

: `i [\ UZYb `@Y]dn][. `K]nn`5]f`ghfY]W\ h
H]fUbU` `K Ug`ghYW_h`XU\]bhYf3

@Y]dn][g: `i [\ UZYb`j YfnY]W\ bYh`c\Yb`6Yhf]YVž`ghfY]W\ h
YXcW`8]fY_hj YfV]bXi b[`bUW`H]fUbU`k Y[Yb`i b`_UfYf
B UW\ ZFU[Y"



@Y]dn][ž`8Yi hgW\ `UbX`!`a` <YfnYb`XYf`i f`Ui Vg!GU]gcb`Yf`YVh
XYf: `i [\ UZYb`@Y]dn][`Y]bYb`fY[Y`fYW\ hYb`<cW\ VYhf]YV``8cW\
k`Å\ fYbX`FY]gYbXY`g]W\ `Ui Z]\fY: `Ø[Y`ZfYi Ybž`_ca` a` Yb`Ui W\
k`Yb][Yf`YfZfYi` `]W\ Y`B UW\ f]W\ hYb`Ui g`XYa` `K]bhYfZi [d`Ub
&\$\$&) #&\$\$*``5V`XYa` `%"`Bcj` Ya` VYf`k]fX`X]Y`VY`]YVhY
8]fY_hj YfV]bXi b[`bUW`H]fUbUž`5`VUb]Ybž`b]W\ h`a` Y\ f`Ub[YVchYb`
8]YgY`GhfYW_Yž`X]Y`V]g]j`cf`?i`fnYa` `j`cb`XYf`5]f`]bY`K]nn`5]f`
VYX]Ybhk`i`fXYž]gh`bi`b[Yghf]W\ Yb`k`cfXYb``8Yf`;`fi`bX`ZØf`X]YgY
9bhgW\ Y]Xi b[`V`Y]Vh`i`b`_Ufž`Yg`k]fX`YXcW`gdY`_i` `]Yfhž`XUgg`Y]bY
[Yf]b[Y`B UW\ ZFU[Y`Ui ZXYa` :` `i [`bUW`H]fUbU`XUni` ` [YZØ\ fh`\ UVYb
_ÖbbhY"

H]fUbU`]gh`Y]bY`GhUXhž`X]Y`ZØf`]\fY`ZUgn]b]YfYbXY`A]gW\i`b[`Ui`g

cga Ub]gWYfž]hU`Yb]gWYf'i bX`_ca a i b]gh]gWYf'5fW]hY`_hi f
VY_Ubbh]gh`Y]b`CfhžXYf`Yg`k Yfh[Yk YgYb`k ÀfYž`VYgi W`h`ni
k YfXYb`"Hfchn`XYf`GhfY]W`i b[`X]YgYf`J YfV]bXi b[`XUfZ`XYf
: `i [\UZYb`@Y]dn][`YXcW`k Y]hYf\]b`a]h`Y]bYf`VfY]hYb`DU`YhhY`Ub
N]Y`Yb`Ui Zk UfhYb`"6Y`]YVhY`F Y]gYn]Y`Y`k]Y`A U`c`fWUž
: i YfhYj Ybhi fUž?cfZ ž`ghUbVi`ž`<i f[\UXUž: Ufc`i bX`@cbXcb
ghY\Yb`bUW`k]Y`j cf`Ui Z`XYa`Dfc[fUa`a`"8]Y`DUggU[]YfY`_ÒbbYb
U`gc`]b`XYf`_ca`a`YbXYb`GU]gcb`Ui`gj]Y`Yb`Cdh]cbYb`k`À`Yb`"

K]nn`5]f`VYYbXYh`: `i [VYhf]YV`]b`@Y]dn][

8cW`b]W`h`bi`f`X]Y`J`YfV]bXi b[`bUW`H]fUbU`ZÀ`h`XYa`F`chgh]Zh
ni`a`C`dZYf`"H\Øf]b[Yb&(`VYf]W`hYhž`XUgg`X]Y`K]nn`5]f`Ui`W`]\fY
5_hj]h`hYb`Ua` : `i [\UZYb`@Y]dn][#`U`Y`]bg[YgUa`h`ni`a
K]bhYfZi [d`Ub`&\$&) #&*`Y]bghY`Yb`k]fX`"8]Yg`VYhf]Zhi[`Y]W`XfY]
8Ygh]bUh]cbYb.`bYVYb`H]fUbU`Ui`W`K`UfbU]b`6i`[Uf]Yb`i`bX
6i`_UfYgh]b`Fi`a`Àb]Yb`"Nk`Uf`[UV`Yg`a`cbUhY`Ub[Y
J`Yf\UbX`i`b[Yb`nk]gW`Yb`XYf`5]f`]bY`i`bX`XYa
: `i [\UZYbVYhfY]VYfž`XcW`Ua`"9bXY`_cbbhYb`_Y]bY`ZU]fYb
@Øgi`b[Yb`[YZ]bXYb`k`YfXYb`"

