

5`hY`GWX Yi bY`]a` < Uj Y``UbX. `%ž) `A]``]cbYb
ZØf`bYi Yb`?i`hi fcfh°

Jc`_Yf`8cbUh\`a`cXYfb]g]Yfh`X]Y`U`hY`GWX Yi bY`]b`DUfYhn`ZØf
%ž) `A]``]cbYb`9i fcf`ni a`_i`hi fY``Yb`9fY][b]gcfh`]a
< Uj Y``UbX"



DUfYhnž`8Yi hgW\`UbX`!`!`b`Y]bYa`VYa`Yf`_Ybgk`YfhYb`J`cf\`UVYb
\Uh`Jc`_Yf`8cbUh\`ž`5fW\]hY`_hi`bX`Gh]Zhi`b[`gfUhgj`c`fg]hnYbXYf`XYf
Gh]Zhi`b[`DUfYhnž`X]Y`U`hY`GWX Yi bY`]b`DUfYhn`ni`bYi`Ya`@YVYb
Yfk`YW`h`B`UW\`XYa`9fk`YfV`]a`!`!`f`&\$`\$`-`i`bX`XYf
K`]YXYfYf`ÖZ`bi`b[`U`g`J`YfUbg`hU`hi`b[`gcfh`c`\bY`5gVYgh`]a`!`!`f`&\$`%
]gh`X]Y`GWX Yi bY`\Yi`hY`Y]b`_i`hi`fY``Yf`@Yi`W`hhi`fa`]a` < Uj Y``UbX
[`Yk`cfXYb`"8`]Y`GUb]Yfi`b[`g`_cghYb`VY`YZYb`g]W`Ui`Z`fi`bX`%ž)
A]``]cbYb`9i`fcž`k`cVY`HY`Y`XYf`:]`bUbn]Yfi`b[`Xi`fW\`XUg`@YUXYf!
Dfc[`fUa`a`VYfY]h[`YghY`h`k`i`fXYb`"8`Yf`K`Y[`ni`fi`a`k`UbX`i`b[
X]YgYg`[`YgW\]W`ghf`ÅW`h[`Yb`;`YV`Äi`XYg`k`Uf`Y]b`Ub[`k`]Yf][`Yfž
XcW\`X]Y`6Y`c`\bi`b[`]gh`XUg`9b[`U[`Ya`Yb`hž`XUg`bi`b`Xcfh
ghUhhZ]bXYh`**A`Un`C`b`]**bY`VYf]W`hY`hY`ØVYf`X]Y`U`_hi`Y``Yb
9bhk`]W`_i`b[`Yb`i`bX`X]Y`i`b`_h]cbYb`XYf`GWX Yi bY"

8]Y`U`hY`GWX`Yi`bY`V]YhYh`D`Uhn`ZØf`V]g`ni`(`\$\$`DYfgcbYb`i`bX`\Uh
g]W`ni`Y]bYa`VYXYi`hYbXYb`J`YfUbghU`hi`b[`gcfh`Yb`hk`]W`Y`hž`XYf
k`Y]h`ØVYf`X]Y`;`fYbnYb`XYg`@`c`_`U`Yb`\]bUi`gghfU`\`h`"8`ca`]b]ei`Y
<`Ua`a`ž`X]Y`;`YgW`À`ZhgZØ`fYf]b`XYf`Gh]Zhi`b[`DUfYhnž`\`Uh`g]W`U`g
nYbhfU`Y`:`][`i`f`VY]`XYf`Dfc[`fUa`a`[`YghU`hi`b[`YhUV`]Yfh`"J`cf`XfY]
`>`fYb`k`i`fXY`XYf`DUfYhnYf`?`i`hi`fgca`a`Yf`]bg`@`YVYb`[`Yfi`ZYbž`XYf
a`]h`Yfk`Y]`Y`Y]b`ZYghYg`_`i`hi`fY`Yg`5b[`YVch]b`XYf`FY[`]cb
XUfghY`h`"

9]b`j`]Y`ZÀ`h][`Yg`J`YfUbghU`hi`b[`gdfc[`fUa`a`

8`Ug`Dfc[`fUa`a`XYg`?`i`hi`fgca`a`Yfg`\`Uh`g]W`gY]h`gY]b`Yf
9]bZØ`fi`b[`ghYh][`k`Y]hYfYb`hk`]W`Y`h`"K`À`\`fYbX`X]Y`YfghY`5i`g[`UVY
]a`>`f`&`\$`&`"bi`f`UW`h`J`YfUbghU`hi`b[`Yb`i`a`ZUgghYž]gh`XUg`U`_`hi`Y`Y
5b[`YVch`Ui`ZY]b`8i`hnYbX`[`Yk`UW`gYb`"J`cb`?`Ua`a`Yf`_`cbnYfhYb`V]g
\]b`ni`\]ghcf]gW`Yb`@`gi`b[`Yb`\]Yf]gh`ZØf`Y`XYb`;`YgW`a`UW`
Yhk`Ug`XUVY]"8`Yf`:`c`_`i`g`]Y[`h`XUfUi`Zž`X]Y`GWX`Yi`bY`ZØf`Y]b`VfY]hYg
Di`V`_]`_`i`a`ni`[`Àb[`]W`ni`a`UW`Ybž`i`bX`XUg`b]W`h`bi`f`]a`f`U`a`Yb
`Ugg]gW`Yf`?`i`hi`fj`YfUbghU`hi`b[`Yb`"8]Y``ca`a`Yb`XYb
J`YfUbghU`hi`b[`Yb`VY]b`\`U`hYb`.

