

? Ua dZ'i a '@_k !DUf_d`ÄhnY. '8 Yi hgWx`UbXg
GhfU» Yb`Xfc\Yb`ni`ØVYf`Ui ZYb`°

@_k !GhY`d`ÄhnY`g]bX`8Yi hgWx`UbXg`5i hcVU\bYb`_bUdd``8Yf
579`ZcfXYfh'A U» bU\`a`Yb`ni`f`J YfVYggYfi b[`XYf
J Yf_Y`f`gg]WxYf\Y]hi bX`DUf_a`Ö[`]Wx_Y]hYb`"



:]Wx hYb d`Ub`GØXž`%*`' (, `K` UbX`]hnž`8Yi hgWx`UbX`!`#
8Yi hgWx`UbX`g]bX`X]Y`DfcV`Ya`Y`a`]h`XYf`@_k`!
GhY`d`Uhnj`YfZØ[`VUf_Y]h`Ub`5i hcVU\bYb`Ybcfa`""9]bY`_Øfn`]Wx`Y
NÄ`i`b[`žX]Y`nk`]gWxYb`XYa`%)`"5df]`i`bX`XYa`""`›`b]
Xi`fWx[`YZØ`fh`k`i`fXYž`\Uh`Yf[`YVYbž`XUgg`Ub`" `%F`UghUb`U[`Yb`]b
C`ghXYi`hgWx`UbX`&"%*,`@_k`UV[`YghY`h`k`UfYbž`cV`k`c`\`bi`f`%`(`%&
GhY`d`ÄhnY`ni`f`J`YfZØ[`i`b[`ghUbXYb`"8]Yg`VYXYi`hYh`Y]bY
,`VYfVY`Y[`i`b[`j`cb`Yhk`U`)`\$i`i`bX`Yf`\Ø`h`X]Y;`YZÄ`fXi`b[`]a
GhfU»`Ybj`Yf_Y`f`Yf`YV`]Wx`ž`k`]Y`XYf`5i`hc`7`i`V`9i`fcdU`f579Ł
ZYghghY`h`"6YgcbXYfg`_f]h]gWx`Y`F`UghUb`U[`Yb`k`]Y:]Wx hYb d`Ub`GØX
Ub`XYf`5%\$`i`bX`Ghc`d`Y`B`cfX`Ub`XYf`5&(`\`UVYb`YI`hfYa`i`c`Y
DUf_X]Wx hYb`"8Yf`579`k`Ufbhj`cf`J`Yf_Y`f`gf]g]_Ybž`]bgVYgcbXYfY`]b
XYb`B`UWx`hghi`bXYbž`XU`Ui`Z`&%`XYf`" `%F`UghUb`U[`Yb`Yb`hgd`fY`Wx`Yb`XY

; YZÀ\X i b[Yb`ZYgh[YghY`h`k i fXYb"

@_k `dUf_Yb`cZhi]b`9]b!`i bX`5i gZU\fhYb`gck]Y`Ui ZD_k !
GhY`ZÀWYbž`k Ug`X]Y`G]hi Uh]cb`ni gÀhn`]W`j YfgW`ÀfZi"8]Y`NÀ\`i b[
k i fXY`k À\fybX`XYf`K cW`Ybhu[Y`Xi fW [YZØ\`fhi bX`gc`HY`]`Y]bYf
VfY]hYfYb`l bhYfgi W`i b[`gY]bž`XYfYb`Vi bXYgk Y]hY`9f[YVb]ggY`Ua
%, "ž`b]j`cf[YghY`h`k YfXYb"8 Yf`6i bXYgj YfvUbX
; ØhYf`fUZj Yf_Y\`fž`@c []gh]_`i bX`9bhgc f[i b[`ZcfXYfh`b]W`h`bi f
Y]bY`9f\Ø\`i b[`XYf`@_k !GhY`d`ÀhnYž`gcbXYfb`Ui W`Y]bY
J YfY]bZUW`i b[`XYf`; YbY\`a][i b[gj YfZU\`fYb`ZØf`bYi Y`GhY`d`ÀhnYž
i a `XYf`_f]h]gW`Yb`@U[Y`ni `VY[Y[bYb"

< UbX`i b[gVYXUfZ`i bX`U`_hi Y`Y`NU\`Yb

8]Y` VYfg]W`h`ØVYf`X]Y`U`_hi Y`Yb`@_k !GhY`d`ÀhnY`nY][hž`XUgg
Vi bXYgk Y]h`a Y\`f`U`g`%- ") \$\$\$`fY[i `ÀfY`DUf_a Ø[`]W`_Y]hYb`ZY\`Yb"
5VYbXg`g]bX`ØVYf`%\$&"\$\$\$`@_k`i bhYfk Y[gž`k À\fybX`YX][`]W`
, &`(-`\$`DUf_a Ø[`]W`_Y]hYb`ni f`J YfZØ[i b[`ghY\`Yb" `@Ui h`XYb
J YfvÀbXYb`VYghY\`h`Y]b`8 YZ]n]hj`cb`Yhk U`(` \$\$\$`GhY`d`ÀhnYbž
k cXi fW`X]Y`DUf_d`Uhnbc`h`X]fY`_h]b`XUg`c`_i`g`XYg
J Yf_Y\`fga]b]ghYf]i a`g[YfØW`_h`k YfXYb`gc`hY"8 Yf`5i gVUi`j`cb
@UXY]bZfUghfi`_hi`fYb`ZØf`9`Y`_hfc!`@_k`_ØbbhY`ni`XYa`k`Y]hYfY
< YfUi`gZcfXYfi`b[Yb`ZØf`X]Y`DUf_d`Uhg]hi`Uh]cb`a`]h]g]W`Vf]b[Ybž
]bgVYgcbXYfY`k`Ybb`[`Y]W`nY]h][`X]Y`NU\`XYf`GhY`d`ÀhnY`b]W`h
Yf\Ø\`h`k]fX"

