

; c`XgW\ U_U`Ui Z`Gm`h. `NY\ b `@Åa a Yf`hc h`
>Ä [Yf`VYfY]h`ni a `5VgW\ i gg`

; c`XgW\ U_U`Y`j Yfi fgUW\ Yb`Y]b`a Ugg]j Yg`H]YfghYfVYb`Ui Z`
Gm`h" >Ä [Yf`XØfZYb`bi b`Yfgha U`g`i bhYf`5i ZU[Yb`Y]b[fY]ZYb"



@]ghž`8 Yi hgW\ `UbX`!`8]Y`G]hi Uh]cb`Ui Z`XYf`BcfXgYY]bgY`Gm`h]gh
U`Ufa]YfYbX. `8]Y`NU\`XYf`Xi fW\ ; c`XgW\ U_U`Y` [YhØhYhYb
@Åa a Yf`ghY][h`_cbh]bi]Yf`]W\ `Ub" `>`XYf`BUW`h`ni a `: fY]hU[ž`XYa
*"'> b]`&\$&) ž`k i fXYb`YfbYi h`XfY]`@Åa a Yf`Ub[Y[f]ZZYbž`Y]b`H]Yf
ghUfVž`k Å\ fYbX`nk Y]`k Y]hYfY`j Yf`Yhnh`k i fXYb" `8 Ua]h`gi a a]YfYb
g]W\ `X]Y`5hhUW`Yb`gY]h`XYa `&(" `A U]`Ui Z]bg[YgUa h`nY\ b`[YhØhYhY
i bX`nY\ b`gW\ k Yf`j Yf`YhnhY`@Åa a Yf" `8]Y`5b[f]ZZY`YfY][bYhYb`g]W\
]a `BUhi fgW\ i hn[YV]Yh`@]ghYf`9`YbVc[Ybž`k c`XYf`; c`XgW\ U_U`
b]W\ h`bi f`C\ fYb`UVVY]» hž`gcbXYfb`Ui W\ `UbXYfY`6]ggj Yf`Yhni b[Yb
Ub`XYb`H]YfYb`j Yfi fgUW\ h`GW\ ÅZYf`Øf[Yb`K c`Z]8]YXf]W\ gYb
gW\ `XYfhYž`XUgg`X]Y`YffgW\ YbXYb`6YX]b[i b[Yb`ZØf`X]Y`@Åa a Yf
_UhUghfcd\ U`gY]Ybž`XU`cZi`Y]XYbXY`H]YfY`bcW\ `Ua `bÅW\ ghYb
Acf[Yb`YVYbX][` [YZi bXYb`k YfXYb"

8]Y[c`XgWU_U`_cbZcfa Y'8fUa Uh]_j YfgWÅfZhg]WÅ. 'GY]h'XYa '%- "
A U]k i fXYb'VYfY]hg'-\$'H]YfY'j cb'; c`XgWU_U`Yb'[Yf]ggYb"
=bgVYgcbXYfY'Y]bY'GWUZA'YfXY'nk]gWYb'FUbhi a 'i bX'A c fgi a
\Uh'ghUf_ '[Y`]hhYbž'k c'XYf'; c`XgWU_U`]bg[YgUa h'+, '@Åa a Yf
i bX'nk Y]'A i hhYfgWUZ'Yf'Y[hY"'8 Ug'@UbXYgUa h'ZØf'l a k Y'h]b
GW`Ygk][!<c`ghY]b'\Uh'Ui Z[fi bX'X]YgYf'G]hi Uh]cb`Y]bY
UfhYbgW i hmfYW h]WY`5i gbU\ a Y[YbY\ a][i b['ZØf'XYb'5VgW i gg
XYg'; c`XgWU_U`g'YfhY]'hž'X]Y'Ua '8 cbbYfghU[']b' ? fUZh'hfUhi bX'V]g
ni a ' ' %" ð `] [Ø'h] [']gh"

