

; YgUb ['i bX'; YgW\]W\ hY. '6Ufbm'6]hhYfk c`Z
VY [Y]ghYfh' < U]ghYf_]fW\ Yf'GÄb [Yf

9f`YVYb`G]Y`Y]bY`a i g]_U`]gW\Y`NY]hfY]gY`a]h'6Ufbm
6]hhYfk c`Z`GÄb [YfhfYZZYbž`\]ghcf]gW\Y`@]YXYf`i bX`?i `hi f`]a
; Ugh\Ui g` 6i f[ghcW_ "



<]hh]gk Y]`Yfž`8 Yi hgW\ `UbX`!'5a`'&' "'A U]'&\$&) `ZUbX`]a
; Ugh\Ui g` 6i f[ghcW_ `]b`<]hh]gk Y]`Yf`Y]b`VYa Yf_Ybgk YfhYg
HfYZZYb`Y\Ya U`][Yf`i bX`U_h]j Yf`A]h[`]YXYf`XYg`A ÄbbYfW\cf
< U]ghYf_]fW\ `ghUhh`' ð]h]Yfh`j cb`K c`Z[Ub [`; i gh_Yž`XYf`XYb`7\cf
a]h`gY]bYf`X]W\hYf]gW\Yb`?i bghi bhYfghØmhž`bU\ a Yb`%*
`Ub [`Ä\ f[Y`GÄb [Yf`hY]`ž`X]Y`VYfY]hg; YgW\]W\ hY`gW\ f]YVYbž`U`g
6Ufbm'6]hhYfk c`Z]j cb`%- , , `V]g`&\$\$, `XYb`8]f][YbhYbghUV`\ `Y`h`'8]Y
Ni gUa a Yb_i bZh`Vch`b]W\h`bi f; Y`Y [Yb\Y]h`ni a `G]b [Ybž`gcbXYfb
ZØfXYfhY`Ui W\`Y]bYb`YVYbX][Yb`5i ghUi gW\`ØVYf`X]Y`HfUX]h]cbYb
XYg`7\cfYg"

K Ä\ fYbX`XYg`HfYZZYbg`k i fXYb`U`hVY`_UbbhY`@]YXYf`Ub [Ygh]a a hž
XUfi bhYf`XUg`Y]bgh`k Y]h]j YfVfY]hYhY` `a `A ÄfnYb`XYf`6Ui Yf "

6Y[`Y]hYh'k i fXY`XUg; YgWXY`Yb`j cb`6Ufbm`6]hhYfk c`Z`XYf`a]h
;]hUffY`i bX`5__cfXYcb`Z0f`X]Y`a i g]_U`]gWXY`i bhYfa U`i b[`gcf[hY`
8]Y`HY]`bY`a Yf`_cbbhYb`XUg`G]bbV]`X`XYg`7`cf[YgUb[g]`a
; Ugh`Ui g`Yf`YVYb`z`XUg`j cb`j]Y`Yb`?ca`d`]a YbhYb`i a [YVYb`k Uf`z
X]Y`Ui g`XYa `<Ui dh[UghfUi a `ni`j YfbY`a Yb`k UfYb`"

9]b`6`]W_`Ui Z`X]Y`J Yf[Ub[Yb`Y]h

9]b`VYgcbXYfg`gdUbbYbXYg`9`Ya Ybh`XYf`J YfUbghU`hi b[`k Uf`X]Y
J c fghY`i b[`Y]bYf` ((!gY]h][Yb`@]YXYfVfcgW`0fY`a]h`XYa `H]hY` : 0f
X]Y` : fY`\Y]h ``8]YgY`k i fXY`j ca `60fc`Z0f`F Y[]cbU`_i `hi f`[YZ0fXYfh
i bX`j cb`6Ufbm`6]hhYfk c`Z`j YfZUggh` `b`X]YgYf`6fcgW`0fY`k YfXYb
b]W`h`bi f`X]Y`@]YXYfz`gcbXYfb`Ui W`X]Y`HYI hY`h`Ya Uh]g]Yfhz`X]Y
Y]bYb`F0W`V]W_`Ui Z`XYb`) \$\$`>U`fY`6Ui Yfb`_f]Y[`V]YhYb`i bX`X]Y
[Y[Ybk `Àfh][Y`@U[Y`XYf`@UbXk]fhgW`UZh`VY`Yi W`hYb`"

6Ufbm`6]hhYfk c`Z`@Y`fYf`i bX`A i g]_Yf`Ui g`C VYfgW`k UVYb`z[UV
ni XYa `Y]bYb`ZUgn]b]YfYbXYb`]\]ghcf]gW`Yb`F0W`!`i bX`5i g`V]W_``9f
VfUW`hY`Y]b` : chc`XYf`?]fW`Y`Gh`@Ycb`UfX`]b` ; U]gVYi fYb`a]hi bX
h`Ya Uh]g]YfhY`X]Y`6YXYi hi b[`XYf`>g][b]Yb`Ui Z`XYa `?]fW`YbXUW`
>XYf`HY]`bY`a Yf`Yf`\Y`h`U`g`NY]W`Yb`XYf`K YfhgW`Àni b[`Y]b
_`Y]bYg`6i W`[YgW`Yb`_j cb`6Ufbm`"

