

6UmYfb`Yf\`Ä`h`(-`bYi`Y`6U\`b\`ÖZY.
Ni`_i`bZh`XYg`6U\`bZU\`fYbg`VY[`]bbh`

6UmYfb`d`Ubh`bYi`Y`6U\`bghUh]cbYb`i`bX`i`a`ZUggYbXY
GUb]Yfi`b[`Ybž`i`a`D0b`_h]W\`_Y]h`i`bX`5hhfU`_hj`]hÄh`XYg
GW\]YbYbj`Yf`_Y\`fg`ni`j`YfVYggYfb`"

6Ua`VYf[`ž`8Yi`hgW\`UbX`!`8]Y`6UmYf]gW\Y
9]gYbVU\`b[`YgY`gW\`UZh`f`9;`Ł`d`Ubh`Y]bY`i`a`ZUggYbXY`9l`dUbg]cb
XYg`GW\]YbYbj`Yf`_Y\`fg`]b`6UmYfb`"N]Y`X]YgYf`Ě]h]Uh]j`Y`]gh`Ygž`X]Y
5hhfU`_hj`]hÄh`XYg`6U\`bZU\`fYbg`ni`ghY][`Yfb`i`bX`X]Y`D0b`_h]W\`_Y]h
XYg`BYh`k`Yf`_g`ni`j`YfVYggYfb`"Ě`XYb`YhnhYb`U\`fYb`k`Uf`X]Y
D0b`_h]W\`_Y]h`XYf`N0[`Y]a`XYi`hgW\`Yb`:`Yfbj`Yf`_Y\`fž`]bgVYgcbXYfY
]a`U\`f`&\$&(`ž`ghUf`_fYXi`n]Yfh`l`a`XYa`Ybh[`Y[`Ybni`k`]f`_Ybž`\`Uh
X]Y`69;`(-`a`0[`]W\`Y`bYi`Y`6U\`bghUh]cbYb`]XYbh]Z]n]Yfh`l`bhYf
X]YgYb`VYZ]bXYb`g]W\`i`bhYf`UbXYfYa`6Ua`VYf[`G0Xž`9VYfgVYf[
G0X`i`bX`FY[`YbgVi`f[`K`U\`U`UghfU»`Y`"6YgcbXYfg`]b`CVYfVUmYfb
i`bX`GW\`k`UVYb`gc`Yb`j`]Y`Y`X]YgYf`bYi`Yb`6U\`b\`ÖZY`Yb`hghY\`Yb`"

Ě`A`0bW\`Yb`_0bbhYb`Z0bZ`bYi`Y`GhUh]cbYb`[`YVUi`h`k`YfXYbž
k`Ä\`fYbX`]b`FY[`YbgVi`f[`XfY`]i`bX`]b`A`Ya`a`]b[`Yb`nk`Y`]k`Y]hYfY
GhUh]cbYb`[`Yd`Ubh`g]bX`"l`a`Y]bY`fY]Vi`b[`g`c`gY`Ě]hY[`fUh]cb`XYf
bYi`Yb`GhUh]cbYb`]b`XUg`VYghY\`YbXY`:`U\`fd`Ub[`YZ0[`Y`ni
Yfa`0[`]W\`Ybž`g]bX`YXcW\`d`fÄn]gY`D`Ubi`b[`Yb`YfZcfXYf`]W\`"BYVYb
XYf`9f0ZZbi`b[`bYi`Yf`GhUh]cbYb`gYhnh`X]Y`69;`Ui`W\`Ui`Z`Y]bY
i`a`ZUggYbXY`9fbYi`Yfi`b[`XYf`ĚZfUghfi`_hi`fž`X]Y`X]Y`[`YgUa`hY
GW\]YbYb`UbXgW\`UZh]b`6UmYfb`VYhf]Z]h`8]Y`86`d`Ubh`Vi`bXYgk`Y]h
;`YbYfU`gUb]Yfi`b[`Yb`Ui`Z`ghUf`_VY`UghYhYb`GhfYW`_Ybž`i`a`X]Y
?UdUn]hÄhYb`XYg`GW\]YbYb`YhnYg`ni`Yf\`0\`Yb`i`bX
j`Yf`_Y\`fgdc`]h]gW\`Y`N]Y`Y`ni`YffY]W\`Yb`"

