

: U\ ffUX`ghUhh`5i hc. `Gc`fYhhYb`< UfXh!
; Ya Y]bXYb`X]Y`l a k Y`h°

9fZU\ fYb`G]Y`U`Yg`ØVYf`XUg`GhUXhfUXY`b`]b`? Uf`gfi` \Y. `N]Y`Yž
HY]`bU\`a YVYX]b[i b[Yb`i bX`X]Y`6YXYi hi b[`ZØf`l a k Y`h`i bX
; Ygi bX\Y]h"



? Uf`gfi` \Yž`8Yi hgW\`UbX`!`≠`6UXYb!K ØfhY`a VYf[`[Y\`h`Yg
XYfnY]h[`Ub`n`gW\`Øb`]b`X]Y`DYXU`Y`°`8]Y`5`_h]cb`GhUXhfUXY`bž
cf[`Ub]g]Yfhj`ca`J`YfY]b`?`^]a`U!`6ØbXb]g`GYfj`]W\`gž`Vf]b[`h`nU\`fY]W\`Y
?ca`a`i`bYb`i`bX`F`UXZU\`fYf.]bbYb`XUni`žV]g`GYdhY`a VYf`&\$&`
cfXYbh]W\`?]`ca`YhYf`ni`gUa`a`Y`b`"N]Y`]gh`Ygž]b`bi`f`&%`HU[`Yb
a`Ò[`]W\`ghj`]Y`Y`5`^`hU[`gk`Y[`Y`a`]h`XYa` :`U\`ffUX`ni`fØW`_ni`Y[`Yb`"8]Y
HY]`bY\`a`Yf`_ØbbYb`XUVY]b]W\`h`bi`f`ZØf`g]W\`gY`Vgh`fUXY`bž
gcbXYfb`Ui`W\`?]`ca`YhYf`ZØf`X]Y`Y][`YbY`?ca`a`i`bY`gUa`a`Y`b`i`bX
gc`[`Ya`Y]bgUa`Y]bYb`6Y]hfU[`ni`a`?`^]a`UgW\`i`hn`Y]ghYb`"@Ui`h`
Vbb`"XY`g]bX`]bg[`YgUa`h,`&+`?ca`a`i`bYb`Ui`g`6UXYb!
K ØfhY`a VYf[`XUVY]"

: Øf`U`Yž`X]Y`a`]ha`UW\`Yb`a`ØW\`hYbž`[`]Vh`Yg`j`]Y`Y`A`Ò[`]W\`_Y]hYb"

8]Y'5ba Y`Xi b[`YfZc`[h'ØVYf`X]Y'D`UhhZcfa ži bX`X]Y`[YbUi Yb
GhUfhXUHyb`gYhnYb`X]Y`?ca a i bYb`gY`Vgh`ZYgh"K Yf`Y]b`[i hYg
< ÅbXWYb` \Uhz`_Ubb`j]Y`Y]W`h`Ui W`a]h`gY]bYf`; Ya Y]bXY`X]Y
a Y]ghYb`FUX_]`ca YhYf`gUa a Y`b`cXYf`gc[Uf`U`g`_fYUh]j ghYf
BYk Wca Yf`Ui g[YnY]W`bYh`k YfXYb"5i W`Y]bY`X][]hU`Y
8c_i a YbhUh]cb`XYf`: U\fhYb`ØVYf`X]Y`GhUXhfUXY`b!5dd`]gh
a Ò[`]W`ž`i bX`bUW`hfÅ[`]W`Y`9]bhfU[i b[Yb`g]bX`V]g`ni `g]YVYb
HU[Y`bUW`XYa `5_h]cbgnY]hfUi a `Yf`Ui Vh`8]Y`5_h]cb`ghUfhYh`Ua
&- "`đ b]`&\$&' `i bX``Äi Zh`V]g`ni a `%- "`đ `]`&\$&' "

