

?`]a U_`U[Y`[Y[Yb`FK 9. `DYfi Ub]gWYf
6Ui Yf`Yf`Y]XYh`B]YXYf`U[Y`]a `; Yf]W h

?`]a U_`U[Y`XYg`dYfi Ub]gWYb`6Ui Yfb`@]i mU`[Y[Yb`FK 9`j cf
CVYf`UbXYg[Yf]W h<Ua a `[YgWY]hYfh" `?Y]b`BUWk Y]g`ØVYf
JYfUbhk cfhi b["



< i UfUnž`DYfi `!`8]Y`?`]a U_`U[Y`XYg`dYfi Ub]gWYb`?`Y]bVUi Yfb
GUÖ`@ W]Ubc`@]i mU`[Y[Yb`XYb`XYi hgWYb`9bYf[]Y_cbnYfb`FK 9
]gh`Ua `CVYf`UbXYg[Yf]W h<Ua a `[YgWY]hYfh" `8 Ug; Yf]W h`k]Yg
X]Y`?`U[Y`UVž`XU`XYf`?`À[Yf`b]W h`bUWk Y]gYb`_cbbhYž`XUgg`FK 9
X]fY_h`ZØf`X]Y`Xfc`YbXYb`GW`ÀXYb`j YfUbhk cfh]W `]ghž`X]Y`Ui g`XYf
?`]a UYfk`Àfa i b[`fYgi `h]YfYb" `8]YgY`9bhgWY]Xi b[`]gh`XYf
j cf`Ài Z[Y`< Ø`Ydi b_h`Y]bYg`F YW hgghfY]hgž`XYf`gY]h`&\$%)
UbXUi Yfhi bX`Ui Z[fi bX`gY]bYf`6YXYi hi b[`k Y]h`ØVYf`8Yi hgW`UbX
`]bUi gghfU`h" `@]i mU`UhhY`[YZcfXYfhž`XUgg`FK 9`Ub`XYb`?`cghYb
ZØf`bch`YbX][Y`GW`i hna U» bU`a Yb`[Y[Yb`X]Y`; YZU`f`j cb`:`i hYb
VYhY][h`k]fXž`X]Y`Xi fW`XYb`; `YhgWYfgYY`DU`WUW`WU`]b`gY]bYf
<Y]a UhY[]cb`< i UfUn`j Yfi fgUW`h`k YfXYb`_ØbbhYb" **C ghgYY**
NY]hi b[`VYf]W hYhž`XUgg`X]Y`5i gk]f_i b[Yb`XYf`?`]a UYfk`Àfa i b[

Xi fW h'fY]V\Ui g[UgY'i bVYghf]hYb'g]bXžk Ug'XYb'F U\ a Yb'ZØf'X]Y
fYW h]WYb'9fk Å[i b[Yb'V]'XYhY"

8Yf'C VYf'UbXYg[Yf]W hg\cZ'ghY`hY'ZYghž'XUgg'XUg'F]g]_c'Y]bYf
, VYfZi hi b['XYg'?`Å[Yfg'Ui Z[fi bX'j cb'; `YhgWYfUVVfi W'cXYf
: Y`gghi fn'nk Uf'VYghY\hž'YXcW'X]Y'K U\fgWY]b`]W_Y]h'Y]bYf
gc`WYb'6YXfc\i b['U'g'[Yf]b['Y]b[YgW'Åhnh'k]fX"'`b'Y]bYf
a ØbX'j]WYb'J Yf\UbX'i b['A]hY'A Åfn'&\$&'`dfÅgYbh]YfhYb'nk Y]
GUWj YfghÅbX][Y']\f'; i hUW hYbž'XUg'Y]bY'K U\fgWY]b`]W_Y]h'j cb
bi f'Y]bYa`DfcnYbh'ZØf'Y]bY'Yfbgh\UZhY'6YY]bhfÅW h][i b['XYg
'`Å[Yfg']bbYf\U'V'XYf'bÅW ghYb'' \$`ž\ fY'Ui ZhY][hY"'8]Yg'\ÅhY
X]Y'; fi bX`U[Y'XYf'?`U[Y'Yf\YV`]W'VYY]bhfÅW h][hž'k cVY]`@]i mU
i bX'gY]bY'5bk Å'hY'X]Y'6Yk Yfhi b['XYf'; i hUW hYf'U'g'Y]bY
l bhYfVYk Yfhi b['XYg'F]g]_cg'_f]h]g]YfhYb"**GØXXYi hgWY'NY]hi b[**
VYgW fY]Vhž'k]Y'XYf'DfcnYgg']b'XYb`YhnhYb'ž\ fYb': cfhgW f]hhY
[Ya UW h'\Uhž'j cf'U`Ya`a]h'XYf'Ni`Uggi b['XYf'6Yk Y]gUi ZbU\ a Y
]a`ž\ f'&\$%+ž'k Ug'U'g': cfhgW f]hh'ZØf'j Yf['Y]W VUfY': Å`Y
Ub[YgY\Yb'k i fXY"