;`YbYfU`gUb]Yfi`b[`Yb`UV`&\$&*

8]Y`8Yi hgWXY`6U\`b`fB`6E`VY[]bbh`a` `&\$&(`a`]h`XYf
; YbYfU`gUb]Yfi b[`j`cb`(``\$`ghUf`_`VYUbgdfi W\`hYb`6U\`bghfYW`_Ybž
k]Y`XYf`F]YXVU\`b`nk]gWXYb`:`fUb`_Z` fhi`bX`A`Ubb`Y]a`ž`X]Y`Z0f`Z0bZ
A`cbUhY`j`c`gh`A`bX][`gUb]Yfhi`k`fX`"K`A`fYbX`X]YgYf`NY]hi`k`]fX`XYf
DYfgcbYbj`Yf`_Y\`f`Xi`fW`6i`ggY`YfgYhnhž`k`A`fYbX`XYf
; ØhYfj`Yf`_Y\`f`i`a`[`Y`Y]hYh`k`]fX`"5V`&\$&`*`g]bX`]b`6UmYfb`Ui`»`YfXYa
g]YVYb`k`Y]hYfY`6U\`bghfYW`_Yb`ni`f`;`YbYfU`gUb]Yfi`b[`[`Yd`Ubh"
?`Ui`g!8]YhYf`æ`gY`ž`8`6!`?`cbnYfbVYj`c`a`A`W`h][`hYf`Z0f`6UmYfbž
VYhc`b`h`X]Y`c`Y`6Y`Ughi`b[`XYg`G`W\]YbYbbYhnYg`i`bX`X]Y
B`c`h`k`Y`b`X][`_Y]hž`X]Y`æ`ZfUghfi`_`hi`f`ni`Y`fb`Yi`Y`fb`"8]YgYf`[`fc`»`Y
æ`j`Y`gh]h]c`b`gg`W`f]h`VY]b`U`h`Y`h`X]Y`GUb]Yfi`b[`j`cb`;`Y`g]Ybž
K`Y]W\Ybž`G][`bU`Y`b`i`bX`6U\`b`ÖZYb"

8]Y`Y`f`ghY`gUb]Yfhi`G`hfYW`_Y`]b`6UmYfb`k`]fX`j`cb`B`ØfbVYf[`b`U`W
F`Y[`Y`b`g`Vi`f[`]a`Y`f`gh`Y`b`<`U`V`U`f`&\$&`*`Z0\`f`Y`b`ž`[`Y`Zc`[`h]`j`cb
k`Y]hYfYb`A`U`»`b`U`a`Y`b`]b`C`V`Y`fh`f`Ui`V`]b[`D`U`gg`Ui`ž`A`Ø`b`W`Y`b`
F`c`g`Y`b`Y`a`i`b`X`a`Y`f`"8]Y`;`Y`b`Y`f`U`g`U`b]Y`fi`b[`Y`b`ž`X]Y`Ui`W
J`Y`f`V`Y`gg`Y`fi`b[`Y`b`k`Y]a`c`X`Y`fb`Y`6U\`b`ghY][`X`A`W`Y`f`ž`6`U`ff]Y`f`Y`Z`f`Y`\`Y]h
i`b`X`K`Y[`Y`Y]h`g`m`g`h`Y`a`Y`V`Y]b`U`h`Y`b`ž`g`c`Y`b`X`U`V`Y]`Y`Z`Y`b`ž`X]Y
6`Y`hf]Y`V`gei`U`]h`A`h`Ui`Z`Y]b`Y`a`gh`UV]Y`b`B]j`Y`Ui`ni`U`h`Y`b`i`b`X
9`b[`d`A`gg`Y]a`j`c`f`U`b`X`Y`b`Y`b`G`W\]Y`b`Y`b`b`Y`h`ni`f`Y`Xi`n]Y`f`Y`b`"

