

DY[U\ : YfmXcb]. ð fY VYk Y[YbXY F Y]gY
U`g`GcfUmU`]a `bYi Yb `HUhcfh

DY[U\ : YfmXcb]`gd]Y`h]a `bYi Yb / ei chHUhcfh/ ei ch/X]Y
UZ[\Ub]gWXY`5_hj]]gh]b`GcfUmU`6UfU_nUm i bX`h\Ya Uh]g]Yfh
: `i W`h`i bX`A YbgWXYbfYWX`hY"

? UVi `ž`5Z[\Ub]ghUb`!`8]Y`GW`Ui`gd]Y`Yf]b`DY[U\ : YfmXcb][]Vh]b
]\fYf`bYi YghYb`F`c`Y`]a`6Yf`]b!`HUhcfh`J]Yf`@YVYb`XYf
UZ[\Ub]gWXYb`A`YbgWXYbfYWX`hgU_hj]]gh]b`GcfUmU`6UfU_nUm`Y]b
Y]bXfi`W_gj`c`Y`g;`Yg]WX`h":`Øf`X]Y`(%!`ž`À`f][`Y`\Uh`X]YgY`F`c`Y`Y]bY
VYgcbXYfY`6YXYi`hi`b[`ž`XU`g]Y`gY`Vgh`U`g`?]bX`a`]h]\fYb`9`hYfb`j`cf
XYa`?`\ca`Y]b]!FY[]a`Y`Ui`g`XYa`f`Ub`bUWX`8Yi`hgWX`UbX`Zc`\`
: YfmXcb]`ZØ`hY`g]WX`gca`]h`X]fY`_h`a`]h`XYf: `i`W`h[`YgWX]WX`hY`\fYf
:][`i`f`j`YfVi`bXYbž`X]Y`j`cb`d`Yfg`Øb`]WX`Yb`HfUi`a`UH`U`i`bX`Y]bYf
ghUf`_Yb`9b`hgWX`c`ggYb`Y`Y]h[`Ydf`Ä[`h`]ghž`g]WX`ZØf`Ub`XYfY
Y]bni`gY`hnYb`"G]Y`]gh`VY`ghfY`Vhž`GcfUmU`b]WX`h`bi`f`U`g`C`d`ZYf
XUfni`ghY`Ybž`gcb`XYfb`U`g`Y]bY`_fU`Zj`c`Y: `fUi`ž`X]Y`]\fY
JYf[Ub[Yb\Y]h`bi`hnhž`i`a`A`i`h`ni`Yb`hk`]W`_Y`bž`VYf]WX`hY`h: **cW`g"**

ð`]\fYf`J`cfVYfY]hi`b[`Ui`Z`X]YgY`ZUWX`hYb`fY]WX`Y:][`i`f`c`f]Yb`h]YfhY
g]WX: YfmXcb]`Ub`fYU`Yb`J`cfV]`XYfb`ž`j`c`f`U`Y`a`Ub`B`UX]U`B`Ug\]fž
XYf`_Øfn`]WX`j`YfghcfVYbYb`J`cfg]hnYb`XYb`XYg`5Z[\Ub]gWXYb
: fUi`Ybj`YfY]bg`"G]Y`_f]h]g]Yfh`X]Y`]bhYfb`Uh]cb`U`Y;`Ya`Y]bgWX`U`Z`h`i`b`X
ghY`h`_`Ufž`X`Ugg`j`]Y`Y`UZ[\Ub]gWXY`C`fhg`_f`Ä`ZhY`b`UWX`XYa`5Vni`[
XYf`G`hfY]h`_f`Ä`ZhY`]a`ž`U`f`&\$`&%]a`Gh]WX`[`Y`UggYb`k`i`f`XYb": YfmXcb]
UddY`]Yfh`a`]h]\fYf`8`UfV]Yhi`b[`Ui`W`Ub`X]Y`?`ZZYbh]WX`_Y]hž`X]Y
ZcfhXUi`Yfb`XY`B`chk`Yb`X][`_Y]h`ZØf`i`bhYfgh`Ø`hni`b[`i`b`X`Gc`]XUf]h`Ä`h
a`]h`XYb`j`cb`?`f]Y[`i`b`X: `i`W`h`VY`hfc`ZZY`b`Yb`A`YbgWXYb`ni
VYfØW_g]WX`h[`Yb"

