

6`U_Y`@]j Y`m`c`h`9! !7 =5!A UbU[Yf`]b
XfUa Uh]gW\ Yb`F YW\ hgghfY]h`

6`U_Y`@]j Y`m`Yb[U[]Yfh`Y]bYb`9! !7 =5!A UbU[Yf`ZØf`]\fYb
F YW\ hgghfY]h`a]h`š gh]b`6U`Xcb]ž`XYf`J cfk ØfZY`j cb
Ya ch]cbU`Ya`@Y]X`i`a ZUggh"

? U`]Zc fb]Ybž`! G5`!`6`U_Y`@]j Y`m`\Uh`g]W\`]b`Y]bYa`_ca`d`YI`Yb
F YW\ hgghfY]h`i`a`]\fY`:`]`a`dfc`Y`h_Y`Y]bYb`dfca`]bYbhYb`DF`!
?f]gYba UbU[Yf`Ub`X]Y`GY]hY`[Y`c`h`B]W`G`Ud]fcž`Y]b`Y`Ya`U`][Yf
ghY`j`YfhfYhYbXYf`GhUVgW\YZ`XYf`7`=5`"@Ui`h`;
U`U`Vf]b[h`G`Ud]fc
a`Y`f`U`g`&\$`š`]\fY`9fZU`fi`b[]`a`?f]gYba UbU[Ya`Yb`h`a`]h`i`bX`k`Uf
ni`XYa`_ZØf`XUg`k`Y]»`Y`<`Ui`g`i`bhYf`6UfUW`_C`VUa`U`h`Åh][`"

8`Yf`F`YW\ hgghfY]h`VYhf]Zh]bgVYgcbXYfY`@]j Y`mg`7`c!`GHUf`i`bX
FY[]ggYi`f`š`gh]b`6U`Xcb]"`8`Y`=]h]Uh]j`Y`ni`X]YgYa`?`cbZ`_h`[]b[
j`cb`@]j Y`m`Ui`gž`X]Y`9bXY`&\$&&`Y]bY`6YgW\k`YfXY`VY]`XYf
_U`]Zc fb]gW\Yb`6Øf[YffYW\hgVY\ØfXY`f7`F`8`E`[Y[Yb`6U`Xcb]
Y]bFY]W\hY`"G]Y`k`]fZh`\a`j`cfž`\f`k`Å`\fYbX`XYf`8`fY`UfVY]hYb`ni
Bi`f`bcW\Y]b`Y]bn][`Yg`A`U`_`gW\k`YfYg`Ya`ch]cbU`Yg`@Y]X
ni`[`YZØ[`h`ni`_`UVYb"

J`c`fk`ØfZY`i`bX`fYW\h`]W\Y
5`i`gY]bUbXYfgYhni`b[`Yb

Ni`X`Yb`Yfbgh`UZhYb`J`c`fk`ØfZYb`gY]hYbg`@]j Y`mi`[Y`\ØfYb`XUg`NY][`Yb
YI`d`n]hYf`6]`XYf`i`bX`J`]XYcgž`XUg`5`i`gZfU[`Yb`ØVYf`]\f`d`YfgØb`]W\Yg
GYI`YVYb`gck`]Y`XUg`9]bZØ[`Yb`]bh]a`Yf`GnYbYbž`X]Y`b]W\h`a
8`fY`\Vi`W\`j`cf[`YgY`Yb`k`UfYb`"Ni`XYa`k`]fX`6U`Xcb]`VYgW\i`X][`hž
Y]bY`?`Ua`dU[`bY`ni`f`Fi`ZgW\ÅX][`i`b[`j`cb`@]j Y`mi`[`YghUfhYhni
\UVYbž`i`a`_]\fY`5bgW\i`X][`i`b[`Yb`U`g`i`b[`Ui`Vk`ØfX][
XUfni`ghY`Yb`"`a`_š]bi`Uf`&\$&`f`fY]W\hY`6U`Xcb]`gY]bYfgY]hg`Y]bY

?`U[Y`[Y[Yb`@j Y`mi bX`]\fYb`9\Ya Ubb`F mUb`F Ymbc`Xg`Y]b`i bX
ZcfXYfh`Y]b`Y`GW\UXYbYfgUhnU\`i b[`j cb`a `]bXYghYbg`(\$ \$
A]``cbYb`i G!8c``Uf"

