

6i ` [Uf]Yb ' j cf ' 9i fc ! 6Y]hf]hh. ' 7 \ UbWb ' i bX
F]g]_Yb ' ZØf ' Hci f]ghYb °

6i ` [Uf]Yb ' d ` Ubh ` XYb ' 9i fc ! 6Y]hf]hh ' & \$ & * ' ' 5i gk]f_i b [Yb ' Ui Z
XYb ' Hci f]ga i gž ' K]fhgW UZh ' i bX ' 6Øf [Yfd fchYghY ' ghY \ Yb ']a
: c _i g "



6i ` [Uf]Ybž '@UbX ' ! ' 8]Y ' 9i fc ! 9]bZØ \ fi b [']b ' 6i ` [Uf]Yb ' ghY \ hj cf
XYf ' HØf. ' 8]Y ' 9i ! ? ca a]gg]cb ' \ UhXYa ' @UbX ' X]Y ' 5i ZbU \ a Y ']b ' X]Y
9i fcncbY ' ni a ' % ' † Ubi Uf ' & \$ & * ' [YbY \ a] [h ' ' 6i ` [Uf]Yb ' d ` Ubh ` XUa]hž
gY]bY ' @UbXYgk Å \ fi b [' @Yk ' UVni gW UZZYb ' i bX ' XYb ' 9i fc ' U`g
cZZ]n]Y ` Yg ' NU \ ' i b [ga]hhY ` Y]bni ZØ \ fYb " ' 8]Yg ' _ØbbhY ' XUg ' @UbX
ni a ' & % " A]h [']YX ' XYf ' 9i fcncbY ' a UWXYbž ' bUWXYa ' ? fcUh]Yb ' Ua ' % "
† Ubi Uf ' & \$ & ' ' VY] [YhfYhYb ']gh " J]Y ' Y ' gY \ Yb ' X]Y ' 9i fc ! 9]bZØ \ fi b [' U`g
A Ø [']W \ _Y]hž ' X]Y ' Vi ` [Uf]gWXY ' K]fhgW UZh ' ni ' ghÅf _Yb ' i bX ' a Y \ f
Ui g ` ÅbX]gWXY ' † j Ygh]h]cbYb ' Ubni n]Y \ Ybž ' k]Y ' 7 Ud]hU ` ' VYf]W hYh "

GhUUhgdfÅg]XYbh ' Fi a Yb ' FUXYk ' Åi » Yfh ' YXcW ' 6YXYb _Ybž ' XUgg
X]Y ' 6Yj Ø _Yfi b [' b]W h ' Ui gfY]WXYbX ' Ui ZX]Y ' 9i fc ! 9]bZØ \ fi b []
j cfVYfY]hYh'gY] " 8]Y ' d fcfi gg]gWXY ' DUfhY] ' K UgfUgWXYUbY ' k Ufbhj cf

Y]bYa`DfY]ggWk cW`i bX`ZcfXYfh`XYb`9f\U`h`XYg`Vi`[Uf]gWkYb`@Yk`
I a`ZfU[Yb`nY][Ybž`XUgg`X]Y`6Yj`Ò`_Yfi b[`]b`X]YgYf`fU[Y
[YgdU`hYb`]gh`)(ž`DfcnYbh`g]bX`[Y[Yb`X]Y`9]bZØ\fi b[`XYg`9i fcž
k`Å\fybX`'(ž`DfcnYbh`XUZØf`g]bX`"Ni`XYa`VYZØfWk`hYb`j`]Y`Y
a`Ò[`]Wk`Y`k`]fhgWk`UZh`]Wk`Y`b`ghUV`]h`h`ž`X]Y`6i`[Uf]Yb`U`g
k`]fhgWk`UZh`]Wk`gWk`ÅWk`ghYg`@UbX`XYf`9i`VY`UghYb`_`ÒbbhYž`gc`
=>b: fUb`_Yb`"

K`]fhgWk`UZh`]Wk`Y`DYfgdY`_h]j`Yb`XYf`9i fc!
9]bZØ\fi b[

Hfchn`X]YgYf`6YXYb`_Yb`[`]Vh`Yg`Ui`Wk`nU`\fy]Wk`Y`J`cfhY`Y`ž`X]Y`a`]h
XYf`9i fc!9]bZØ\fi b[`]YfVi`bXYb`g]bX`"8Yf`K`Y[ZU`j`cb
K`YWk`gY`_i`fgYb`k`ØfXY`]bhYfbUh]cbU`Ya`<UbXY`i`bX`FY]gYb
ni`[i`hY`_ca`a`Yb`"8]YgY`J`Yf`ÅbXYfi b[Yb`_`ÒbbhYb`X]Y`5h`hfU`_h]j`]h`h`h
6i`[Uf]Ybg`U`g`FY]gYn]Y`Y`f\`Ò`Yb`"8]Y`Vi`[Uf]gWk`Yb`Hci`f]ghYb
k`ØfXYb`j`cb`[YZU`YbYb`K`YWk`gY`[YVØ\fyb`dfcZ]h]Yfybž`k`Å\fybX
Ui`Wk`Y]b`5bgh]Y[`Yi`fcd`Å]gWk`Yf`6Ygi`Wk`Yf`Yfk`UfhY`h`k`]fXž
VYgcbXYfg`Ub`XYf`VY`]YVhYb`GWk`Ufna`YYf`_ØghY`i`bX`]b`Gh`ÅXhYb
k`]Y`GcZ]U`"@Ui`h`Gd]Y[Y`_`ÒbbhYb`b`j`Ygh]h]cbYb`]a
Hci`f]ga`i`ggY`_hc`f`UbghY][Ybž`k`Ug`ZØf`[fØ»Yfy`D`Ubi`b[gg]Wk`Yf`Y]h
gcf[Yb`k`ØfXY`"

