

HI =fYj c`i h]cb]Yfh'F Y]gYb. '9!5i hcg'Ui g
7 \]bU'ZØf'[fØbY 'A cV]'hÀh°

HI =i bX'Ga Ufh'ZØfXYfb 'bUW\U'h][Y'A cV]'hÀh'a
F Y]gY[YgW\ÀZh '9!5i hcg'ZØf'HfUbgZYfg'i bX'bYi Y
?ccdYfUh]cbYb'V]g'&\$' \$"



G]bXY`Z]b[Ybž'8Yi hgW\`UbX`!`8Yf`HI =?cbnYfb`[Y\`h`a`]h`Y]bYf
k Y[k Y]gYbXYb`?ccdYfUh]cb`a`]h`Ga` Ufhž`XYf`HcW\`hYf[YgY``gW\`UZh
j`cb`A`YfW\`XYgž`bYi`Y`K`Y[Y`]b`XYf`b`UW\`U`h][Yb`A`cV]`]h`h`N`N]Y`
X]YgYf`Ni`gUa`a`YbUfVY]h`]gh`Ygž`i`a`k`Y`h`i`bX`_`]a`Uj`Yfhf`A`[`]W\`Y
A`cV]`]h`h`i`a` `F`Y]gY[YgW\`A`Z`h`i`ni`Z`0f`X`Y`f`b`"HI =7\`YZ`GYV`Ugh]Ub`9`VY`
i`bX`Ga`Ufh`7`9`C`K`c`Z`Ub[`i`Z`Y`f`\`UVYb`XYb`9]bgUhn`XYf`b`Yi`Yb
A`cXY``fY]\`Y`<Ug\`hU[`]b`i`f`Ui`Vg[YV]YhYb`gck`]Y`]b`XYf
8]Ybg`hk`U[YbZ`chY`Ub[Y_0bX][`h`

8]Y`DUf`hb`Y`fg`W\`U`Zh`g]Y\`h`ni`XYa` `X]Y`J`Y`fa`Uf`_`hi`b[`j`cb`9`Y`_`h`f`c`Ui`hc`g
Xi`f`W\`Ga`Ufh`a`]h`i`bhYfgh0mi`b[`j`cb`HI`=j`c`f`"9`g`g]b`X
?ccdYfUh]cbYb`a`]h`5i`hcj`Y`fa`]YhYfb`[Yd`Ubhž`i`a` `X]Y
J`Y`f`Z0[VUf`_`Y]h`XYf`i`U\`fn`Yi` [Y`]b`F`Y]gY`A`b`XYf`b`ni`Y`f`\`0\`Y`b`"HI`=
k`]f`X`]a` `F`U\`a`Yb`X]YgYf`b`h]Uh]j`Y`G`c`b`XY`fa`c`XY``Y`]b`XY`b
W\`Uf`U`_`h`Y`f]gh]gW\`Y`b`HI`=:UfVYb`a`]h`XYa` `f`chYb`Ga`]Y`!A`Uf`_`Y`b`c[`c
UbV]YhYb`"

B UW\`U`h][`_`Y]h`]a` `i`c`_`i`g`

9]b`n`Y`b`hf`U`Y`g`N]Y``XYg`HI` =?cbnYfbg`]gh`Y`gž`V]g`&`\$` ` \$`X]Y`Hf`Ub`g`Z`Y`fg
]b`F`Y]gY`A`b`XYf`b`ni` `,\$!`-\$i` `b`UW\`U`h][`ni` `[YghU`hYb`" <]YfVY]`gc``
XYf`5`bhY]``XYf`9`Y`_`h`f`c`Ui`hc`g`VY]`Hf`Ub`g`Z`Y`fg`i`b`X`]b`XY`f
8]Ybg`hk`U[YbZ`chY`Ui`Z`a`]bXYghYbg`-\$i`Yf`\`0\`h`k`YfXYb`"I`a
X]YgYg`N]Y``ni`Y`ffY]W\`Y`b`ž`d`Ub`h`HI`=XYb`5i`Z`V`Ui`j`cb`a`]bXYghYbg
%`\$`\$`\$`@UXYghUh]cbYb`]b`N]Y`[YV]YhYbž`X]Y`]b`?ccdYfUh]cb`a`]h`XYa
Gd]f]!]BY`h`nk`Y`f`_`Y`b`h`ghY\`Y`b`gc``Y`b`"

8]Y`Ga`Ufh`!A`cXY``fY]\`Y`VY]b\`U`h`Y`h`X`fY]`9`!A`cXY``Y.`XYb`<Ug\`hU[`i`%ž
XYggYb`A`Uf`_`hY]b`Z0\`fi`b[`VYfY]hg`&`\$`&` `ghUhhZUbXž`XYb`<Ug\`hU[`i`ž
XYf`&`\$`&(`Ui`Z`XYb`A`Uf`_`h`_`ca`a`hž`gck`]Y`XYb`<Ug\`hU[`i`)ž`XYf
VYfY]hg`j`Yf`Z0[VUf`_`]gh` `Hf`ch`n`XYf`j`]Y`j`Yfgd`fY`W\`Y`b`XYb`@UXYnY]hYb
j`cb`bi`f`%)`A`]bi`hYb`\`UVYb`X]Y`A`cXY``Y`V]g\`Y`f`bi`f`[Yf]b[Y
J`Y`f`_`Ui`Z`gn`U\`Y`b`]b`8`Yi`hgW\`UbX`Y`fn]Y`hž`k`Ug`i`bhYf`Ub`XY`f`Ya` `Ui`Z
[Y_0fnhY`i`0f`X`Y`fi`b[Yb`i`b`X`Y]b`Y`U``[Ya`Y]b`Y`G`_`Y`dg]g`[Y[Yb0VYf
XYf`9`!A`cV]`]h`h`ni`f0W`_`ni`Z0\`fYb`]gh`"