Ni`_`i`b`ZhgdYfgdY`_`h]j`Y`b`i`b`X

<`Y`f`Ui`g`Zc`f`X`Y`fi`b[`Y`b

A`]h`X`Y`f`G`h`f`U`h`Y[`]Y`G`h`U`f`_`Y`G`W\]Y`b`Y`a`Ø`W`h`Y`X]Y`6i`b`X`Y`g`f`Y[`]Y`fi`b[
X`Y`b`G`W\]Y`b`Y`b`j`Y`f`_`Y`f`]b`8`Yi`hgW`X`U`b`X`b`U`W\`U`h][`j`Y`f`V`Y`gg`Y`fb`"
8`Un`i`]gh`Y]b[`Y`n]Y`h`Y`f`5`i`g`V`U`i`X`Y`f`?`U`d`U`n]h`A`h`Y`b`b`c`h`k`Y`b`X][`ž`k`U`g
U`i`W`[`fc`»`Y`6`U`i`a`U`»`b`U`a`Y`b`Y`f`Zc`f`X`Y`f`]W`a`U`W`h`ž`X]Y`c`Z`h`a`U`g
a`Y`f`U`g`n`Y`b`æ`Y`f`]b`X`Y`f`D`U`bi`b[`gh`Y`Y`b`ž`V`Y`j`c`f`g]Y`i`a`[`Y`g`Y`h`h
k`Y`f`X`Y`b`"C`V`k`c`\`X]Y`g`Y`6`U`i`U`_`h]j`h`A`h`Y`b`h`Y]`g`ni`Ub[`Y`g`d`U`b`b`h`Y`b
?`U`d`U`n]h`A`h`g`g]h`i`U`h]c`b`Y`b`Z0\`f`Y`b`ž`g`Y`h`h`X]Y`8`6`U`Y`g`X`U`f`U`b`ž`X]Y
6`Y`hf]Y`V`gei`U`]h`A`h`b]W`h`i`b`i`f`ni`gh`UV]`g]Y`f`Y`b`ž`g`c`b`X`Y`fb
[`Y[`Y`V`Y`b`Y`b`ZU`g`ni`j`Y`f`V`Y`gg`Y`fb`"

6`Y`n`Ø[`]W`X`Y`f`V]g`Y`f][`Y`b`9`f`ZU`f`i`b[`Y`b`k`]f`X`Y`f`k`U`f`h`Y`h`ž`X`U`gg
d`c`g]h]j`Y`9`Z`Y`_`h`Y`X]Y`g`Y`f`D`U`bi`b[`Y`b`V`Y`f`Y]h`g`ni`C`g`h`Y`fb`&\$&`'

g]W\ hVUf'k YfXYbž'Y]bYa 'NY]hfUi a ž'XYf'ØV`]W\Yfk Y]gY'j cb
 E i U`]hÀhgY]bVi » Yb' [YdfÀ[h']gh" '5i W\ 'k Ybb 'YbhgdFYW\YbXY
 A U» bU\ a Yb']b'XYf'D`Ubi b['XYhU]`"]Yfh'VYhfUW\hYh'k YfXYbž'V`Y]Vh
 X]Y' , VYfk UW\i b['XYf'5i gk]f_ i b[Yb'Ui Z'XYb'GW\]YbYbdYfgcbYb!
 i bX' ; ØhYfj Yf_Y\ f'Y]bY'nYbhfU`Y'5i Z[UVY'XYf'86"8]Y' l a gYhni b[
 k]fX' _ccfX]b]Yfh'Xi fW\ 'Y]b'Yb[U[]YfhYg'J Yf_Y\ fg_cbnYdhž'k Y`W\Yg
 X]Y'6YY]bhfÀW\h] [i b[Yb'k À\ fYbX'XYf'6Ui d\ UgYb' a]b]a]YfYb'gc`"

8]Y'bYi Yb'D`Ubi b[Yb'ZØf'X]Y'6U\ bghUh]cbYb'i bX'X]Y
 i a ZUggYbXYb'GUb]Yfi b[gUfVY]hYb'ghY\Yb'gca]h]a '9]b_`Ub['a]h
 XYa 'N]Y'ž'XYb'GW\]YbYbj Yf_Y\ f']b'6UmYfb'ni 'a cXYfb]g]YfYb'i bX
 ni _i bZhgZÀ\] ['ni ' [YghU'hYb"A]h'X]YgYb'9bhk]W_ i b[Yb'k]fX'b]W\h
 bi f'X]Y'DØb_h]W\ _Y]h] YfVYggYfhž'gcbXYfb'Ui W\ 'X]Y' [YgUa hY
 Bi hnYfYfZU\ fi b['Ui Z'XYa 'XYi hgW\Yb'9]gYbVU\bbYhndcg]h]j
 VYY]bZi ggh"

8YhU]`g	
J cfZU`	FY[]cbU`Yg
C fh	6Ua VYf[ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_ i f"XY • k k k "XYi hgW\YVU\ b"WŁ a •]V]f"XYi hgW\YVU\ b"WŁ a

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