5i`Z`GY]hYb`XYg: `i [\UZYbVYhfY]VYfg`Yf`_Àf`h`a`Ub`X]Y
9bhgW`Y]Xi`b[`hY]`k`Y]gY`a`]h`XYb`ghY][YbXYb`GhUbXcfh`cghYbž`X]Y
gY]h`&\$&\$]b`8Yi`hgW`UbX`ghUf`_`[Ygh]Y[Yb`g]bX`"8`UfØVYf`\]bUi`g
\UhY`K]nn`5]f`gY`f`ZU]fY`?`cbX]h]cbYb`[YZcfXYfh`i`bX`VYb`Øh][hY
ni`g`h`n`]W`Y`A`Uf`_Yh]b[i`bhYfghØhni`b[ž`X]Y`X]Y
: `i [\UZYb[YgY`gW`UZh`b]W`h`V]YhYb`_cbbhY`"8]YgY`9bhk]W`i`b[Yb
k`YfZYb`Ui`W`Y]b`@W`h`Ui`Z`X]Y`<`YfUi`gZcfXYfi`b[Ybž]`cf`XYbYb
j]Y`Y`6]`][Zi [[YgY`gW`UZhYb`\Yi`hni`hU[Y`ghY`Yb`"GhUh]ghU`\Uh
[YnY][hž`XUgg`XYf`A`Uf`_hUbhY]`XYf`?`cghYbgYb`_i`b[Yb`VY]
XYi`hgW`Yb`@ck`7`cgh`7`Uff]Yfb`ØVYf`X]Y`Y`hnhYb`↘\fY`\]bk`Y[`ghUf`_
ni [Ybca`a`Yb`\Uh`"

8]Y`Ni`_i`bZh`XYf`6]`][Z`i [[YgY`gW`UZhYb

GhUf`_Y`?`cb`_i`ffYbn`i`bX`U[[fYgg]Y`DfY]g`_Aa`dZY`\UVYb`X]Y
H]W`_Yhd`fY]gY`i`bhYf`8fi`W`_`[YgYhnhž`k`Ug`ZØf`j]Y`Y`5]f`]bY!`?i`bXYb
j`cb`J`cfhY]`]gh`"8Yb`bcW`ghY`Yb`5]f`]bYg`k]Y`K]nn`5]f`i`bX`F`mUbU]f

j cf' [fc» Yb' < YfUi gZcfXYfi b[Ybž'k Ug'g]W' b]W'hini `Yhnh]b' XYf
 GW`]Y» i b['j cb'6UgYb'nY][h"K]nn'5]f'd`Ubh'b]W'hibi f'Ua
 : 'i [\UZyb'@Y]dn]['gY]b'F ØW_ni [ž'gcbXYfb'\Uh'Ui W'X]Y'6Ug]g' b
 5Vi '8\UV]' [YgW'cgYb"'8Yf'6i bXYgj YfVUbX'XYf'8Yi hgW'Yb
 @ Zhj Yf_Y\fgk]fhgW'UZh'f68 @k Ufbh'ni XYa 'j cf'XYb'Ybcfa
 [Ygh]Y[YbYb'?cghYbž'X]Y'XYb'6Yhf]YV'VY'UghYb'_ÖbbhYb"

5`g'Ni gW'Ui Yf'X]YgYf`i Zh][Yb'9bhk]W_i b[Yb'V`Y]Vh'UVni k UfhYbž
 cV'g]W'UbXYfY'5]f']bYg]ZbXYb'k YfXYbž'X]Y'X]Y '@ØW_Y'ZØ`Ybž'X]Y
 K]nn'5]f'\]bhYf'Àggh"'6]g'XU\]b'XØfZYb'g]W'X]Y'F Y]gYbXYb']b
 @Y]dn]['k Y]hYf\]b'Ui Z'nU\`fY]W'Y'UbXYfY'\Yff`]W'Y'F Y]gYn]Y`Y
 ZfYi Ybž'k Ä\fybX'Y]bY'ÿfU'ni [`Y]W'ni '9bXY'[Y'h"

8YhU]`g	
C fh	@Y]dn][ž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yb&("XY • k k k "U]f`]bYfg"XY • XY"ghUh]ghU"WŁa

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