8 Yf`5857`VYf]W`hYhž`XUgg`YXY`B`UW`h`fi`bX`&`") \$\$\$`@_k`!`U\`fYf
j`Yf[YV`]W`b`UW`Y]bYa`Y[`Y[`U`Yb`DUf_d`Uhn`gi`W`Yb"8]Y`G]hi`Uh]cb`]b
6i`bXYg`ÀbXYfb`k`]Y`6UmYfb`i`bX`B`cfXf\`Y]b!K`YghZU`Yb`]gh
VYgcbXYfg`Ub[YgdUbbh" `ž`F`YU`_h]cb`Ui`Z`X]Y`?`f]gY`d`Ubh`XYf`6i`bX
Y]bY`ž`j`Ygh]h]cb`j`cb`-`\$`A`j`cbYb`9i`fc`]b`XYb`6Ui`j`cb`(` \$\$\$
bYi`Yb`@_k`!GhY`d`ÀhnYbž`X]Y`]bbYf\`U`V`Y]bYg`8`fY]!`?`]ca`YhYf!
F`UX]i`g`j`cb`5i`hcVU\`b!5bgW`i`ggghY`Yb`Yb`hghY\`Yb`gc`Yb"8]Yg
_ØbbhY`Y]b][`Y`XYf`VYghY\`YbXYb`9b[dÀggY`]bXYfbž`gc`hY`YXcW`
nY]hbU\`i`a`[YgYmh`k`YfXYbž`i`a`XYf`Ni`bU\`a`Y`Ub`J`Yf_Y\`f`[YfYW`h
ni`k`YfXYb"

@Ub[gUa`Y`l`a`gYhni`b[`j`cb`@Øgi`b[Yb

Hfchn`_`UfYf`DfcV`Ya`U[Yb`_f]h]g]YfYb`6fUbWXYbj YfhfYhYf`X]Y
`Ub[gUa Y`I a gYhni b[`[Yd`UbhYf`A U» bU`a Yb`ni f`GWUZZI b[
bYi Yf`GhY`d`ÀhnY"5_hi Y`[]VhYg]b`8Yi hgW`UbX`fi bX` ,) "\$\$\$
@_k !GhY`d`ÀhnYž`X]YgY`NU`[]Y[h`k Y]h`\\]bhYf`XYa`hUhg`W`]WXYb
6YXUfZ`ni fØW_`"8 Ug`6i bXYgj Yf`_Y`fga]b]ghYf]i a` `\\Uh`VYfY]hg
Ub[YXYi hYhž`XUgg`Yg`Y]b`i a ZUggYbXYg`? cbnYdhni f`J YfVYggYfi b[
XYg`DUf`fUi a a UbU[Ya Ybhg`UbghfYVhž`XUg`gck c`\\`ÖZZYbh]WXY`U`g
Ui W`d`f]j UhY` : `ÀWXYb`i a ZUggh" ðbcj Uh]j Y`DUf`gmghYa Y`i bX
]bhY`][YbhY`@Øgi b[Yb`_ØbbhYb`XUni`VY]hfU[Ybž`X]Y`G]hi Uh]cb`ZØf
@_k !: U`fYf`ni`j YfVYggYfb`i bX`X]Y`J Yf`_Y`fgg]WXYf`Y]h`Ui ZXYb
5i hcVU`bYb`ni`Yf`\\Ø`Yb"

ðg[YgUa h`nY][Yb`X]Y`U_hi Y`Yb`9bhk]W_`i b[Ybž`XUgg`Y]bY
`_ccfX]b]YfhY`5bghfYb[i b[`YfZcfXYf`]W`]ghž`i a`X]Y
<YfUi gZcfXYfi b[Yb`Y]bYf`g]W`k UbXY`bXYb`HfUbgdcfh`UbXgWUZh
ni`a Y]ghYfb"8]Y`?ca V]bUh]cb`Ui g`ghY][YbXYf` : U`fnYi [nU`[`i bX
i bni`fY]WXYbXYb`GhY`d`Uhn`UdUn]h`hYb`ghY`h`b]W`h`bi`f`Y]b
`c []gh]gWXYgž`gcbXYfb`Ui W`Y]b`g]WXYf`Y]hghYW`b]gWXYg`DfcV`Ya
XUfž`XUg`Xf]b[YbX`Ub[Y[Ub[Yb`k YfXYb`a`i`gg"

8YhU]`g	
J c fZU`	J Yf`_Y`fgi bZU`
C fh	:]WXYbd`Ub`GØXž`%*" (, `K UbX`]hnž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "j Yf`_Y`fgfi bXgWU i "XY • k k k "UXUWXY

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["bYh