

F Yj c`i h]c b`]b`6Yf`]b.`5V[YcfXbYhYb\Ui g
gh]a a h`ØVYf`J Yfk U`hi b[gfYZcfa `UV`

8 Ug`5V[YcfXbYhYb\Ui g`6Yf`]b`gh]a a h`Ua `&*"\$*"\$&\$&) `ØVYf
Y]bY`i a ZUggYbXY`J Yfk U`hi b[gfYZcfa `UVž`X]Y`_`UFY
Ni ghÅbX][_Y]hYb`ZYgh`Y[h`



6Yf`]bž`8Yi hgWk`UbX`!`6Y]a `6Yf`]bYf`5V[YcfXbYhYb\Ui g`[Y\h
\Yi hY`X]Y`Dcgh`UV`8]Y`[Yd`UbhY`FYZcfa `XYf`J Yfk U`hi b[`ghY\h`Ui Z
XYf`5[YbXUž`i bX`U`Y`6`]W_Y`g]bX`Ui ZX]Y`D`YbUfg]mi b[`[Yf]Wk hYhž
X]Y`a cf[Yb`i a`%\$`I` \f`ghUfhYh`8]YgY`A U» bU\ a Yž`Y]bYg`XYf
<Ui dhdfc`Y`_`hY`XYf`gWk Ufn!fchYb`FY[]Yfi b[g_cU`]h]cb`Ui g`78I
i bX`GD8ž`_`ÖbbhY`Zf]gWkYb`K`]bX`]b`X]Y`cZi`U`g`VØfc`_`fUh]gWk
Ya dŽ`bXYbYb`Ghfi`_`hi fYb`XYf`<Ui dhghUXh`Vf]b[Yb`"8]Y`A`Y`f`Y]h
]a`DUf`Ua`Ybh`k`]fX`ZØf`X]Y`FYZcfa`Yfk UfhYhž`i bX`gc[Uf`X]Y
Cddcg]h]cbgdUfhY]Ybž; fØbYb`i bX`@]b`_`Yž`\UVYb`g][bU`]g]Yfhž`XUgg
g]Y`ni`[i bghYb`X]YgYf`-b]h]Uhj`Y`UVgh]a a Yb`k`YfXYbž`k`]Y`Ui`Wk`b!`hj
VYf]Wk hYh`

8 Ug`N]Y`X]YgYf`FYZcfa`]gh`Ygž`X]Y`5i Z[UVYbj`YfhY]i b[`]bbYf\U`V

XYf'J Yfk U`hi b[' _Uf'i bX'j YfghÅbX`]WÅ`ni`fY[Y`b"9]b
i a ZUb[fY]WÅYg'; YgYhnYgdU_YhžXUg'Ui WÅ`Y]b`bYi Yg
@UbXYgcf[Ub]gUh]cbg[YgYhn`f@C; Ě`VY]b\U`hYb`k]fXž`gc``XUZØf
gcf[Ybž`XUgg`YXYf'J YfUbhk cfh]WÅY`]b`XYf'5Xa]b]ghfUh]cb`k Y]» ž
k c`gY]b`D`Uhn`]gh"8]YgYg'; YgYhn`gc``5bZUb['&\$&*`]b`?fUZi`hfYhYb"
K]Y`XYf`HU[Yggd]Y[Y`YVYbZU`g`Yfj cf\YVhž`g]bX`a Y\fyfY
YbXYfi b[Yb`XYf`6Yf`]bYf'J YfZUggi b[`HY]`XYg`J cf\UVYbg"8cWÅ
XUZØf`VYb`Øh][h'a Ub`Y]bY`Nk Y]Xf]hhY`a Y\fyY]hž`X]Y`78I`i bX`GD8
U`Y]b`b]WÅh`Ui ZVf]b[Yb`_ØbbYb"8]Y`9]bVYn]Y\i b[`XYf`C ddcg]h]cb
k Uf`XU\Yf`_i [` [Yk Å`h`6Yf`]bg`FY[]YfYbXYf`6Øf[Yfa`Y]ghYf`?U]
K Y[bYf`f78I Ě`\Uh; fØbY`i bX`@]b_Y`U_h]j`]b`X]YgYb`DfcnYgg
Y]bVYnc[Yb"

