]WUW\YfUh]cb
cdh]cbgž`k \]W\`bchUV`m`YI Wi XYg`Xi U`!Ybfc``a Ybh`dfc[fUa g`Vi h
Wcj Yfg`Wfi W]U`UfYUg``_Y`5D`UbX`WUfYf`hfU]b]b[`dfc[fUa g``79C
GUXUZ?b][\hZfca`h\Y`:`cf]XU`Dc`]Wh`=bgh]hi hY`YI dfYggYX
cdh]a]ga`UVci h`h\Y`W\Ub[Ygž`\][\`][\h]b[`h\Uh`h\Y`Zi bX]b[`Vccgh
U][bg`k]h\`k \Uh`UXj cWUhYg`UWfcgg`h\Y`VcUfX`\Uj Y`VYYb`di g\]b[
Zcf` `Ub`]bj Ygha Ybh`]b`Zi hi fY`YUXYfg`g]a]`Uf`hc`]bZUh]cb
]bWfYUgYg`YUW\`mYUf"

7ca a i b]hm`5Xj cWUWh`A U_Yg`U`8]ZZYfYbW\

@cWU`\`][\`gW\cc`ghi XYbhg`\Uj Y`f]gYb`hc`h\Y`cWUg]cbžj cWU`n]b[
h\Y]f`gi ddcfhZcf`Wcbh]bi YX`Zi bX]b[`cZUXj UbW\X`dfc[fUa g`
5fci bX`&\$`ghi XYbhg`fYW`bh`miUhhYbXYX`U`WfY`a cbm`k \YfY`A Umc`f
8cbbU`8YY[Ub`g][bYX`U`fYgc`i h]cb`]b`ZUj cf`cZ`gi ghU]b]b[`gi ddcfh
Zcf`UWUXYa]WUW\YfUh]cb`]b]h]Uhj] Yg``=]gb h`↑ gh`ghi XYbhg`k \c
UfY`WcbW`fbYX`/X]ghf]Wh`YUXYfg`UWfcgg`h\Y`ghUhY`\Uj Y`YW\cYX
gYbh]a Ybhg`h\Uh`k]h\ci h`Z]bUbW]U`VUW_]b[ž`UW\gg`hc`h\YgY`j]hU`
YXi WUh]cbU`Uj Ybi Yg`Wci `X`Xk]bX`Y``: `cf]bghUbW\ž`8i j U`7ci bhm
gW\cc`g`UfY`VfUW]b[`Zcf`U`dchYbh]U``cgg`cZ`~, `a]``cb`Ua]XghiU
ghUhYk]XY`h\YUh`cZ`Zi bX]b[`W`hg`h\Uh`Wci `X`fYUW\`Ug`\][\`Ug
~&- \$`a]``cb``Cj Yf`]b`Bcfh\YUgh: `cf]XUž`X]ghf]Wh`UfY`YI dYWHYX`hc
ZUW`U`XUi bh]b[`~`&` `a]``cb`fYXi W]cb`]Z`W\Ub[Yg`UfYb`h`a UXYž
k]h\`ghi XYbhg`Zi hi fYg`\Ub[]b[`]b`h\Y`VU`UbW\"

=b`Zi fh\Yf`X]gW`gg]cbgž`WcbW`fbg`Ya Yf[YX`gi ffc`i bX]b[`U`GYbUH
dfcdcgU``]b_YX`hc`Y`]a]bUh]b[`Zi bX]b[`Wcbh]b[Ybh`cb`ghi XYbh
dYfZcfa`UbW`]b`5D`hYghg`UbX`dfcZYgg]cbU`Wf]h]Z]WUh]cbg``H\]g
gdUf_YX`U`Ufa`]b`gYj YfU`gW\cc`X]ghf]Wh`UbX`g\ck WUgYX`h\Y
Wf]h]WU`bUhi fY`cZ`Zi bX]b[`dfchYWh]cb``@Uk`a`U_Yfg`]b`h\Y`ghUhY`UfY
_YYb`m`Uk`UfY`cZ`h\YgY`ghU_Ygž`UbX`YZZcfhg`\Uj Y`VYYb`a`UXY`hc
ci h]bY`Zi bX]b[`X]ghf]Vi h]cb`Wca`dfY\Ybg]j Y`m``: `cf]XU`Dc`]Wh
=bgh]hi hY`WU`YX`Zcf`Wcbh]bi ci g`j][]`UbW\`hc`Ybgi fY`h\Uh`Zi bX]b[
a`YW\Ub]ga`g`Xc`bch`hi`fb`]bh`c`fc`UXV`c`W_g`Zcf`ghi XYbhg`gYY_]b[
UXj UbW\X`YXi WUh]cb"

DchYbh]U`7i hg`@cca` `@Uf[Y

H\]g'mYUf'\ Ug'gYYb']hg'ZU]f'g\UfY'cZ'W\U''Yb[Yg'UbX'XYVUhYg'c] Yf
h\Y'ghUhY'Vi X[Yh"5'h\ci [\''Y[]g'Uh]j Y''YUXYfg'U]a 'hc'ghUV]`nY
Zi bX]b['h\fc] [\ 'WUhY[cf]WU''U''cha Ybhgž'h\Y'dUh\ Zc'fk UfX
fYei]fYg'U'i b]Z]YX'Z'fcb'h\Uh'gh]''bYYXg'hc'bUj][UhY'<ci gY
Uddfcj U`g"5''Uf[Yf'k cffm]g'\ck 'h\]g'UZZYWhg'dchYbh]U''W hg'cb
dfc[fUa g`_]Y'5Xj UbW'X'D'UW'a Ybh'UbX'`hYfbUh]cbU'
6UWWU'Ui fYUhYž'k \]W\ '\Uj Y'U'fYUXm'ZUW'X'gW'fi h]bm"9Uf`]Yf
fYdcfhg']bX]WUhYX''Y[]g'Uh]j Y'dfcdcgU`g'h\Uh'U]a YX'hc'\U'j Y'h\YgY
Zi bXg'k YfY'h'fc] V']b[ž'di g\]b['dUfYbhg'UbX'YXi WUh'cf'g'hc'j c]W
h\Y]f'ghUi bW\ 'cddcg]h]cb"

H\Y'Wc''YWh]j Y'UXj cWUWm'UbX'j]hU''Wc'bj YfgUh]cbg'gi ffc] bX]b[
Zi bX]b['\Uj Y'i bXYfgWc'fYX'h\Y'ja dcfhUbW'cZ'h\YgY'dfc[fUa g`Ug
ghYdd]b['ghcbYg'Zc'f'ghi XYbhg'hck UfX'\][\Yf'YXi WUh]cb'UbX
Zi `Z]'b['WUfYfg"K \]Y'gca Y'cdh]a]ga 'gi ffc] bXg'W ffYbh
UX↑ gha Ybhg']b'h\Y'Vi X[Yh'd'Ubž'h\Y'g]hi Uh]cb']g']bX]WUh]j Y'cZ'U
'Uf[Yf'Wc'bj YfgUh]cb'UVci h'YXi WUh]cbU''bj Ygha Ybh"5g'ghi XYbhg
dfYdUfY'hc'ZUW'h\Y]f'Zi hi fYg'Yei]ddYX'k]h\ '_bck 'YX[Y'UbX'g_]`g
Zfca 'f][cfci g'UWUXYa]Wdfc[fUa gž'h\Y'bYYX'Zc'f'fY'UV'Y'Zi bX]b[
fYa U]bg'dUfUa ci bh"5g'GYb"8Ubbm'6i f[Ygg'bchYXž) ('ci hicZ'h\Y
ghUhY g'*+'Wci bh]Yg'k]''gYY'Zi bX]b['j]bWfYUgYg'i bXYf'h\Y'fYj]gYX
d'Ubž'U'hYghUa Ybh'hc'h\Y'dchYbh]U''dcg]h]j Y'ci hWc'a Yg'cZ'cb[c]b[
X]gWci fgY'j]b'h\Y''Y[]g'Uhi fY"

h'h\]g'Yj Yf!Yj c'j]b[''UbXgWUdYž'ghUm]b['j]bZc'fa YX'UbX
UXj cWUh]b['Zc'f'fc'Vi gh'YXi WUh]cbU''ZfUa Yk cf_g']g'W'f]h]WU''H\Y
Zi hi fY'cZ: `cf]XU g'gW'c'Ufg'\]b[Yg'bch'↑ gh'cb'Z]bUbW]U''gi ddcfh
Vi h'U'gc'cb'h\Y'Wc'a a]ha Ybh'cZ'Wc'a a i b]h]Yg'UbX'dc`]Wra U_Yfg
hc'gUZ] [i UfX'h\YgY'j]b] U'i UV'Y''YUfb]b['cddcfhi b]h]Yg"

8YhU]`g	
C fh	I b]cb'7ci bhmž: `cf]XU
E i Y''Yb	<ul style="list-style-type: none"> • k k k "UW_gcbj]''Y"Wc'a • k k k "Zcf]XUdc`]Wm'cf[• k k k "hUa dUVUm"Wc'a

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