8 Yf'5VgW i gg'XYg'; c`XgWU_U`g

I a k Y`ha]b]ghYf'HcV]Ug'; c`XgW a]Xh'f] fØbYĚ'\Uh]a
I a k Y`hUi ggW i gg'XYg'GW`Ygk][!<c`ghY]b]gWYb'@UbXhU[g'ZØf
XYb'5VgW i gg[Ygh]a a h"'8]Yg'[YgWU\`a]h'Ni gh]a a i b[
a Y\fyfYf'B Uhi fgW i hnj YfVÅbXYž'XUfi bhYf'B56l 'i bX'6l B8"'8Yf
ghY`j YfhfYhYbXY' ? fY]g'Å[Yfa Y]ghYf'A UbZfYX'I Y_Yfa Ubb'Åi » YfhYž
XUgg'X]Y`đ[X'Ui ZXYb'; c`XgWU_U`Y]bY'<YfUi gZcfXYfi b[
XUfghY`Yb'k]fXž'XU'XUg'H]Yf'bUW hU_h]j 'i bX'[Yfi W'ggYbg]VY`']gh"
6]g\Yf'\UVYb'X]Y'`Å[Yf'bcW`b]W h'Ui Z'XYb'; c`XgWU_U`[YZYi Yfhž
cV k c`\`XYf'GWUZA'U'hYf'XUg'H]Yf'a]h'Y]bYa 'B UW h]g]W h[YfÅh
[YgY\Yb'i bX'X]Y'`Å[Yf']bZcfa]Yfh'\UhhY"'8]Y'<Y[Yf]b['Gm'h
i a ZUggh'nY\`b'FYj]YfY'a]h'%'&\$`'Å[Yfbž'j cb'XYbYb'&\$'V]g' '\$'U_hj
Ub'XYf'đ[X'hY]'bY\ a Yb'gc`Yb"

8]Y'5`'[Ya Y]bj YfZØ[i b[ž'X]Y'XYb'5VgW i gg'XYg'; c`XgWU_U`g
fY[Y'hž']gh'XYi hgW`UbXk Y]h'Y]ba U`]["'K]'Xh]Yf!² _c`c[Y': Y']
6ØW_Yf'Yf_`Åfhž'XUgg'ZØf'A YbgWYb'_Y]bY'; YZU\`f'j cb
; c`XgWU_U`Yb'Ui g[Y\hž'g]Y'YXcW`Y]bY'Yf\YV`]WY'6YXfc\i b[
ZØf'K Y]XY!'i bX'Bi mh]YfY'XUfghY`Yb"'8]Y'G]hi Uh]cb'k]fX'Xi fW'XUg
D\Åbca Yb'XYg' Gi fd'i g'?]'`]b['j YfgWÅfZž'k Y`WYg'XUg'\Åi Z[Y
HØhYb'j cb'H]YfYb'Xi fW'; c`XgWU_U`Y'a Y]bh"

<]bhYf[fi bX'i bX'5i gVfY]hi b['XYg ; c`XgWU_U`g

I fgdfØb[`]W`ghUa a h'XYf'; c`XgWU_U`Ui g'GØXUg]Yb'i bX

GØXcghYi fcdUž\Uh'YXcW`]b`XYb`YhnhYb`š\fyb`Y]bY`bUhØf`]WXY
9]bk UbXYfi b[`bUW`A]hhY`Yi fcdU`j c``nc[Yb``8Yf`YfghY`B UW`k Y]g
]b`8Yi hgW`UbX`XUh]Yfh`Ui ZXUg`š\`f`%- - +ž`k Å\fybX`X]Y`YfghY
DUUfV`]Xi b[`i bX`FYdfcXi`_]cb`&\$&%]a`GW`k Ufnk U`X!6UUf!`?fY]g
VYghÅh][`h`k i fXY``5_hi`Y``g]bX`Ui W`]b`B]YXYfgUW`gYb`i bX`6UXYb!
K ØfhYa VYf[`; c`XgW`U_U`!B UW`k i W`g`fY[]ghf]Yfh`k cfXYb"
5``YfX]b[`g]gh`XYf`; c`XgW`U_U`]b`GW`Ygk][`!<c`ghY]b`V]g\Yf`U`g
b]W`h`U[XVUfY`5fh`_Ugg]Zn]Yfhž`k Ug`X]Y`5VgW`i gg[Yb`Y`a`][i b[
VYgcbXYfg`VYa`Yf`_Ybgk`Yfh`a`UW`h"