9]b` ; YgYhnYgdU_Yh`a]h`J]g]cb

8Yf': c_i`g`XYg'; YgYhnYgdU_Yhg``]Y[h`b]WÅh`bi`f`XUfUi Zž`XYb
j Yfk U`hi b[g]bhYfbYb`i a [Ub[`ni`j YfVYggYfbž`gcbXYfb`Ui WÅ
XUfUi Zž`Y]bY` [YgUa`hghÅXh]gWÅY`GhYi Yfi b[`XYf'J Yfk U`hi b[`ni
ghÅf`_Yb`i bX`X]Y`J YfUbhk cfhi b[`nk]gWÅYb`XYa`@UbX`i bX`XYb
6Yn]f`_Yb`_Uf`ni`j YfhY]`Yb"8]Y`N]Y``]gh`Ygž`XUgg`X]Y`6Yn]f`_Yb]WÅh
Ybha UWÅhYhž`gcbXYfb`]a` ; Y[YbhY]` [YghÅf`_h`k YfXYbž`i a`]\fy
?cbhfc``a` Ø[`]WÅ_Y]hYb`ni`j YfVYggYfb"8]Y`GhUUhgY`_fYhÅf]b`ZØf
J Yfk U`hi b[ga`cXYfb]g]Yfi b[ž`A Ufh]bU`?`Ya`Ybhž`\Uh`X]Y
: YXYfZØ\fi b[`ZØf`X]YgY`i a`ZUggYbXY`FYZcfa`_ØVYfbca`a`Ybž`k]Y`
fVV&(`Yf`Åi`hYfh"

9]b`nYbhfU`Yf`5gdY`_h`XYf`FYZcfa`_]gh`X]Y`9]bZØ\fi b[`Y]bYg
Y]b\Y]h]WÅYb`Ni`ghÅbX][_Y]hg_UhU`c[`g"8Ua`]h`gc``Yb`X]Y`5i`Z[UVYb
XYf`6Yf`]bYf'J Yfk U`hi b[`bUWÅ`Dc`]h]_ZY`XYfb`gcfh]Yfh`k YfXYbž`i a
Y]b`_Ågh][Yg`6Y\ØfXYb!D]b[dcb[`ni`j Yfa`Y]XYb"8]Ni`XYa`k]fX`Y]bY
9]b][i b[gghY``Y`Y]b[Yf]WÅhYhž`X]Y`]b`GhfY]hZfU[Yb`ØVYf
Ni`ghÅbX][_Y]hYb`Y]bY`?`Åfi b[`YfVY]ZØ\fyb`_Ubb"9ZZ]n]Ybn`k]fX
[fc» [YgWÅf]YVYb.`9g`[]Vh`Y]bY` : f]gh`j`cb`a`U]]a`U`Y]bYa`A`cbUh
ZØf`GhY``i b[bU`a`Yb`nk]gWÅYb`XYb`6Y\ØfXYb"8]ca`a`h`_Y]bY
FYU_h]cbž`[]Vh`Yg`Ui`WÅ`_Y]bY`9]bk`YbXi`b[Yb`_`Y]b`YWÅhYf
: cfhgWÅf]hh`Ui`ZXYa`K`Y[`ni`Y]bYf`VØf[Yfcf]Ybh]YfhYb`i`bX
k]f_i b[gcf]Ybh]YfhYb`J Yfk U`hi b[`

9]b`6`]W_]b`X]Y`Ni`_i`bZh

8Yf?cU`h]cbgjYfhfU[`j`cb`&\$&` `nk`]gWXYb`78I` `i`bX`GD8`g]Y\h`X]Y
 A`cXYfb]g]Yfi`b[`XYf`J`Yfk`U`hi`b[`i`bX`Y]bY`_`UfY`HfYbbi`b[`XYf
 Ni`gh`Å`b`X][`_Y]hYb`U`g`k`YgYb`h]WXY`Di`b`_hY`j`cf`"Hfc`hn`XYf`_f]h]gWXYb
 Gh]a`a`Yb`Ui`g`XYf`J`Yf[`Ub[`Yb`Y]hž]b`XYbYb`Y]b`Å`b`]WXYf
 FYZcfa`j`Yfgi`W`XYg`fch![`fØb!fchYb`J`cf[`Åb[`YfgYbUhg`h`Ya`Uh]g]Yfh
 k`i`fXYž`n]Y\h`X]Y`bYi`Y`FY[`]Yfi`b[`Ub`Y]bYa`GhfUb[`ž`i`a`Y]bYb
 Žf]gWXYb`K`]bX`]b`X]Y`6Yf`]bYf`6Øfc`_fUh]Y`ni`Vf]b[`Yb`"8Yf`F`Uh`XYf
 6Øf[`Yfa`Y]ghYf`Yf\`Å`h`X]Y`A`Ø[`]W`_Y]hž`J`cfgW`Å[`Y`ZØf`bYi`Y
 J`Yfk`U`hi`b[`gj`cfgW`f]ZhYb`ni` `i`bhYfVfY]hYb`i`bX`[`Y[`YVYbYbZU`g
 gc[`Uf`;`YgYhnYg]b]h]Uh]j`Yb`Y]bni`Vf]b[`Yb`"8Ug`U`Yg`nY][`h`<`]Yf`k`]fX
 b]W`h`bi`f[`YgW`fUi`Vhž`gc`bXYfb`Ui`W`[`Y]W`Y]b[`Ub`n`bYi`Yg`6`]X
 XYf`J`Yfk`U`hi`b[`Ub[`YghfYVh`

8YhU]`g	
Cfh	6Yf`]bž`8Yi`hgW`_UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY • k k k "hU[Yggd]Y[Y`"XY • k k k "fVV&("XY

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