9]b`6Y]hfU[`ni a `l a k Y`h!`i bX
; Ygi bX`Y]hggW`i hn

8]Y`9a]gg]cbYb`Ui g`XYa `JYf`Y`f`ggY`_hcf`a UW`Yb`fi bX`&\$`i `XYf
7C`&!9a]gg]cbYb`]b`8Yi hgW`UbX`Ui g"J]Y`Y`X]YgYf`9a]gg]cbYb
ghUa a Yb`j cb`?i fngfhYW`Ybž`X]Y`g]W`Y`Y]W`h`a]h`XYa `: U\ffUX
ni fØW`_Y[Yb`UggYb"9i dYfhYb`gW`ÄhnYbž`XUgg`]b
6U`i b[g[YV]YhYb`V]g`ni " \$`i `XYf`D`k !: U\fhYb`Ui ZXYb
FUXj Yf`Y`f`j Yf`U[Yfh`k YfXYb`_ØbbhYb žgc`Ui ZgW`i ggfY]W`Y
æZcfa Uh]cbYb`j ca `l a k Y`hVi bXYgUa h"9]b`l a gh]Y[`Ui ZXUg
: U\ffUX`VYXYi hYh`b]W`h`bi f`Y]bY`F`YXi _h]cb`XYf`9a]gg]cbYbž
gcbXYfb`Ui W`Y]bY`J YfVYggYfi b[`XYf`@YVYbgei U`]h`Äh`]b`i bgYfYb
Gh`X`hYb"

FUXZU`fYb`]gh`b]W`h`bi f`i a k Y`hZfYi bX`]W`i bX`gdUfh`D`Uhnž
gcbXYfb` \Uh`Ui W`Y]b][Y`[Ygi bX`Y]h]W`Y`J cfhY]`Y" `HÄ[`]W`Y
a cXYfUhY`6Yk Y[i b[`fYXi n]Yfh`XUg`F]g]_c`j`cb
N]j]`]gUh]cbg`_fUb`_Y]hYb`Yf`Y`V`]W`"Ni XYa `nY][h`Y]bY`Ghi X]Yž
XUgg`FUXZU`fYbXY`]b`XYb`B]YXYf`UbXYb`]a `GW`b]h`Y]bYb`HU[
k Yb][Yf`_fUb`_g]bX`U`g`]\fY`b]W`h`fUXY`bXYb`?c`Y[Yb"

? fYUh]j Y`5_h]cbYb`i bX`5i gnY]W`bi b[Yb

9]b`k Y]hYfYf`gdUbbYbXYf`5gdY`_h`XYg`GhUXhfUXY`bg`g]bX`X]Y
_fYUh]j Yb`5_h]cbYbž`ZØf`X]Y`X]Y`; c`XYbY`GdY]W`Y`i bX`XYf`; c`XYbY
D]b`j Yf`Y]Y`Yb`k YfXYb"8]Y`Yb[U[]YfhYghYb`?ca a i bYb`i bX
Duf`Ua YbhUf]Yf`k YfXYb` \]YfVY]` \cbcf]Yfh"Ni XYa ` _ØbbYb`X]Y

gc [YbUbbhYb`GhUXhfUXY`bXYb!GhUfgž`X]Y`g]Wk`k`À`fYbX`XYf`5_h]cb
 Ui ggW`Y»`]W`a`]h`XYa` : U`ffUX`i`bX`XYa``ÒZYbh`]WYb
 BU`j`Yf`_Y`f`Zc`fhVYk`Y[`Yb`ž`hc``Y`GUW`dfY]gY`[`Yk`]bbYb"``<]Yf`g]bX
 a`U`]a`U``ZØbZ`GhUfg`dfc`?ca`a`i`bY`[`YghUhhYhž`i`bX`X]Y`J`Yf`cgi`b[
 Z]bXYh`Ua``9bXY`XYf`5_h]cb`ghUhh"

K`Yf`gY`Vgh`U_h]j`k`YfXYb`a`ÒW`hYž`_Ubb`g]W`U`i`ZXYf`K`YVgY]hY`
k k k "ghUXhfUXY`b"XY`Uba`Y`XYb`i`bX`ZØf`gY]bY`?ca`a`i`bY
 ?]`ca`YhYf`gUa`a`Y`b"``5i`W`k`Ybb`Yg`VY]`XYf`:`fY]gW`U`hi`b[`XYf`
 ?ca`a`i`bYb`a`UbW`a`U`ni`J`YfnÒ[`Yfi`b[`Yb`_ca`a`Yb`_Ubbž`c`bh
 Yg`g]W`ž`XUVY]`ni`gY]b"``@Ymh`]W`[`Y`h`Yg`b]W`h`bi`fi`a`Di`b`hY`i`bX
 DfY]gj`Yf`Y`\i`b[`Yb`i`Yg`[`Y`h`XUfi`a`ž[`Ya`Y]bgUa`Yhk`Ug`ni
 VYk`Y[`Yb"

8YhU]`g	
C`fh	?`Uf`gfi` \Yž`8Yi`hgW`U`bX
E`i`Y``Yb	<ul style="list-style-type: none"> • Vbb"XY • k k k "ghUXhfUXY`b"XY • k k k "i`a`k`Y`hVi`bXYgUa`h"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`bU[`!V`k`"XY