

A U ``c fWU`]a `K UbXY`. `GUb ZhYf`Hci f]ga i g
[Y[Yb`Cj Yfhci f]ga °

B UW\U`h][Yf`Hci f]ga i g`Ui Z`A U``c fWU. `9f`_Yb`hb]ggY`ni f
Cj Yfhci f]ga !8YVUhY`i bX`K Y[Y`ZØf`i a k Y`hZfYi bX`]WXYg
F Y]gYb`Ui ZXYf`ϕgY`"



A U ``c fWUž`GdUb]Yb`!`A U``c fWUž`X]Y`[fØ» hY`ϕgY`XYf`6U`YUfYb`]a
A]hhY`a YYfž`\Uh]g]W`U`g`VY`]YVhYg`F Y]gYn]Y`ZØf`XYi hgWXY
Hci f]ghYb`YhUV`]Yfh" >Å\`f]W`VYgi WXYb`Yhk U`%` `A]`]cbYb
I`f`Ui Vg[`ÀghY`X]Y`ϕgY`žk`cVY]`fi bX`(` \$`DfcnYbhX]YgYf`Hci f]ghYb
Ui g`8Yi hgW`UbX`ghUa`a`Yb`"Hfchn`]\fYf`UbXgW`UZh`]WXYb`J]Y`ZU`hž
X]Y`[YgW`ØhnhY`6UXYVi W`hYb`ž?`U`_ghY]bVYf[Yž`X]Y`I` B`9G7C!
K`Y`h`_i`hi`fYfVY`GYffU`XY`HfUa`i`bhUbUž`C`]j`Yb`U]bYi`bX`U`hY
8`ÖfZYf`i`a`ZUgghž`Y]XYh`A U``c fWU`ghUf`_i`bhYf`XYa` `9]bZi`gg`XYg
A`UggYbhci f]ga`i`g`"6YgcbXYfg`hci f]gh]gWXY`<cW`Vi`f[Yb`k`]Y`9`
5fYbU`ž`7U`U`F`UhUXU`i`bX`DU`a`U`g]bX`XUj`cb`VYhfc`ZYb`"

8]Y`B`8`F`F`YdcfhYf]b`6Yh]bU`DYi`YW`_Y`\Uh`X]Y`ϕgY`k`Å\`fYbX`XYf
7cfc`bU!DUbXYa`]Y`VYgi`W`hž`U`g`bi`f`k`Yb][`Y`Hci f]ghYb`i`bhYfk`Y[`g

k UfYb"8]YgYf'i b[Yk Ò\ b`]WXY`Ni ghUbX`gcf[hY`ZØf`Y]bY
9bhgW`Yi b][i b[žX]Y`j]Y`Y`U`g`5bfY]n`gY\Ybž`bUW\U`h][Y
DfU_h]_Yb`]a`Hci f]ga i g`ni`ZØfXYfb"i`b`]\fYf`FYdcfhU[Y
h\Ya Uh]g]Yfh`g]Y`Ui W`X]Y`ghY][YbXYb`6Ygi W`YfnU\`Yb`i bX`X]Y
<YfUi gZcfXYfi b[Yb`XYg`Cj Yfhci f]ga žXYb`A U`cfWU`U`h]j
Ybh[Y[Ybk]f_Yb`a`ÒW`hY"6Y]gd]Y`gk Y]gY`dfcdU[]Yfh`X]Y
VU`YUf]gW`Y`A`]b]ghYfd`f`Àg]XYbh]b`A Uf[U`Dfc\Ybg`bUW\U`h][Yb
Hci f]ga i g`U`g`Y]bY`@Øgi b[`ZØf`X]Y`DfcV`Ya`Y`XYf`b`gY`"

B UW\U`h][Y`GhfUhY[]Yb`i bX`A U» bU\ a Yb

I a`XYb`bY[Uh]j Yb`5i gk]f_i b[Yb`XYg`A UggYbhci f]ga i g
Ybh[Y[Ybni k]f_Ybž`j YfZc`[h`A U`cfWU`Y]b`?cbnYdh`XYg`GUbZ`Yb
Hci f]ga i g"<]Yfni`n`À\`Yb`j YfgW]YXYbY`A U» bU\ a Ybž`X]Y`gY]h
a`Y\`fYfYb`]X\`fYb`]a`d`Ya`Ybh]Yfh`k`YfXYb"9]b`6Y]gd]Y`]gh`X]Y
9]bZØ\fi b[`j`cb`6Ui ghc`ddg`ZØf`[fc»Y`Dfc`Y`_hYž`X]Y`gY]h`&\$\$+
[Y`hYb`i bX`XUfUi Z`UVn]Y`Ybž`XUg`@UbXgW`UZh`gV]`X`XYf`b`gY`ni
gW`ØhnYb" A`ca`YbhUb`g]bX`(\$`Dfc`nYbh`XYf`b`gY`U`g
BUhi fgW`i`m[YV]YhY`Ui g[Yk]YgYb"

