

: Ygh`]Wk Yf`5VgWk]YX`ZØf`DZUffYf C hhYfgVUWk . `9]b`bYi Yf`K Y[`VY[]bbh°

DZUffYf`A]Wk UY`C hhYfgVUWk `k]fX`Ua `&&" † b] '\$&) `]b
9\ fYbZY`X`j YfUVgWk]YXYh" : Ygh`ni a `8 Ub_`ZØf`gY]bY`5fVY]h"



9\ fYbZY`X`ž`8Yi hgWk `UbX`!`9]b`Ya`ch]cbU`Yf`5VgWk]YX`ghY\h
VYj`cf`DZUffYf`A]Wk UY`C hhYfgVUWk `k]fX`Ua `&&" † b] '\$&) `cZZ]n]Y`
j`cb`XYf`; Ya`Y]bXY`j YfUVgWk]YXYhž`VYj`cf`Yf`gY]bY`bYi`Y`5i`Z[UVY
]b`XYf`DUghc`fU`Yb`9]b\Y]h?`Ò`b!`9\ fYbZY`X`Ubhf]h" `8]Y
J YfUVgWk]YXi`b[`Z]bXYhi`a`'%%`\$`I` \f`ja`FU`a`Yb`XYg
DUhfcn]b]i`a`g`j`cb`Gh" `œ` \Ubb`6Udh]gh`ghUhhž`[YZc`[`hj`cb`Y]bYa
ZYgh]Wk`Yb`5VgWk]YX`Ui`ZXYa`?`]fgWk`d`Uhn`UV`%&.`()`I` \f" `8Ua`]h
X]YgYf`HU[`ni`Y]bYa`VYgcbXYfYb`9f`YVb]g`ZØf`U`Y`6YhY]`][`hYb
k`]fXž`VY[]bbh`XYf`5i`ZVUi`ZØf`XUg`; Ygh`VYfY]hg`i`a` , `I` \f`ži`bX`Yg
k`YfXYb`nU` \fY]Wk`Y`<`Y`ZYf`[Ygi`Wk`hž`i`a`X]Y` : Y]Yf`j`cfni`VYfY]hYb"
8Yf`HU[`gc` ``b]Wk`h`bi`f`C`hhYfgVUWk`ZØf`gY]bY`J`YfX]YbghY`XUb`_Ybž
gcbXYfb`Ui`Wk`j`c` ``Yf`9f]bbYfi`b[Yb`i`bX`6Y[Y[bi`b[Yb`gY]bž`k`]Y`
Ui`gVUX`c`bbYZ`XY`VYf]Wk`hYh"

5`YfX]b[g`k]fX`XYf`5VgW]YX`j cb`C`hYfgVUW`j cb`GdUbbi b[Yb
]bbYf\U`V`XYf` ; Ya`Y]bXY`VY[`Y]hYh"J`cf`_i`fnYa` `Uh`XYf`[YgUa`hY
DZUff[Ya`Y]bXYfUh]a`GY`gc`f[YVYfY]W`i b`_Y`Ui`g`DfchYgh`[Y[Yb
gY]bY`J`YfgYhni b[`[YgW`cggYb`ni`fØW_[YhfYhYb"8]Y`Y\Ya`U][Yb
A]h[`]YXYf`XYg`F`UhYg`VY`_U[Ybž`XUgg`X]Y`A`]hVYgh]a`a`i`b[`XYf
 ; Ya`Y]bXY`VY]`DYfgcbU`YbhgW`Y]Xi`b[Yb`i`bX`]a`X]ØnYgUbYb
DfchYgg` , Ni`gUa`a`Yb:]bXYb`b]W`h`Ui`gfY]W`YbX`[Yk`ØfX][h
k`i`fXY"8]YgYf`F`ØW_hf]hh`]gh`bi`f`XUg`Øb[ghY`6Y]gd]Y`ZØf`X]Y
l`bni`Zf]YXYb\Y]hž`X]Y`]a`9fnV]ghi`a`?`Ø`b`\YffgW`hž`bUW`XYa`XYf
Ghfi`_hi`ffY`Zcfa`dfcnYgg]b`j`c`Ya` ; Ub[Y`]ghž`k`]Y`_Uh`c`]gW`"XY
\Yfj`cf\YVh"