6U`Xcb]`k]fZh`@j Y`mi bX`F Ymbc`Xg`Ui » YfXYa `j cfz`j Yfgi W`h`ni
\UVYbž`XYb`:`]a ` Bi f`bcW`Y]b`Y]bn][Yg`A U` `j cb`\a `ni`ghY\`Yb
i bX`X]YgYb`a `]h`ZU`gW`Yb`6Y\Ui dhi b[Yb`ni`gW`AX][Yb`"K Y]hYfY
J cfk ØfZY`[Y[Yb`6U`Xcb]`VY]b\U`hYb`9fdFYggi b[`i bX`J Yf`Yhni b[
gY]bYf`Df]j Uhg d\`ÅfY"

DYfgØb`]W`Y`i bX`VYfi Z]W`Y`:`c`[Yb

Ni g`Àh`n]W`ni`X]YgYb`?cbZ]_hYb`g]bX`Ui W`k Y]hYfY`fYW`h]W`Y
5i gY]bUbXYfgYhni b[Yb`nk]gW`Yb`@j Y`mi bX`6U`Xcb]`]a `; Ub[Yž
X]Y`g]W`Ui ZXYb`:`]a ` Æ`9bXg`K]h\`i g `VYn]Y\`Yb`"9]b
; Yf]W`hghYfa `]b`]gh`ZØf`XYb`- "A`Àfn`&\$&*`Ub[YgYhnh`"@j Y`mgd]Y`h
]b`X]YgYa `:`]a `X]Y`Fc`Y`X`Yf`@]m`6`cca ž`k`À`fYbX`6U`Xcb]`F`m`Y
?]bW]X`j Yf`_ØfdYfh`"8Yf`:`]a ž`XYf`Ui ZXYa `6YghgY`Yf!F`ca Ub`j cb
7c`Y`Yb`<ccj Yf`VUg]Yfhž`gc``Ua ` - "5i [i gh`&\$&(`j Yf`ØZYb`h]W`h
k YfXYb"

@j Y`mg`fYW`h]W`Yg`HYUa ` \Uh`VYfY]hg
HY`Y`_ca a i b]_Uh]cbgi bhYf`U[Yb`j cb`%(`A]hUfVY]hYfb`j cb
6U`Xcb]g`DfcXi`_h]cbgZ]fa Už`K UmZUfYf`Ghi X]cgž`Ub[YZcfXYfhž`k Ug
6U`Xcb]`U`g` ØVYfVcfXYbX `VYnY]W`bYh`Uh`Ni XYa `a i gg`@j Y`m
g]W`a `]h`ØZYb`h]W`Yf`?f]h]_`Ui gY]bUbXYfgYhYbž`X]Y`bUW`]`\fYf
Dfca`ch]cbg_Ua`dU[bY`ZØf`XYb`:`]a ž`ni gUa`a Yb`a`]h]\fYf
<UUfdZY[Y`]b]Y`i bX`XYf`5`_c`c`a`Uf`_Y`6Yhmi`6ccnYž`Ui Z_Ua`"

8Yf`:`]a ` Æ`9bXg`K]h\`i g ` \Uh`VYfY]hg`VY]a `]bhYfbUh]cbU`Yb
Di V`_]i a `ZØf`5i ZgY\Yb`[Ygcf[hi bX`k Y`hk Y]h` (- ž+`A]``cbYb`i G!
8c``Uf`Y]b[Ygd]Y`hž`k]Y`76F`VYf]W`hYh`"8 Ug`8]gW`j Yfm]b`XYa `: U`
gc``VU`X`VY[]bbYbž`k Ug`X]Y`?cbZ]_hY`nk]gW`Yb`@j Y`mi bX
6U`Xcb]`k Y]hYf`Ub\`Y]nYb`_ØbbhY"

: Øf`a Y`f` ÆZcfa Uh]cbYb`ØVYf`fYW`h]W`Y`<YfUi gZcfXYfi b[Yb`i bX
<]ZgUb[YVchY`ghY\`Yb`k Y]hYfY`F Yggci fW`b`ni f`J YfZØ[i b[ž`k]Y`Ui Z
H\`Ya]g`ni`Z]bXYb`]gh"

8YhU]`g	
J c fZU``	F YW hgghfY]h
I fgUWXY	J Yf`Yi a Xi b[ž'9fdfYggi b[ž'gYI i Y``Y 6Y`Àgh][i b[ž'Fi ZgWÀX][i b[
C fh	?U`]Zc fb]YbžI G5
GWXYb`]b`	(\$\$\$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "[U`U"XY • k k k "Wf"WŁa • h\Ya]g!j YfhfUi YbgghY``Y"XY

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