HI =Gi ghU]b UV]`]hm' =a d UWh'5 k UfXg'&\$&)

DUFU`Y`ni`XYb`BYi`Yfi`b[`Yb`]b`XYf`A`cV`]h`h`U`h`HI`=_`Øfn`]W`X]Y
;`Yk`]bb`Y`XYf`HI`=Gi`ghU]b`UV]`]hm'`=a`d`UWh'5`k`UfXg'&\$&)`VY`_`Ubbh
[`Y[`YVYb`"8]`YgY`5i`gnY]W`bi`b[`k`ØfX][`h`\`YfUi`gfU[`Yb`XY
B`UW`\`U`h][`_`Y]hg]b]h]Uh]j`Yb`j`cb`HI`≠@]YZfUbhYb`]b`j`YfgW`]YXYbYb
6`YfY]W`Yb`ž`X`Ufi`bhYf`HYW`bc`c[`]Y`ž`]b`X]fY`_`hYf`9]b`_`Ui`Ž
?`fYi`n`ZU`fhYb`i`b`X`5]f`]b`Y!`A`UbU[`Ya`Ybh`"≠`X]YgYa`'`U`f`[`]b[`Yb`X]Y
DfY]gY`Ub`8`<`@`ž`DfcdUW`_`i`b`X`7`Y`UbYf`GYUg`;`fci`d`ž`k`c`VY`]b`U`Y`ni
%`\$`\$`9]b`fY]W`i`b[`Yb`j`cb`Y]b`Yf`]bhYfbYb`ž`fmi`bhYf`XYa`'`J`cfg]hn`j`cb
HI`≠7`9`C`GYV`Ugh]Ub`9`VY`VYk`YfhYh`k`i`f`XYb`"

8]Y`?`UhY[`cf]Yb`XYf`5`k`UfXg`g]b`X`DYcd`Y`ž`D`UbYh`i`b`X
Dfc[`fYgg`ž`X]Y`g]W`_`Ub`XYf`HI`≠B`UW`\`U`h][`_`Y]hgU[`Yb`X`U
cf]Ybh]YfYb`"8`<`@`k`i`f`XY`ZØf`gY]b`Y`≠]h]Uh]j`Y`ni`f`GdYbXY`j`cb
Hc`]Y`hhYb`Ufh]_`Y`b`_`Ui`g[`YnY]W`b`Y`h`ž`DfcdUW`_`ZØf`X]Y`F`Y`Xi`n]Yfi`b[
XYg`8`fi`W`_`g`Xi`f`W`'a`U`»[`Y`g`W`b`Y]XYfhY`6`f`c`g`W`Ø`f`Y`b`ž`i`b`X`7`Y`UbYf
GYUg`;`fci`d`Y`f`\]Y`h`XYb`DfY]g`ZØf`Y]b`:]`hYfgmghYa`ž`X`Ug
A`_]fc`ZUgYfb`_`Ui`g`K`À`g`W`Y`fY]k`UggYf`_`Ui`ZZ`À`b[`h`"

6YgcbXYfY`9`fk`À`\bi`b[`Yb`[`]b[`Yb`Ub`DD8`G`ZØf`XYb`:]`c`_i`g`_`Ui`Z
9bYf[`]YY]bgdUfi`b[`]i`b`X`B`i`GYfj`Y`ZØf`X]Y`I`bhYfghØmi`b[`]XYf
?`fY]g`_`Ui`Zk`]fhgW`UZh`"9`VY`VYhc`b`h`ž`X`Ugg`X]Y`gY`DfY]gY`Y]b`Yb
K`Y[`k`Y]gYf`ZØf`k`Y]hYfY`:]`c`fhgW`f]hhY`]a`'Hci`f]ga`i`g`i`b`X`Y]b`Y
;`Ya`Y]bgW`UZh`j`cb`J`c`ffY]hYfb`i`bhYf`XYb`HI`≠@]YZfUbhYb
XUfghY`Yb`"

A]h`XYb`bYi`Yb`9`Y`_`hfc`ZU`fnYi`[`Yb`i`b`X`XYb`≠bcj`Uh]cbgdYfY]gYb
i`bhYfghfY]W`h`HI`=gY]b`9b[`]U[`Ya`Ybh`ZØf`Y]b`Y`b`UW`\`U`h][`Y`Ni`_i`b`Zh
]a`'F`Y]gY!`i`b`X`A`c`V`]h`h`ggY`_`hc`f`"8]Y`Y`f`\`c`ZhY`9`I`d`Ubg]cb`]a
F`Y]gY[`]Y`g`W`À`Zh`]b`7`\]b`U`'a`]h`c`_`U`Y`b`DUf`hb`Y`fb`i`b`X`k`Y]hYfYb
<`c`hY`Ò`Z`bi`b[`Yb`]gh`Y]b`k`Y]hYfYf`G`W`f]hh`]b`Y]b`Y`_`]a`U`Z`f`Yi`b`X`]W`Y
F]W`hi`b[`"

:`Ø`f`k`Y]hYfY`≠Z`c`fa`Uh]cbYb`ni`X]YgYb`H`Y`a`Yb`ž`VYgi`W`Y`X]Y
5fh]_`Y`j`cb`;`ccV`]i`b`X`HI`=;`fci`d`"

8YhU]`g	
C fh	G]bXY`Z]b[Ybž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "[`ccV]"XY • k k k "hi][fci d"Wĉa

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY