

@Ycdc`XghUXh. ' : fUi Yb`g]W\ hVUf`a UW\ Yb`
GhfU» Yb`ZØf`<]`]`i bX`Hfi XY`°

8]Y`6Yn]f_gj YfhfYhi b[`@Ycdc`XghUXh`X]g_i h]YfhY`X]Y
GhÅf_i b[`k Y]V`]W\ Yf`G]W\ hVUf`_Y]h`i bX`d`Ubh`XYb
/ ei ch/; fÅhn`a]ghd`Uhn/ ei ch"



@Ycdc`XghUXhž`² ghYffY]W\ `!`5a `&\$" ' † b] '\$&)' ` \Uh`X]Y
6Yn]f_gj YfhfYhi b[`XYf`@Ycdc`XghUXh`] \fY`YfghY`fY[i `ÅfY`G]hni b[
bUW\ `XYf`?cbgh]hi]Yfi b[`UV[Y\U`hYb" `8 UVY]`ghUbXYb`nk Y]
nYbhfU`Y`H\Ya Yb`Ui ZXYf`5[YbXU.`X]Y`GhÅf_i b[`k Y]V`]W\ Yf
G]W\ hVUf`_Y]h`i]a `ÒZYbh]W\ Yb`FUi a `i bX`X]Y`D`Ubi b[`XYg
; fÅhn`a]ghd`UhnYg " `9g`]gh`VYa Yf`_Ybgk Yfhž`XUgg`]b`K]Yb`j`cb
fi bX`*") \$\$ `J Yf`_Y\fgZÅW\ Yb`bi f`Yhk U`%\$i `bUW\ `: fUi Yb`VYbUbbh
g]bX" `8]Yg`]gh`Y]b`l a ghUbXž`XYa `g]W\ `X]Y`6Yn]f_gj YfhfYhi b[
UbbY\`a Yb`a `ÒW\ hY" `Ca Y]bVYn]f_QVYf]W\ hYhž`XUgg`Y]bY
dUfhY]ØVYf[fY]ZYbXY`5fVY]hg[fi ddY`ni f`J Yff]b[Yfi b[`XYg
l b[`Y]W\ [Yk]W\ hg[[Y[fØbXYh`k i fXYž`]b]h]]Yfhi bhYf`XYf`ZfØ\YfYb
6Yn]f_gj c fghY\Yf]b`l gW\]`@]W\ hYbY[[Yf"

⊕·Y]bYa`Y]bgh]a a][Yb`6YgW`i gg`k i fXY`XYf`; Ya Y]bXYVUi`]b
XYf`J cf[UfhYbghfU»Y`%) , %+\$`bUW`XYf`VY_UbbhYb
GWUi gd]Y`Yf]b`<]`]F YgW`VYbUbbh" <]`]F YgW`U`Uh`ØVYf`) \$
⋈\fY`]b`XYf`@Ycdc`XghUXh`[Y`YVh`i bX`k Uf`Y]b`VY_UbbhYg`; Yg]W`h
VY]a`CF: !GYb]cfYbWi V"9]b`k Y]hYfYf`Y]bgh]a a][Yf`6YgW`i gg
ZØ\fhY`ni f`6YbYbbi b[`Y]bYg`bUa Yb`cgYb`D`UhnYg`Ub`XYf
?fYi ni b[`HUVcfghfU»Y#BcfXVU\ bghfU»Y#5`]]YfhYbghfU»Y`bUW`XYf
ØX]gW`Yb`i: chc[fUZ]b`Hfi XY`i: `Y]gW`a Ubb"8]YgY`VYY]bXfi W_YbXY
DYfgØb`]W`_Y]h`k i fXY`Ua`i`&`"8YnYa VYf`%, -)`]b`K`]Yb`[YVcfYb
i bX`_Ubb`Ui ZY]bY`VYa Yf`_Ybgk YfhY`?Uff]YfY`ni fØW`V`]W`_Ybž
k Å\fybX`XYf`g]Y`a`]h`; fØ»Yb`k`]Y`GhY`ZUb`Nk Y][`i bX`<YXm`@Ja Uff
UfVY]hYhY`Ø`_]dYX]UØ

8]Y`?`cbhfcj`YfgYb`fi`bX`i`a`XYb ;`fÅhn`a`]ghd`Uhn

8]Y`8YVUhhY`ØVYf`XYb`[Yd`UbhYb`i; fÅhn`a`]ghd`Uhn`]b`XYf
⊕bghfU»YžXYf`]a`FY[]Yfi b[gdfc[fUa`a`j`YfUb`_Yfh]ghž`VfUW`hY
Y]b][`Y`?`cbhfcj`YfgYb`a`]h]g]W`"; fØbYb!6Yn]f_gj`cfghY`Yf!
GhY`j`YfhfYhYf`6Yfb`UfX`GY]hn`_f]h]g]YfhY`X]Y`⊕Zcfa`Uh]cbgdc`]h`_
XYf`GhUXh`k`]Yb`gW`UfZ`i`bX`ZcfXYfhY`Y]bY`6Øf[Yfj`YfgUa`a`i`b`["
5i`W`GD²`!6Yn]f_gfÅh]b`A`]f]Ua`i`?`U]mg`gdfUW`g]W`ZØf`a`Y`f
HfUbgdUfYbn`Ui`g`i`bX`a`UW`hY`XYi`h]W`ž`XUgg`X]Y`6Øf[Yf.]bbYb`]b
X]YgYb`k`]W`h][`Yb`DfcnYgg`Y]b[`YVi`bXYb`k`YfXYb`gc`hYb"