8]Y`DYfgcb`]\]bhYf`XYf`A i g]_

6Yfb`UfX`6]hhYfk c`Z`k]Y`6Ufbm`Ui W`[YbUbbh`k]fXz`]gh`b]W`h`bi f
U`g`GÀb[Yf`i bX`A i g]_Yf`VY`_Ubbh`z`gcbXYfb`UfVY]hYh`Ui W`U`g
8cnYbh`Ub`XYf`G`W`k `ÀV]gW`Yb`6Ui YfbgW`i `Y`]b`6UX`K U`XgYY`
GY]bY`VYY]bXfi W`_YbXY`GUa a `i b[`]\]ghcf]gW`Yf`>ghfi a YbhYz`ni
XYf`8fY`\Y]Yfz`GUW`_dZY]ZYz`? fi a a `cfb`i bX`GW`Y]h`c`n`[Y`0fYb`z
nYi [h]`cb`gY]bYf`h]YZYb`J YfVi bXYb`\Y]h`ni f`c`VYfgW`k `ÀV]gW`Yb
?i`hi`f``9f`\Uh]g]W`XUf0VYf`\]bUi g`Y]bYb`B`Ua Yb`a]h`\i a cfj c`Yb
i bX`Y]bZ0`gUa Yb`J c fhf`À[Yb`[Ya UW`h`z`X]Y` ; YgW`]W`hYb`Ui g`XYf
fY[]cbU`Yb`J Yf[Ub[Yb`Y]h`Yfn`À`\`Yb`"

GW`cb`Zf0`Yfa 0[`]W`hY`]\a `gY]b`>hYfYggY`Ub`J c`_ga i g]_i bX
X]Y` ; YgW`]W`hYb`XYg`Y]bZUW`Yb`J c`_Yg`z`U`g`A i g]_Yf`]b
i bhYfgW`]YX`]W`Yb` : cfa Uh]cbYb`z`k]Y`XYa `6`YW`V`ÀgYf!E i UfhYhh

<Y]I V`YW`Y ž`U_hj`ni`gY]b"; YVcfYb`Ua`%"`5df]`%-`),` `]b
 : f]YXf]W`g\UZYbž`k`i`W`g`Yf`]b`5i`YbXcfZ`a`]h`XfY]; YgW`k`]ghYfb
 Ui`Z`GY]b`<`Yfn`gW`À`[`h`ZØf`X]Y`@YVYbg`i`gh`i`bX`; UghZfYi`bXgW`UZh`]b
 CVYfgW`k`UVYbž`k`Ug`g]W`Ui`W`]b`gY]bYa` `@YVYbga`chhc
 k`]XYfgd]Y[`Y`h` `9]ba`U`Ua` `HU[`V`Ua`]YfYb` ` `Y]bY`5i`Zc`fXYfi`b[`ž
 BYi`Yg`ni`k`U[`Yb`i`bX`XUg`@YVYb`ni` `[`Yb]Y»`Yb"

Ni`gUa`a`YbZUggYbX` `Äggh`g]W`gU[`Ybž`XUgg`X]Y`HfY`ZYb`XYf
 Y\Ya`U`][`Yb`i`bX`U_hj]`Yb`GÅb[`Yf`XYg`A`ÅbbYfW`c`fg`<`U]ghYf_]fW`
 b]W`h`bi`f`Y]bYb`a`i`g]_U`]gW`Yb`F`ØW`V`]W`V]YhYbž`gcb`XYfb`Ui`W`
 Y]bY`k`Yfhj`c`Y`; Y`Y[`Yb`Y]h`ni`f`FYZYI`]cb`ØVYf`X]Y`_i` `hi`fY`Yb
 K`i`fn`Y`b`i`bX`X]Y` `YVYbgVY`U`YbXY`5fh`XYf`A`YbgW`Yb`]b
 CVYfgW`k`UVYb`g]bX`"6`Ufb`mi`6]hhYfk`c`Z`gd]Y`h`]b`X]YgYf
 VYa`Yf`_Ybgk`YfhYb`HfUX]h]cb`Y]bY`nYbhfU`Y`F`c`Y"

: Øf`k`Y]hYfY` `bZcfa`Uh]cbYb`VYgi`W`Y`V]hhY`X]Y`GY]hYb`j`cb`8`]Y
 6`]XgW`]fa` `NY]hi`b[` `i`bX`6Yfb`UfX`6]hhYfk`c`Z"

8YhU]`g	
C`fh	<`]hh]gk`Y]`Yfž`8Yi`hgW` `UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"X]YV]`XgW`]fa`nY]hi`b[`"XY • VYfb`UfX!V]hhYfk`c`Z"XY

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