Ni g`Àhn`]W`k`i`fXY`ja`5df]`&\$%-`Y]b`5`_c\`c`j`YfVch]b`VYgh]a`a`hYb
6YfY]W`Yb`Y]b[YZØ\fhž`i`a`X]Y`5i gk]f_i b[Yb`XYg`DUfhm`ci`f]ga`i`gž
]bgVYgcbXYfY`fi`bX`i`a`XYb`6U`Yfa`Ubbž`ni`a`]bXYfb"8]Y
9]bZØ\fi b[`Y]bYf`^2`_c!GhYi`Yfž`Ui`W`9W`hUgU`[YbUbbhž`ZØf
Hci f]ghYb`gY]h`&\$%*`hf`À[h`XUni`VY]ž`X]Y`?i`hi`fi`bX`X]Y`I`a`k`Y`h`ni
i`bhYfgh`ØhnYb"

- : ÒfXYfi b[`bUW\U`h][Yf`<`chY`gž`X]Y`fY[YbYfUh]j Y
9bYf[]Yb`bi`mYb"
- FYXi`n]Yfi b[`j`cb`5VZU`i`bX`K`UggYfj`YfVfUi`W`"
- 5i`gVUi`XYf`b`ZfUghfi`_hi`f`ni`f`J`Yff]b[Yfi b[`XYg
b`X]j`]Xi`U`j`Yf`_Y\fg"

8]Y`:`Ua`]`Y`Ui`g`GW`k`UVYb`UbX`nY][hž`k`]Y`Y]bY`bUW\U`h][
[YZØ\fhY`I`bhYf`_i`bZž`k`]Y`XUg`5`i]bWi`g]j`Y!<`chY`i]b`Dcfh`X`5`W`X]Už
XUg`gY]h`nY\`b`]X\`fYb`?`fY]g`Ui`Zk`]fhgW`UZh`dfU`_h]n]Yfhž`Ui`W`ZØf
Hci f]ghYb`UhhfU`_h]j`gY]b`_Ubb" Gc`W`Y`i`bX`À\`b`]W`Y`Dfc`Y`_hY`g]bX
6YghUbXhY]`XYg`9b[U[Ya`Ybhg`ZØf`Y]bYb`j`YfUb`k`cfhi`b[gj`c`Yb

Hci f]ga i g"

H]d d g'ZØf`Y]bYb`bUW\U`h][Yb`5i ZYbh\U`h

I f`Ui VYf`Ui Z`A U`cfWU`_ØbbYb`Ui W`gY`Vgh`ni`Y]bYa
bUW\U`h][YfYb`Hci f]ga i g`VY]hfU[Yb`" <]Yf`Y]b][Y`H]ddg.

- 6Yj cfnI [Yb`G]Y`Y]b\Y]a]gWY`i bX`gU]gcbU`Y`DfcXi`_hY VY]a`'9ggYb"
- BY\`a Yb`G]Y`ØZYbh]WY`J Yf`_Y\fga]hY`cXYf`XUg`: U\ffUX UbghY`Y`Y]bYg`A]Yhk U[Ybg"
- JYfa`Y]XYb`G]Y`ØVYf`Ui ZYbY`Ghf`ÅbXY`i bX`fYgdY`_h]YfYb`G]Y X]Y`BUhi`f"
- FY]gYcdh]cbYb`k]Y`Ni [!`i bX`: Å\`fj YfV]bXi`b[Yb`V]YhYb i`a`k`Y`hZfYi`bX`]WY`5`hYfbUh]j`Yb`ni`a`:`i [nYi ["
- A Ø`hfYbbi`b[`i bX`X]Y`A`Y`fZUW]j`Yfk`YbXi`b[`j`cb <UbXhØWYfb`\Y`ZYbž`FYggci`fW`b`ni`gdUfYb"

8]Y`9bhk]W`i`b[`\]b`ni`Y]bYa`bUW\U`h][YfYb`Hci f]ga i g`Ui Z`A U`cfWU`]gh`Y]bY`[Ya`Y]bgUa`Y`5i Z[UVYž`X]Y`j`cb`XYb`dc`]h]gWYb`9bhgWY]Xi`b[ghf`Å[Yfb`V]g`ni`XYb`I f`Ui VYfb`fY]W`h`K`Å`fYbX`X]Y`7cfc`bU!DUbXYa`]Y`Y]b][Y`XYf`< YfUi`gZcfXYfi`b[Yb`XYg`ØVYf`Ui ZYbYb`A`UggYbhci`f]ga i g`]b`XYb`:`c`_i`g`fØW`_hYž`Yf[]Vh]g]W`bi`b`X]Y`7\UbW`ž`X]YgY`k`Yfh]`c`Yb`9fZU\`fi`b[Yb`]b`Y]b`ni`_i`b`Zhgcf]Ybh]YfhYg`?`c`bnYdh`ni`ØVYfZØ`fYb"

: Øf`k`Y]hYfY`f`Zcfa`Uh]cbYb`ØVYf`XYb`bUW\U`h][Yb`Hci f]ga i g`Ui Z`A U`cfWU`VYgi`WYb`G]Y`X]Y`5fh]_Y`Ui Z`**B 8 F**`i`bX`I`f`Ui`**VghfUW`_Yf`"XY**

8YhU]`g	
C`fh	A`U`cfWU]ž`GdUb]Yb
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"bXf"XY • k`k`k`"i`f`Ui`VghfUW`_Yf"XY

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