

A i `h]d`Y`≡b`f]Yg`]b`B Yk`Dcfh`F]W\Ym
7c``g]cb.`≡bj`Ygh][`Uh]cb`l`bXYfk`Um

5`j`Y\]WY`WfUg\`cb`ž`m,`ž&\$&)`ž`Uh;`fUbX`6`j`X`UbX`Hfci`V`Y`
7fYY`_`F`X`]b`B Yk`Dcfh`F]W\Ym]b`f`fYX`a`i`h]d`Y`dYcd`Yž`
dfca`dh]b[`_]bj`Ygh][`Uh]cbg"

;`fUbX`6`j`X`UbX`Hfci`V`Y`7fYY`_`F`X`ž`B Yk`Dcfh`F]W\Ymž: `@ž`
l`G5`!`C`b`ž`m,`ž&\$&)`ž`U`gYf]ci`g`j`Y\]WY`WfUg\`i`bZc`XYX`Uh`h`Y`
Vi`gm]b`hYfgYWh]cb`cZ;`fUbX`6`j`X`UbX`Hfci`V`Y`7fYY`_`F`X`]b`B Yk`
Dcfh`F]W\Ymž: `@ž`Ufci`bX`%\$.&`*`U"a`""GYj`YfU`_]bX]j`]Xi`U`g`gi`ghU]bYX`
]b`f`f]Ygž`dfca`dh]b[`_]U`gk`]ž`fYgdcbgY`ž`ca`Ya`Yf[`YbWh`gYfj`]W`gž`
k`\`c`Uff]j`YX`cb`h`Y`gW`bY`hc`cZ`Yf]a`a`YX]UhY`a`YX]WU`Ugg]ghUbW`
K`\`j`Y`h`Y`gdYW]Z]WbUhi`fY`cZ`h`Y`]b`f`f]Yg`Ug`bch`VYYb`X]gWc`gYXž`
]h`k`Ug`Wc`bZ]fa`YX`h`Uh`a`YX]WU`UhhYbh]cb`k`Ug`bYW`ggUfm`Zcf`h`Y`
j`]Wh]a`g`]bj`c`j`YX`]b`h`]g`i`bZcfhi`bUhY`]bW]XYbh`H`Ub_Zi`mž`XYgd]hY`
h`Y`Wc``]g]cb`g`gYj`Yf]hmž`bc`g][`b]Z]WUbh`hfUZZ]WcVghfi`Wh]cb`k`Ug`
fYdcfhYXž`UbX`j`Y\]WYg`k`YfY`UV`Y`hc`Wc`bh]bi`Y`Zck`]b[`h`fci`[`\`h`Y`
UfYUž`U`VY]h`k`]h`gca`Y`hYa`dcfUfm`XY`Umg`Xi`f]b[`h`Y`fYgW`Y`UbX`
WYUbi`d`cdYfUh]cbgž`Ug`bchYX`Vm`@cWU`5W]XYbh`F`Ydcfhg"

H\]g`]b`hYfgYWh]cb`gYfj`Yg`Ug`U`Wfi`W]U``]b`_`VYhk`YYb`Wc`a`a`YfW]U`
Vi`g]bYggYg`UbX`fYg]XYbh]U``bY][`\Vcf\ccXg`gci`h`cZ`Xck`bhck`b`
B Yk`Dcfh`F]W\Ym``≡bj`Ygh][`Uhcf`g`UfY``cc_]b[`]bh`c`j`Uf]ci`g`ZUWhcf`g`
h`Uh`a`Um`\Uj`Y`Wc`bh]Vi`hYX`hc`h`Y`WfUg\`ž`]bWi`X]b[`]dchYbh]U`f][`\h`
cZ`k`Umij`]c`Uh]cbgž`gdYXX]b[`]ž`cf`Xf]j`Yf`X]ghfUWh]cb``@Uk`
YbZcfW`a`Ybh`cZ]W]U`g`d`Ub`hc`fY`YUgY`a`cfY`XYhU]`YX`]bZcf`a`Uh]cb`
Ug`h`Y`f`]bj`Ygh][`Uh]cb`i`bZc`Xg`H`Y`]bW]XYbh`ghUf`_`mXYa`cbghfUhYg`
h`Y`f]g_g`h]YX`hc`\`YUj`]m`hfUZZ]W`YXž`g][`bU`!Wc`bhfc``YX`
]b`hYfgYWh]cbgž`k`\]W\`WUb`gh]``ZU``j`]Wh]a`hc`UW]XYbhg`WUi`gYX`Vm`
Xf]j`Yf`Yffcf`UbX`]bUhYbh]cb"

HfUZZ]WHfYbXg`UbX`GUZYhm'7c bWf b g

BYk`Dcfh`F]W\Ym`\Ug`gYYb`Ub`i dh]W_`]b`hfUZZ]Wj`c`i`a`Ygž`U`hfYbX
h\Uh`\Ug`VYYb`UWŁa`dUb]YX`Vm`U`f]gY`]b`UW\XYbh`fUhYgž`Ug
`][`\\`][`hYX`Vm`XUhU`Zfca`**7]hm!8UhU**"`⊖`h\Y`dUgh`mYUfgž`ZUhU`]h]Yg
Zfca`hfUZZ]WUW\XYbhg`\Uj`Y`i`bZcfh`bUhY`m`VYYb`dUfh`cZ`h\Y`fcUX
gUZYhm`UbXgWUdY`]b`h\]g`fY[`]cb`":`cf`]bghUbWfž`]b`&\$&&ž`h\YfY`k`YfY
h\fYY`ZUhU`UW\XYbhg`fYgi`h]b[`]b`h\fYY`XYUh\gž`k`\\`Y`&\$&%`gUk`U
[f]a`hc`hU`cZ`g]l`ZUhU`UW\XYbhg`k`j`h\`gYj`Yb`ZUhU`]h]Yg"5`h\ci`[`\\
h\YgY`ghUh]gh]Wg`UfY`hfci`V`]b[`ž`h`]g`Wfi`WjU`hc`bchY`h\Uh`bcbY`cZ
h\YgY`ZUhU`UW\XYbhg`k`YfY`Ł`bbYWhYX`hc`Xfi`b_`Xf]j`]b[`"

GhUh]gh]Wg`fYj`YU`h\Uh`Ufci`bX`)'`" `i`cZ`ZUhU`UW\XYbhg`]b`BYk
Dcfh`F]W\Ym`cWŁ`ffYX`]b`k`Y`!`h`WŁ`bX]h]cbgž`k`\\W\`Wf`hU]b`m`fU]gYg
YmYVfck`g`fY[`UfX]b[`Xf]j`Yf`UhYb]h]YbYgg`Uh`Vi`gm]bhYfgYWh]cbg
`]_Y`h\Y`cbY`Uh`fUbX`6`j`X`UbX`Hfci`V`Y`7fYY`_`FX`":`i`fh\Yfa`cfYž
h\Y`Uj`YfU[`Y`fYgdcbgY`h]a`Y`Zcf`Ya`Yf[`YbWh`gYfj`]W`g`]b`BYk`Dcfh
F]W\Ym`ghUbXg`Uh`("(`a`]bi`hYgž`k`\\W\`]g`WŁa`a`YbXUV`Y`WŁa`dUfYX
hc`h\Y`WŁi`bhm`UbX`ghUhY`Uj`YfU[`Yg`"H\]g`ei`]W_`fYgdcbgY`]g`j`]hU`
k`\\Yb`"j]Yg`UfY`cb`h\Y`"bY"