8Yf`Hci`f]ga`i`g`]gh`ZØf`6i`[Uf]Yb`VYgcbXYfg`k`]Wk`h][`i`bX`hfi`[`]a
>\f`&\$&&`a`]hfi`bX`"ž`&`A`]]UfXYb`9i fc`Yhk`U`"ž`DfcnYbh`ni`a
6fi`h`c]b`UbXgd`fc`Xi`_h`VY]"`b`gVYgcbXYfy`Xi`fWk`X]Y`k`UWk`gYbXY
BUWk`ZfU[Y`bUWk`_i`hi`fy`Ya`i`bX`K`Y`bYgg!Hci`f]ga`i`g`ghY][`h`XYf
]bhYfbUh]cbU`Y`6Ygi`Wk`Yf`gh`fca`"6i`[Uf]Yb`]gh`VYfy]hg`Y`hnh`Y]bYg
XYf`dfY]gk`YfhYghYb`FY]gYn]Y`Y`9i`fcd`Ugž`k`c`i`bhYf`_ØbZ`hY`i`bX
;`Ughgh`Å`hYb`i`a`V]g`ni`)`\$`DfcnYbh`[Øbgh][Yf`g]bX`U`g`]b
8Yi`hgWk`_UbX`"

Dc`h]gWk`Y`<YfUi`gZcfXYfi b[Yb`i`bX
[YgY`gWk`UZh`]Wk`Y`A`Y]bi b[Yb

8]Y`dc`h]gWk`Yb`<ØfXYb`ni`f`9i fc!9]bZØ\fi b[`]g]bX`Y`XcWk`b]Wk`h`ni
i`bhYfgWk`Å`hYb`";`Yd`UbhY`FYZYfybXYb`gWk`Y]hYfhYb`Ub`XYf`

dfck Ygh]WYb`A Y\f\Y]h]a`DUf`Ua Ybh`K A\fybX`]b`XYf
 6Yj Ò`_Yfi b[`Y]bY`ni bY\`a YbXY`8YVUhhY`ØVYf`X]Y`J cf!`i bX
 BUW hY]`Y`XYg`9i fc!6Y]hf]hng`YbhVfUbbh]ghž`\UVYb`dfcfi gg]gWXY
 i bX`bUh]cbU`]gh]gWXY`DUfhY]Yb`DfchYghY`cf[Ub]g]Yfh`Gc`ZcfXYfh`X]Y
 Cddcg]h]cbgdUfhY]`K UgfUgW`XUbY`Y]b`FYZYfYbXi a`i bX`\Uh`ØVYf
 *\$(`\$\$\$`l bhYfgWf]ZhYb`[YgUa a`Y`hž`XcW`XYf`DUf`Ua Ybh`\Uh
 VY]XY`5bhfA[Y`UV[Y`Y`bH"

8]Y`9i fc!9]bZØ\fi b[`k Uf`i fgdfØb[`]W`ZØf`5bZUb[`&\$&(`[Yd`Ubž
 a`i gghY`YXcW`Ui Z[fi bX`Y]bYf`bZUh]cbgfUHY`j cb`- ž) `DfcnYbh`Ui Z
 &\$&*`j YfgW`cVYb`k YfXYb``5_hi Y`Y`l a`ZfU[Yb`nY][Ybž`XUgg
 k A\fybX`' `ž(`DfcnYbh`XYf`6Yj Ò`_Yfi b[`Y]bYb`Bi hnYb`]b`XYf`9i fc!
 9]bZØ\fi b[`gY`Ybž`' &ž- `DfcnYbh`bY[Uh]Y`5i gk]f_i b[Yb
 VYZØfW`hYb``8]Y` , VYfk UW`i b[`X]YgYf`ÖZZYbh]WYb`A Y]bi b[`k]fX
 Ui W`k Y]hYf\]b`j cb`XYf`9i fcdA]gWYb`NYbhfU`VUb`_i bX`XYf`9i !
 ?ca a`]gg]cb`j YfZc`[hž`k A\fybX`6i` `[Uf]Yb`g]W`Ui ZXYb
 YbhgWY]XYbXYb` , VYf[Ub[`j cfVYfY]hYh"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	6i `[Uf]Ybž`@JbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "]bZfUb`_Yb"XY • k k k "gd]Y[Y`"XY • k k k "WUd]hU`"XY

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