

8]Y `VYghYb `8: 6!: fUi Yb `U`Yf`NY]hYb. `9]bY
? =_Øfh`X]Y `@Y[YbXYb °

9fZU\ fYb `G]Y`X]Y`<][\`][\hg`XYf`VYghYb `8: 6!: fUi Yb!9`Z`U`Yf
NY]hYbž`[Yk Å\`h]j cb`Y]bYf`? ži bX`]\fY`VYY]bXfi W_YbXYb
9fZc`[Y"

G\Ub[\U]ž`7\]bU`!`8Ug`≠hYfYggY`Ua` : fUi YbZi »VU``]b
8Yi hgW\`UbX`\Uh]b`XYb`Y`hYb`↵\fYb`fUgUbh`ni [Ybca`a`Yb``9]bY
U_hi Y`Y`5bU`mgYž] cf[YghY`h]j cb`FcgYb\Y]a &(ždfÅgYbh]Yfh`X]Y
VYghYb`Gd]Y`Yf]bbYb`XYf`XYi hgWYb` : fUi Yb!BUh]cbU`a`UbbgW`UZh
U`Yf`NY]hYbž`[Yk Å\`h]j cb`Y]bYf`? Øbgh]WYb`≠hY``[Ybn``8]YgY
Gd]Y`Yf]bbYb`dfÅ[hYb`X]Y` ; YgW]W`hY`XYg`XYi hgWYb` : i »VU`g`i bX
\]bhYf`]Y» Yb`VYY]bXfi W_YbXY`Gdi fYb`]b`XYf`]bhYfbUh]cbU`Yb
GnYbY"

I bhYf`XYb`\YfUi gfU[YbXYb`5_hYi f]bbYb`VYZ]bXYh`g]W\`BUX]bY
5b[YfYfž`X]Y`&\$+\$`VY]`XYf`K`Y`ha`Y]ghYfgW`UZh]b`7\]bU`_Y]b
; Y[Ybhcf`ni`]Y»`i bX`YfghY`Hcf\ØhYf]b`k`i fXYž`X]Y`&\$%` `XYb`H]hY`
XYf`K`Y`hZi »VU`Yf]b`Yf\]Y`h`8UfØVYf`\]bUi`g`ZØ\fh`g]Y`X]Y`@]ghY`a`]h
nk Y]K`Y`ha`Y]ghYfh]hY`b`i bX`ZØbZ`9A`!H]hY`b`Ub"

8]Y `VYghYb `Gd]Y`Yf]bbYb`XYf`XYi hgWYb
BUh]cbU`a`UbbgW`UZh

Ni`XYb`k`Y]hYfYb`VYa`Yf_Yb`gk`YfhYb`Gd]Y`Yf]bbYb`nÅ\`Yb`?Yfgh]b
GhY[Ya`Ubbž`X]Y`a`]h`%-`%`@ÅbXYfgd]Y`Yb`i bX`nk`Y]
K`Y`ha`Y]ghYfgW`UZhYb`Ui`Zk`UfhYb`_Ubbž`gck`]Y`5bb]_Y`?fU\`bž`X]Y
&\$+\$`k`Å\`fYbX`XYf`K`A`i bX`&\$%*`VY]a`C`ma`d]Ug]Y[
VYY]bXfi W_hY``A`Uf]bU`<Y[Yf]b[`i bX`@]bXU`6fYgcb]_`Yf[ÅbnYb`X]Y
8YZYbg]j`Y`i bX`nY][Yb`X]Y`J]Y`gY]h][_Y]h`XYg`HYUa`g"

- @YbU`C VYfXcfZ `? ÒfdYf`jW`ghUf`_i bX`Xca `]bUbh`ja
A `]hY`ZY`Xž`VYgcbXYfg`Ui Z`Ä`][`VY`]XYf`9A `&\$&&"
- FYbUhY`@]b[cf.`? fYUh]j Yg`NYbhfi a ž`dfÄ[hY`X]Y`K A !H]hY`
j cb`&\$`\$` `i bX`&\$`\$`+"
- 6]f[`]h`Df]bn.`8fY]a U`][Y`K Y`hž `» VU``Yf]b`i bX`nk Y]a U`][Y
K Y`ha Y]ghYf]b`a `]h`%&`,`@ÄbXYfgd]Y`hcfYb"
- 5`YI UbXfU`Dcdd.`?cdZVU``ghUf`_ž`ZØ\fhY`8Yi hgW`X`UbX`VY]
XYf`9A `&\$&&`]bg`:]bU`Y"
- G]j]U`B Y]X.`9fZc`[fY]W`X`Y`Gd]Y`Yf]b`i bX`HfU]bYf]b`a `]h`XYa
K A !H]hY``&\$`\$`+`i bX`C`ma`d]U[c`X`&\$`%`*`"

A Ufh]bU`J cgg!HYW`YbVi f[ž`X]Y`%&)`@ÄbXYfgd]Y`Y`UVgc`j]YfhYž`i bX
5f]UbY`<]b[ghž`X]Y`U`g`6]bXY[`]YX`nk `]gW`X`Yb`5V`k`Y`f`i bX`A `]hY`ZY`X
X]Yb`hYž`fi bXYb`X]Y`@]ghY`UV``8]YgY`Gd]Y`Yf]bbYb`UVYb
a U» [YV`]W`ni`f`8ca`]bUb`n`XYg`XYi hgW`X`Yb`:]fUi`Ybž`» VU``g
VY][YhfU[Yb"