I`bXYfghUbX]b[`h\Y`F`]g_g`UbX`HU_]b[`5Wh]cb

H\Y`fcUX`gUZYhm`bUffUh]j`Y`XcYgb`h`†`gh`YbX`k`]h\`h\Y`[f]a
ghUh]gh]Wg`/`h`U`gc`WŁff]Yg`U`a`YggU[`Y`cZ`WUi`h]cb`Zcf`Xf]j`Yfg`"H\Y
bUh`fY`cZ`]b`†`f]Yg`Zfca`WfUg\Yg`WU`b`j`Ufm`g][`b]Z]WU`b`h`mž`cZ`hYb
fYgi`h]b[`]b`gcZ`h]ggi`Y`]b`†`f]Ygž`ZfUWh`fYgž`cf`WŁ`bW`gg]cbg`"J`]Wh]a`g
UfY`ghfcb[`m`UXj`]gYX`hc`gYY`_`a`YX]WU`WŁfY`UbX`WŁfY`Z`m
XcW`a`Ybh`h\Y]f`gma`dhca`gž`Yj`Yb`]Z`]b]h]U`WŁ`bWf`b`g`gYYa`a`]b`cf"
5W\XYbhg`WU`b`i`b`YUg`b`ch`c`b`mid`mg]WU`hfUi`a`U`Vi`h`U`gc
Ya`ch]cbU`ghfYgg`UbX`Z]bUbWjU`Vi`fXYbgž`YgdYWjU`mik`\\Yb`XYU`]b[
k`]h\`]bgi`fUbWf`WU]a`g`UbX`hfYUha`Ybh`c[`]gh]Wg"

⊖`"][`h`cZ`h\YgY`Yj`Ybhgž`]hg`]a`dYfUh]j`Y`h\Uh`Xf]j`Yfg`fYa`U]b
j`][`]Ubh`UbX`UX`YfY`hc`hfUZZ]WfY[`i`Uh]cbg`":`Ua`]`Uf]hm`k`]h\`j`Uf]ci`g
hfUZZ]Wj`]c`Uh]cb`WŁ`XYg`WU`b`U]X`]b`ZcghYf]b[`gUZYf`Xf]j`]b[`d`fUWh]Wf`gž
Ug`XYhU]YX`Vm`h\Y`WŁa`dYfY`Ybg]j`Y`"gh`Uj`U]UV`Y`Zfca`h\Y`":`cf]XU
8YdUfha`Ybh`cZ`<][`k`Um`GUZYhm`UbX`A`ch`cf`J`Y\]WYgž`k`\\W\`

]bWi XYg`Yj Yfmh\]b[`Zfca `gdYYX]b[`hc`]a dU]fYX`Xf]j]b["

H\Y`WŁa a i b]hmicZ`BYk `Dcfh`F]W\Ym'a i gh`WŁbh]bi Y`hc`k cf_
hc[Yh\Yf`hck UfXg`gUZYf`ghfYYhg"K]h\`]bWfYUgYX`Uk UfYbYgg`UbX`U
dfcUW]j Y`UddfcUW\`hc`Xf]j]b[ž`h\Y`\cdY`]g`h\Uh`h\Y`fcUXg`WUbb`VY
a UXY`gUZYf`Zcf`Yj Yfmc`bY"@Yhg`di`h`gUZYhm`Z]fgh`UbX`ghf]j Y`Zcf`U
WŁa a i b]hmik`YfY`UW\XYb`hg`_]Y`h\Y`cbY`cb`š`m,`VYWŁa Y`Ub
]bZfYei Ybh`cW\ffYbW\ž`U``ck]b[`U``fYg]XYb`hg`hc`]j Y`k]h\`dYUW
cZa]bX"

8YhU]`g	
Cfh	; fUbX`6`j X`UbX`Hfci V`Y`7fYY`_`F`Xž`BYk`Dcfh F]W\Ymž: @ž`I`G5
E i Y``Yb	<ul style="list-style-type: none">• `c W\`UW\XYb`hfY`d`c`f`hg"WŁa• k k k "W]hm`XUhU"WŁa• gYfj]W\g"Z`\ga j "[`cj

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