8]Y`[c`XgW`U_U`_cbZcfa`Y`DfcV`Ya`Uh]_]gh`b]W`h`ni`i`bhYfgW`ÅhnYbž
XU`Bi`hnh]Yff]ggY`]b`a`Y\fyfYb`i`6i bXYg`ÅbXYfb`Xc`_i`a`Ybh]Yfh
k i fXYb``8 Ug`F]g]_c`ZØf`h]Yf\U`hYbXY`@UbXk`]fhgW`UZh]gh
j`Yf[`Y]W`VUf`a`]h`XYa`]j`cb`; ØW`gYbžb]W`h`YXcW`a`]h`XYa`]j`cb
K`Ø`ZYb``A`c`d`c`VYf]W`h`h`XUfØVYfž`k`]Y`X]Y``c`_U`Y`H]Yf\U`hi`b[
i`bhYf`X]YgYf`G]hi`Uh]cb``Y]XYhi`bX`k`Y`W`Y`A`U»`bU`a`Yb`[`Yhfc`ZYb
k`YfXYb`a`ØggYbž`i`a`X]Y`GW`UZVYghÅbXY`ni`gW`ØhnYb``8]Y
8]g`_i`gg]cb`ØVYf`XYb`i`a`[`Ub[`a`]h; c`XgW`U_U`Yb`k`]fX`Xi`fW`X`X]Y
VYgcbXYfY`fYW`h]W`Y`@U[`Y`i`bX`XYb`BUhi`fgW`i`hn[`YXUb`_Yb`k`Y]hYf
Ub[`Y`Y]nh"

8]Y`Gcf[Yb`XYf`Gm`h!6Yk`c`bYf`ØVYf`XYb`; c`XgW`U_U`g]bX`b]W`h
i`bVY[`fØbXYhž]bgVYgcbXYfY`Ub[`Yg]W`hg`XYf`a`Ugg]j`Yb
5i`gk`]f`_i`b[`Yb`Ui`ZX]Y`H]YfVYghÅbXY`i`bX`XYf`<YfUi`gZcfXYfi`b[`ž
X]Y`š[`X`Ui`ZX]YgY`[`YgW`ØhnhY`5fh`ni`fYU`]g]YfYb``HU[`YggW`Ui
\YVh`YfUi`gž`XUgg`X]Y`9b`hgW`Y]Xi`b[`ZØf`XYb`5VgW`i`gg`b]W`h
`Y]W`h`Z]Y`ž`YXcW`X]Y`9]b][`i`b[`nk`]gW`Yb`š[`Yfb`i`bX
BUhi`fgW`i`hnj`YfVÅbXYb`XUfUi`Z`]bk`Y]ghž`k`]Y`Xf]b[`]W`X`X]Y
G]hi`Uh]cb`]gh``8Yf`; c`XgW`U_U`_`ØbbhY`Xi`fW`X`Yb`Gm`h!8Ua`a`Ui`Z
X]Y`š`gY``[`Y`Ub[`h`gY]b`i`bX`V]`XYh`bi`b`Y]bY`bYi`Y`<YfUi`gZcfXYfi`b[
ZØf`XYb`5fhYbgW`i`hn]b`8Yi`hgW`UbX"

8]Y`J`YfVfY]hi`b[`XYg`; c`XgW`U_U`g`i`bX`gY]bY`5i`gk`]f`_i`b[`Ui`ZX]Y
\Y]a`]gW`Y`BUhi`f`V`Y]Vh`Y]b`nYbhfU`Yg`H`Y`a`U`XYf
i`a`k`Y`hdc`]h]gW`Yb`8]g`_i`gg]cbž`k`]Y`Ui`W`6UXYb!K`ØfhYa`VYf[
ZYghghY``h``8]Y`; fU[`Y`XYg`f]W`h][`Yb`i`a`[`Ub[`g`a`]h`X]YgYf`5fh
VYgW`ÅZh][`h`b]W`h`bi`f`X]Y`Y`k`Y`][`Yb`@UbXYgVY\ØfXYbž`gcbXYfb
Ui`W`X]Y`VYhfc`ZYbYb`@UbXk`]fhY`i`bX`5bk`c`bYf`Yf`YV`]W`"

8YhU]`g	
J c fZU``	H]YfUb[f]ZZ
I fgUWX Y	5b[f]ZZY`Xi fWX ; c`XgWX U_U`
C fh	@]ghž`8 Yi hgWX `UbX
J Yf`Y hnhY	%'
GWX UXYb`]b`	%) \$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a cdc"XY • k k k "hU[YggWX Ui "XY • i a "VUXYb!k i YfhY a VYf["XY

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