K Y`ha Y]ghYfgW`UZh`&\$`\$`+`i bX`]`fY
6YXYi hi b[

9]b`VYXYi hYbXYg`? Ud]hY``]b`XYf`:]gW`X]W`hY`XYg`:]fUi`Ybž`» VU``g
ghY``h`X]Y`:]» VU``!K Y`ha Y]ghYfgW`UZh`XYf`:]fUi`Yb`&\$`\$`+`XUf``8]YgY
ZUbX`j`ca``%\$``V]g`]"\$``GYdhYa VYf`]b`7\]bU`ghU`h`i bX`[`]h`U`g`Y]b
A Y]Yb`ghY]bž`XU`8Yi hgW`X`UbX`YfZc`[fY]W`X`Yb`H]hY``j`YfhY]X][hY``A `]h
Y]bYa`&.`\$!G]Y[`]ja`:]bU`Y`[Y[Yb`6fUg`]Yb`g]W`X`YfhY`g]W`X`Y
XYi hgW`X`Y`A`Ub`bgW`UZh`b]W`h`b`i`f`XYb`H]hY`ž`gcbXYfb`ghY``hY`Ui`W`
FY`_c`fXY`Ui`Zž`Y]bgW`X`Y»`]W`X`Yg`\`ÖW`gh[YgW`Ä`h`hYb`G]Y[g`a`]h
%%.`\$`[Y[Yb`5f[Yb]b]Yb"

8]YgY`K A`k`Uf`X]Y`YfghYž`VY]`XYf`X]Y`:]`5`9fZc`[gdfÄa`]Yb
Ui`ggW`Ø`hY`hYž`i bX`XUg`Hi`fb]Yf`nc[`]bg[YgUa`h`%`\$`+,`&`,`)
Ni`gW`Ui`Yf`Ubž`k`Ug`Y]bYa`8`i`fW`gW`X`b]hh`j`cb``'``"*`-`*`d`fc`Gd]Y`
Yb`hgd]W`h`B`UX]bY`5b[YfYf`k`i`fXY`ni`f`VYghYb`Hcf`\Ø`hYf]b`XYg
Hi`fb]Yfg[Yk`Ä`\`hž`k`Ä`fYbX`A`UfhU`Ui`g`6fUg`]Yb`X]Y
Hcf`gW`Ø`hYb`_`fcbY`a`]h]g]YVYb`HcfYb`[Yk`Ubb"

8]Y`K`i`fnY`b`XYg`:]fUi`Ybž`i`» VU``g`]b

8 Yi hgW`UbX

8]Y'9bhk]W`i b[`XYg': fUi YbZi »VU`g']b'8Yi hgW`UbX`UhY]bY
`Ub[Y'; YgW`W`hY"8]Y'; f0bXi b[`XYf'8Yi hgW`Yb'8Ua Yb!
: i »VU`j YfY]b][i b[`i bX`XYg'K YghXYi hgW`Yb'8Ua Yb!: i »VU`!
J YfVUbXYg']b`XYb`%-) \$Yf! ð\ fYb`k UfYb`YbhgW`Y]XYbXY`GW`f]hY"
%-) * `ZUbX`XUg`YfghY`@AbXYfgd]Y`[Y[Yb`X]Y`B]YXYf`UbXY`ghUhrž
XUg`j cf`ZUgh`&\$"\$\$\$`Ni gW`Ui Yfb`Ui g[YhfU[Yb`k i fXY"i`%- +\$`\cV
XYf'8: 6`XUg`J YfVch`Z0f': fUi Yba UbbgW`UZhYb`Ui Zi bX`Z0\fhY`j]Y`Y
YbXYfi b[Yb`Y]bžX]Y`XYb`Gdcfh`Z0f': fUi Yb`ni [`Ab[`]W`Yf`a UW`hYb"

8Yf'[fc»Y`5i ZVfi W`_Ua`i`%-, -`a`]h`XYa`YfghYb
9i fcdUa Y]ghYfh]hY`XYf': fUi Yb!B Uh]cbU`a UbbgW`UZh`VY]`XYa
Gd]Y`Yf]bbYb`k]Y`A Ufh]bU`J cgg`i bX`G]j]U`BY]X`YbhgW`Y]XYbX
VYhY]][h`k UfYb"8Yf`G]Y[`j Yf`U`Z`XYb`Gd]Y`Yf]bbYb`ni` [f0»YfYf
G]W`hVUf`_Y]h`i bX`0ZZbYhY`H0fYb`Z0f`]\fY`HY]`bU`a Y`Ub`HU`_g`ck`g
i bX`UbXYfY`0ZZYb]W`Y`5i Zhf]hYž`k Ug`XUg``hYfYggY`Ua
: fUi YbZi »VU`k Y]hYf`ghY][YfhY"

ðg[YgUa h`V`]W`h`8Yi hgW`UbX`Ui ZY]bY`VYa Yf`_Ybgk YfhY
6Yk Y[i b[`ja` : fUi YbZi »VU`ni f0W`ž`X]Y`j cb`D]cb]Yf]bbYb
[YdfÀ[h`k i fXY`i bX`V]g`\Yi hY`[fc»Yb`9]bZi gg`\Uh"8Yf`K Y[`j cb
XYb`5bZAb[Yb`V]g`ni f`U`hi Y`Yb`6`0hYnY]h]ghY]b`NYi [b]g`Z0f`X]Y
@Y]XYbgW`UZh`i bX`XUg`9b[U[Ya Ybhž`XUg`X]YgYf`Gdcfh`Z0f`gc`j]Y`Y
: fUi Yb`ja` @UbX`VYXYi hYh"

8YhU]`g	
C fh	G\Ub[\U]ž`7\]bU
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fcgYb\Y]a &("XY • XY"a "k]_]dYX]U"c f[• k k k "bUh]cbU`[Yc[fUd\]WXY

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