- `&%"`ž`b].`:`fUi`GW`i`a`UW`Yf`D]Ubc`8i`c`
- `&-`"ž`b].`:`Ua`j]Yb`_`cbnYfh`<`Ua`Y`bž`Ubbc`%&(`,`
- `*"`ž`b].`@`]gYba`Uf`_`h`i`<`]ghcf]gW`Yg`A`Uf`_`h`fY]VYb`

8]Y`>XY`]ghž`XUgg`b]W`h`bi`f`?`i`hi`f]YV`\`UVYf`Ui`Z]`\`fY`?`cghYb
_`ca`a`Ybž`gcbXYfb`XUgg`U`Y`;`ÀghY`X]Y`A`Ø[`]W`_Y]h`\`UVYbž`X]Y
\]ghcf]gW`Y`i`a`[`YVi`b[`]ni`Yf`_`i`bXYb`i`bX`fY[`]cbU`Y
?`Øgh]W`_Y]hYbž`Yhk`U`Ui`g`Y]bYa`@`Y`a`VUW`_`cZYbž`ni`[`Yb]Y»`Yb`"8`Ug
9b[`U[`Ya`Yb`h`XYf`Gh]Zhi`b[`DUfYhn`n]Y`h`XUfUi`Z`UVž`X]Y`6Øf[`Yf`]b
?`Yhn]b`#`<`Uj`Y`i`bX`DUfYhn`]b`X]Y`;`YghU`hi`b[`]fYf`@`YVYbgk`Y`h
Y]bni`VYn]Y`Yb`"Dfc`Y`_`hYž`X]Y`Xi`fW`X]Y`Gh]Zhi`b[`]i`bhYfghØ`hnh
k`YfXYbž`_`ca`V]b]YfYb`?`i`hi`fž`6]Xi`b[`ž`8Yb`_`a`U`dZY[`Y`i`bX`gcn]U`Y
5gdY`_`hYž`i`bX`XUg`a`]h`XYa`N]Y`ž`Y]bY`YVYbX][`Y`XØfZ]W`Y
;`Ya`Y]bgW`U`Zhi`ni`ZØfXYfb`"K`Y]hYfZØ`\`fYbXY`&`Zcfa`Uh]cbYb`g]bX`Ui`Z
XYf`K`YVg]hY`XYf`Gh]Zhi`b[`DUfYhn`ni`Z]bXYb`"

I`bhYfghØ`hni`b[`]Xi`fW`X`XYb`6i`bX`

8]Y'?'i`hi f!`i bX'?'i bghZØfXYfi b[`XYg'6i bXYg'gd]Y`h`Y]bY
 YbhgWXY]XYbXY`F c``Y`]a`9f\U`hi bX`]b`XYf`GhÅf_`i b[`_Øbgh`Yf]gWXYf
 i bX`_`i`hi fY``Yf`Dfc`Y`_hY`]b`8Yi hgW`UbX``8]Y'?'i`hi fj Yfk U`hi b[
 XYg'6i bXYg`\Uh`VYfY]hg`nU`\fY]WXY`bgh]hi h]cbYb`i bX`J cf\UVYb
 i bhYfghØhnhž`X]Y`XUg`N]Y`j YfZc`[Ybž`_`i`hi fY``Yg`9fVY`ni`VYk U`fYb
 i bX`]b bcj Uh]j Y`5bgÅhnY`ZØf`X]Y'?'i bgh`ni`Ybhk]W_Y`b``5i W`X]Y
 Gh]Zhi b[`DUfYhn`d`fc]h]Yfhj`cb`X]YgYf`i bhYfghØhni b[ž`X]Y`VY]`XYf
 :]bUbn]Yfi b[`i bX`l a gYhni b[`j cb`VYXYi hYbXYb`_`i`hi fY``Yb
 Dfc`Y`_hYb`i`]\`Zh"

Ni gUa a Yb[YZUggh`nY][h`XUg`6Y]gd]Y`XYf`U`hYb`GWXYi bY`]b
 DUfYhnž`k]Y`Xi fW`[Ya`Y]bgW`UZh]WXYg`9b[U[Ya`Ybh`i bX
 : ØfXYfa`]hhY``b]W`h`bi f`\]ghcf]gWXY` ; YVÅi XY`[YfYhhYh`k YfXYbž
 gcbXYfb`Ui W`XUg`_`i`hi fY``Y`@VYb`]b`XYf`FY[]cb`bUW`\U`h][
 VYfY]WXYfh`k]fX``9g``Y[h]b`XYf`BUhi f`gc`WXYf`Dfc`Y`_hYž`XYb
 A YbgW`Yb`Y]bYb`FUi a`ZØf`?fYUh]j]hÅhi bX` ; Ya`Y]bgW`UZh`ni
 V]YhYb`i bX`gca`]h`XUg`[YgY``gW`UZh]WXY`A`]hY]bUbXYf`ni`ZØfXYfb"

8YhU]`g	
C fh	DUfYhnž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "gh]Zhi b[!dUfYhn"XY • _i bghj Yfk U`hi b["Vi bX"XY

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