9fZc`[`fY]WX`Y`?`Uff]YfY

6Y_Ubbh[Yk cfXYb]ghDY[U\ : YfmXcb]Y]bYa `VfY]hYb`Di V`_i a
 Xi fW `]\fY`F c`Y`U`g`MUa i f`2` nhØf`_]b`XYf`VY`]YVhYb`GYf]Y
 HØf_]gW`ZØf`5bZAb[Yf`ž`ZØf`X]Y`g]Y`&\$*\$`XYb`8Yi hgW`Yb
 : YfbgY`dFY]g`i`bX`&\$+\$`XYb`5Xc`Z;`f]a`a`Y!DfY]g`Yf\`Y`h`J`cb
 &\$%-`V]g`&\$&&`gd]Y`hY`g]Y`]b`XYf`GYf]Y` GC?`C`<`Ua`Vi`f[`i`bX`k`Uf
 ni`Ymh`ja``Ubi`Uf`&\$&) `]b`XYf`G]j`YghYf`_ca`ØX]Y` :`YghY`/` :`fYi`bXY
 `9]b`<`cW`Ui`Zi`bg` `U`g`8]bU`ni`gY`Ybž`Yf[`Abnh`**NY**]h`i`b`["`

: YfmXcb]g`9b[U[Ya`Ybhi`bX`X]Y`GW`UZZ`b[`j`cb`6Yk`i`gghgY]b`ZØf
 X]Y`G]hi`Uh]cb`XYf` :`ØW`h`b[Y`g]bX`VY`gcbXYfg`k`]W`h][`ž`XU
 5Z[\Ub]ghUb`Y]bY`U`b[Y` ;`YgW`]W`hY`XYf` :`i`W`h`i`bX`J`YfhfY]Vi`b[
 \Uh`6]g`&\$%`n`Å`hY`XUg`@UbX`ni`XYb`<`Ui`dhi`fgUW`Yb`[`c`V`U`Yf
 :`ØW`h`b[gVYk`Y[i`b[Yb`"5Z[\Ub]ghUb`k`Uf`ØVYf`U`fnY`b`hY
 \]bk`Y[`Y]bYg`XYf`Ua`gh`Åf`_ghYb`VY`hfc`ZZYbYb`@AbXYf`i`bX`n]Y`h
 Ui`W`Y`hnh`bcW`n`U`fY]W`Y` :`ØW`h`b[Y`Ub`"8]Y`Nk`Ub[ga`][`fUh]cb
 bU`a`b`UW`XYa`F`ØW`ni`[`]b`hY`fb`Uh]cb`U`Yf`Hfi`ddYb`&\$%(`ni`"
 Ni`XYa`j`Yf`Ub`UggYb`B`Uhi`f`_Uh`Ughfc`d`Yb`i`bX`X]Y`Ub`U`hYb`XY
 dc`]h]gW`Y``b`ghUV`]h`h`b`5Z[\Ub]ghUb`Å`f`]W`<`i`bXYfhY`j`cb
 HUi`gYb`XYb`A`Yb`gW`Yb`ni`f` :`i`W`h`ž`k`]Y`X]Y`6i`bXYgnYbhfU`Y`ZØf
 dc`]h]gW`Y`6]Xi`b[`]b`]\fYa`6Yf]W`h`VY`gW`fY]Vh`**VdV**"`

: YfmXcb]`gh]g]W`X]YgYf`<`YfUi`gZcfXYfi`b[Yb`VYk`i`ggh`i`bX`bi`hnh
]\fY`D`Uh`Zcfa`ž`i`a`ØVYf`X]Y`Ub`U`hYb`XY`B`chk`YbX][`_Y]h`ZØf
 I`bhYfgh`Ø`hni`b[`i`bX` ;`YfY`W`h][`_Y]h`ni`gd`fY`W`Yb`"8]Y`@YVYb`gfYU`]h`h`h
 j`]Y`Yf`A`Yb`gW`Yb`ž`X]Y`i`bhYf`XYb` :`c`[Yb`XYg`?`f]Y[Yg`Y]XYb`ž`]gh`Y]b
 H`Ya`U`ž`XUg`]b`]\fYb`gW`Ui`gd]Y`Yf]gW`Yb`5fVY]hYb`VY`gcb`XYfY
 5i`Za`Yf`_gUa`_Y]h`Yf`Å`h`"

8YhU]`g	
J`c`f`ZU``	A`][`fUh]cb
I`f`g`UW`Y	dc`]h]gW`Y``b`ghUV`]h`h`ž`G]W`Yf`Y]hg`U[`Y
C`f`h	?`UVi``ž`5Z[\Ub]ghUb
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "ZcW`g"XY • k k k "nY]h`i`b["XY • k k k "VdV"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["XY