F ØW_hf]hh`XYg`DZUff[Ya`Y]bXYfUhg

8Yf`l`ba`i`h`ØVYf`XYb`F`ØW_hf]hh`XYf`DZUff[Ya`Y]bXYfUhga`]h[`]YXYf
]gh[`fc»"8]YgY`_f]h]g]YfYb`X]Y`a`Ub[Y`bXY`6YhY][i`b[`VY]
9bhgW`Y]Xi`b[gdfcnYggYb`i`bX`VYgW`fY]VYb`]\fY`5i`Z[UVYb`U`g
XYa`c`_fUh]gW`Yg: Y][YbV`Uh`" `A`bYb`k`]fX`j`cf[Yk`cfZYbž`XUgg`X]Y
Ghfi`_hi`ffY`Zcfa`j`cf[YnY]W`bYh`]gh`i`bX`_Y]bY`YW`hYb`5`hYfbUh]j`Yb
V]YhYh"8]Y`A`Ø[`]W`_Y]hž`nk`]gW`Yb`Y]bYf: i`g]cb`ni`Y]bYf
 ; fc»dZUffY]cXYf`XYf`6]Xi`b[`j`cb`DZUffY]Yb[Ya`Y]bgW`UZhYb`ni
k`Å`Ybž`ZØ`fY`ni`Y]bYf[YZØ`hYb`C`ba`UW`h"8Yf
Ghfi`_hi`ffY`Zcfa`dfcnYgg` , Ni`gUa`a`Yb:]bXYb`ž`XYf`Ui`Zg]b`_YbXY
NU`Yb`VY]?`Uh`c`]_Yb`i`bX`9b[U[]YfhYb`fYU[]Yfhž`k`]fX`U`g
bch`k`YbX][Yž`UVYf`i`b[`ØW`_]W`Y`A`U»bU`a`Y`k`U`f[Ybca`a`Yb"8Yf
F`ØW_hf]hh`]gh`Y]b`_UfYf`DfchYgh`[Y[Yb`X]YgY`J`cf[Y`Yb`gk`Y]gY`i`bX
Vf]b[h`Y]bY`K`Y`Y`j`cb`?`f]h]_i`bX`l`bfi`Y`a`]h]g]W`ž`]b`_i`g]j`Y
a`X]fY`_hYf`F`ØW`a`Y`Xi`b[Yb`Ub`XYb`Y]hYbXYb`DZUffYf`C`hYfgVUW`"

9]b`GdfYW`Yf`XYg`9fnV]ghi`a`g`VYgW`f]YV`XYb`F`ØW_hf]hh`U`g`gY`f
VYXUi`Yf`]W`i`bX`Yf`_`Å`fhY`XYb`?`cbhU`_h`a`]h`XYa`8]ØnYgUb`fUh`XYf
?`Uh`c`]_Yb`ž`i`a`X]Y`G]hi`Uh]cb`ni`_`Å`fYb"; `Y]W`nY]h][`k`Y]gh`XUg
9fnV]ghi`a`X]Y`J`cfk`ØfZY`XYf`ZY`YbXYb`6YhY][i`b[gfYW`hY`ni`fØW_
i`bX`VYhc`b`hž`XUgg`VY]`XYf`GhY`YbYfk`Y]hYfi`b[`Y]bY
 ; fYa`]YbVYZFU[i`b[`bch`k`YbX][`gY]"

8]Y`Ni`_i`bZh`XYf`?`]fW`Yb`ghfi`_hi`f

K Å\fybX'g]W\X]Y ; Ya Y]bXY'Ui Z'XYb'5VgW]YX'j cb'DZUffYf
 C hhYfgVUW\ 'j cfVYfY]hYhž_ØbX][h'g]W\Y]bY'k]W\h][Y'NY]h'ZØf'X]Y
 ?]fW\Ybghfi _hi f'Ub"5a ; "i bX'-'Bcj Ya VYf'&\$&) 'k YfXYb'bYi Y
 DZUff[Ya Y]bXYfÅhY '[Yk Å\hž'i a 'X]Y'dUghcfU'Y'9bhk]W_i b[
 j cfUbni hfY]VYb"8]Y'VYgh\YbXYb'GUhni b[Yb'V'Y]VYb'XUVY]
 [Ø'h][ži bX'XUg'?cbnYdh'XYf'DUghcfU'Yb'9]b\Y]hYb'k]fX
 k Y]hYfYbhk]W_Y'h"8]YgY'K U\Yb'g]bX'HY]'Y]bYg'i a ZUggYbXYb
 FYZcfa gmghYa gž'XUg'a]h'XYa 'N]Y'Xi fW\ [YZØ\fh'k]fXž'VYbX][Y
 ; Ya Y]bXYb'ni 'gW\UZZYb'i bX'X]Y'JYf_ØbX][i b['ni 'ZØfXYfb"6]g
 XU\]b' []Vh'Yg'j]Y'ni 'hi bž'i bX'XUg'9fnV]ghi a '?Ø'b'ghY\h] cf'Y]bYf
 YbhgW\Y]XYbXYb'D\UgYž'X]Y'b]W\h'bi f'X]Y ; Ya Y]bXYUfVY]h'VYhf]Zž
 gcbXYfb'Ui W\X]Y [YgUa hY'Ghfi _hi f'XYf'?]fW\Yž'k]Y'Ui Z'
 YfnV]ghi a !_cY`b"XY'ni 'YgYb'gh"

8YhU]`g	
C fh	9\fybZY`Xž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • Ui gVUX\cbbYZ"XY • k k k "_Uh\c`]gW"XY • k k k "YfnV]ghi a !_cY`b"XY

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