8]Y`BYcg!`?`i`Vj`]nY`9`]gUVYh`DYhfUWg`VYhcbhY`X]Y`Bchk`YbX][`_Y]hž
XYb`A`]ghd`Uhn`U`g`a`cXYfbYb`Cfh`XYf`?`fY]g`Ui`Zk`]fhgW`UZh`ni
XYb`_Yb`i`bX`X]Y`6Øf[YfVYhY`]]`i`b[`ni`ZØfXYfb" `A`Uf`_i`g`F`Uh`a`Umf
j`cb`XYb`; fØbYb`Åi`»`YfhY`g]W`VYgcf[`h`ØVYf`X]Y`GhUbXcfhk`U`i`bX
f]YZ`ni`Y]bYf`j`YfUbhk`cfhi`b[`gj`c`YfYb`@Øgi`b[`Ui`Z`@UbXYgYVYbY
Ui`Z`8Yf`5bhfU[`ni`f`9]bVYfi`Z`b[`Y]bYf`6Øf[Yfj`YfgUa`a`i`b[
k`i`fXY`gW`Y]Y»`]W`Y]bgh]a a][`Ub[`Ybca`a`Ybž`k`Ug`nY][`hž`XUgg`Y]Yf
Y]b`ghUf`_Yg`6YXØfZb]g`bUW`ØZYb`h]W`Yf`A`]hVYgh]a a i b[`VYghY`h"

:`fUi`Yb`]b`XYf`GhUXh`Y]b`i:]`a`U`g`_i`hi`fY`Y
F`YZ`YI`]cb

8Yf':]a ' DfAgYbn 'j cb'5`Y_gUbXfU'?c cXn]Y`Wm_i bX'?Uf`
 K fUhgW_cžXYf'U`Y`bUW : fUi Yb`VYbUbbhYb`J Yf_Y\fgZÀWYb`]b
 K]Yb`Xc_i a Ybh]Yfhž'h\Ya Uh]g]Yfh'X]Y`DfAgYbn'j cb': fUi Yb`ja
 ghÀXh]gWYb`FUi a "'8Yf'?i fnZ]a žXYf`VY]a :]a ZYgh]j U`h\]g
 \i a Ub`k cf`X`&\$&\$`Ui g[YnY]WbYh`k i fXYž`j YfXYi h]W`h`X]Y
 8]g_fYdUbn`nk]gWYb`a`Àbb`]WYb`i bX`k Y]V`]WYb`B`Ua Ybg[YVYfb
]b`K]Yb`QYfbYhnhQ`9f`VY[]bbh]a`'&' "'6Yn]f`_i bX`YbXYh]a`%"
 6Yn]f`_i bX`nY][h]b`gYW`g`A]bi hYb`Yhk U`(\$\$`i bhYfgW]YX`]WY
 J Yf_Y\fgZÀWYb`"Hfcm`XYf`Y]W`hYb`Ni bU`a Y`XYf`bUW : fUi Yb
 VYbUbbhYb`J Yf_Y\fgZÀWYb`'j cb', i`]a`'ſ\`f`&\$%)`Ui ZYhk U`%\$ı
]a`'ſ\`f`&\$%-`'V`Y]Vh`X]Y`6YbYbbi b[`bUW : fUi Yb`]b
]bbYfghÀXh]gWYb`6YfY]WYb`Y]bY`GY`hYb`Y]h"

8]Yg`VY`Y[h`X]Y`B`chk YbX][_Y]h`k Y]hYfYf`5bghfYb[i b[Ybž`i a`'X]Y
 G]W`hVUf_Y]h`j cb': fUi Yb`]a`'ÒZYbh]WYb`FUi a`ni`Yf`\`Ò`Yb`"
 J cfgW`À[Yž`i a`'X]Y`6YbYbbi b[`bUW : fUi Yb`ni`Z`OfXYfbž
 i a`ZUggYb`i bhYf`UbXYfYa`'X]Y`HY]i b[`Àb[YfYf`GhfU»Ybž`X]Y
 GW`UZZ b[`bYi Yf`D`À`mY`i bX`l a`VYbYbbi b[Yb`VYghY`YbXYf
 J Yf_Y\fgZÀWYb`"8Yf`[YbXYf5H`Ug`X]YbhY`U`g'; fi bX`U[Y`Z`Of`j]Y`Y
 XYf`F`YW`YfW`Ybž`X]Y`X]Y`8]g_i gg]cb`i a`'X]YgYg`H`Y`a`U`Ub`fY[Yb
 gc`Yb`"

8]Y`Yi h][Y`G]hni b[`XYf`6Yn]f`_gj YfhfYhi b[`]gh`Y]b`k Y]hYfYf`GW`f]h
 Ui ZXYa`K Y[`ni`a`Y`f'; `Y]W`Y`Y]h`i bX`G]W`hVUf_Y]h`Z`Of': fUi Yb`]b
 XYf`@Ycdc`XghUXh`i bX`K]Yb`"8]Y`6YbYbbi b[`j cb`C`fhYb`bUW
 DYfg`Òb`]W`_Y]hYb`k]Y`<`]`F`YgW`i bX`Hfi XY : `Y]gW`a`Ubb`nY][hž
 XUgg`X]Y ; YgW]W`hY`X]YgYf': fUi Yb`bi b`Ui W`]a`'GhUXhV]`X
 g]W`hVUf`[Ya`UW`h`k]fX`"

8YhU]`g	
C fh	@Ycdc`XghUXhž`2 ghYffY]W
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f`_"Uh • XY"k]_]dYX]U"c f[• ZYfbYhnh"i b]j]Y"UWUh

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