6YXYi hi b['XYf'?`U[Y

8]Y'?`U[Y'j cb'@]i mU[]'h'U'g'Y]bY'XYf'VY_UbbhYghYb
GWUXYbgUi g['Y]W g_U[Yb'ja`?'cbhYi h'XYg'?`ja Uk UbXY'g"'G]Y
Yf\YVh'[fi bX'Y[YbXY': fU[Yb'ni f'J YfUbhk cfh]W_Y]h'[fc»Yf
9a]hYbhYb'j cb'HfY]V\Ui g[UgYb'gck]Y'ni`XYb
<UZh b[g_cbnYdhYb']b'6Yni ['Ui ZGW'ÅXYb'Xi fW'XYb
'`ja Uk UbXY"'8]YgY'H\Ya Uh'_k]fX'Ui W'j cf'XYa`<]bhYf[fi bX
Å\b`]WYf'J YfZU\ fYb'X]g_i h]Yfhž'X]Y'gY]h'XYa`Duf]gYf
'`ja UUV_ca a Yb'&\$%)`k Y'hk Y]h'Ub'6YXYi hi b['[Yk cbbYb'\UVYb"
<**Yb[Y'Yf'BYk g`YVh'\Yfj cfž'XUgg'g]W'X]Y'NU\`XYf**
'`ja U_U[Yb'nk]gWYb'&\$&\$'i bX'\Yi hY'[`cVU`Ui ZYhk U') \$\$
j YfXcddY'h'\Uhž'k cVY]Y]b'Yf\YV`]WYf'5bhY]'X]YgYf'?`U[Yb'[Y[Yb
l bhYfbY\ a Yb'[Yf]W hYh]ghž'X]Y'g]W' b]W'h'Ui gfY]WYb'X'ZØf
'`ja UgW'i hn'Yb[U[]YfYb"

8]YgY'?`U[Y'\Uh'`a d`_Uh]cbYb'k Y]h'ØVYf'XYb'9]bnY'ZU`'j cb'@]i mU
\]bUi g"'G]Y'VY\UbXY'h'X]Y': fU[Yb'XYf
l bhYfbY\ a Ybgj YfUbhk cfhi b['i bX'X]Y'fYW h]WYb'F]g]_Ybž'X]Y

a]h'XYa '?'a Uk UbXY`j YfVi bXYb'g]bX"GY]h'XYb'%- , \$Yf!>\fYb
 [UV`Yg`YfghY`?'a U_`U[Ybž'UVYf`X]Y`F YW\hgghfY]h][_Y]hYb`\ UVYb
 g]W\`gY]h'&\$%) 'j Yfj]Y`ZUW\hž'i bX`Yg'nY][h'g]W\`Y]b`_`UfYf`HfYbX`\]b
 ni `a Y`f?'`U[Yb`[Y[Yb`l bhYfbY\`a Yb`i bX`GhUUhYb"8]Y`Øb[ghYb
 9bhgW\Y]Xi b[Yb`ja `6YfY]W\`?'a U_`U[Yb`j YfXYi h]W\Ybž`XUgg
 l bhYfbY\`a Yb`ni bY\`a YbX`ZØf`]\fY`9a]gg]cbYb`ni f
 J YfUbhk cfhi b[`[Ync[Yb`k YfXYb`_ØbbhYb"

Gca]h'V`Y]Vh'X]Y`?'a U_`U[Y`j cb`GUÖ`@]i mU`[Y[Yb`FK 9`b]W\h'bi f
 Y]b`bUh]cbU`Yfž`gcbXYfb`Ui W\`Y]b`]bhYfbUh]cbU`Yf`DfØZghUbX`ZØf
 _ØbZh][Y`5bgdfØW\Y`ja `F U\`a Yb`j cb`?'a UgW\i hnfYW\hi bX`XYb
 A U»bU\`a Yb`j cb`[fc»Yb`l bhYfbY\`a Yb`ni f`FYXi n]Yfi b[`]\fYf
 l a k Y`hVY`Ughi b["

8 YhU]`g	
J cfZU``	?`]a U_`U[Y
C fh	< i UfUnž`DYfi
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cghgYY!nY]hi b["XY • k k k "gi YXXYi hgW\Y"XY • \Yb[Y`Yf!bYk g"WŁa

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