

< 6C 'Ybh\ Ø`h'YfghYb '7Ugh'ZØf'X]Y 'bYi Y
< Uffm!Dc hhYf!GYf]Y °

< 6C 'd`Ubh'Y]bY 'bYi Y ' < Uffm!Dc hhYf!GYf]Y 'a]h'æ\ b '@]h\ [ck
U`g'8i a V`YXcfY'i bX' ðbYh'A WHYYf'U`g'A W cbU[U`"
8fY\ghUfh'&\$&' "



@YUj YgXYbž'9b [`UbX'!'9]b'bYi Yf'<cZbi b[ggW\]a a Yf'ZØf'X]Y
< Uffm!Dc hhYf!: Ubg. ' < 6C '\Uh[YghYfb'X]Y'YfghYb'6YgYhni b[Yb'ZØf
gY]bY'VYj c fghY\YbXY'HJ!GYf]Y'VY_Ubbh'[Y[YVYbž'X]Y'Ui Z'XYb
VY`]YVhYb'6ØW\Yfb'j cb'>'?'Fck`]b['VUg]Yfh"8]Y'GYf]Yž'X]Y'XUg
YfghY'6i W\ ' < Uffm!Dc hhYf'i bX'XYf'GhY]b'XYf'K Y]gYb 'UXUdh]YfYb
k]fXž'\Uh'VYfY]hg'ZØf'j]Y`5i ZFY[i b['[Ygcf[h'æ\ b '@]h\ [ck 'f+ - Ł
k]fX'X]Y'Y\fk ØfX][Y'Fc`Y'XYg'5'Vi g'8i a V`YXcfY'ØVYfbY\ a Yb
i bX'Zc'[h'XUa]h'F]W\UfX' < Uff]g'i bX'A]W\UY`'; Ua Vcbž'X]Y'ni j cf
X]YgYb'7\UfU_hYf'j Yf_ØfdYfhYb"'5i W'X]Y'Fc`Y'XYf'DfcZYggcf]b
A]bYfj U'A W cbU[U`'k]fX'Xi fW\X]Y'hU'Ybh]YfhY'ðbYh'A WHYYf'ff' ' Ł
VYgYhnhž'X]Y'Ub'X]Y'ZfØ\YfY'8UfghY`i b[]j cb'A U[[]Y'Ga]h\
Ub_bØdZYb'k]fX"

K Y]hYfY`VYa Yf_YbGk YfhY`6YgYhni b[Yb`g]bX`DUUdU`9gg]YXi`fl (Ł
U`g`GYj Yfi g`GbUdYžY]bY`Fc`YžX]Y`i fgdf0b[`]W`j cb`5`Ub
F]W_a Ub`[Ygd]Y`h`k i fXYž`i bX`B]W_`: fcghf) ' Ł]b`XYf`Fc`Y`XYg
Fi VYi g`<U[f]Xž`XYf`ni j cf`j cb`FcVV]Y`7c`hfUbY`XUf[YghY`h
k i fXY`"Ni XYa` k i fXYb`@_Y`H\U`cb`U`g`DfcZYggcf`E i]f]bi g
E i]ffY`"i bX`DUi`K` \]hY`ci gY`U`g`5f[i g`:]`W`[YWUghYhž`k Y`W`Y
VY]XY`VYfY]hg`]b`XYb`:`]`a Yb`j cb`8Uj]X`6fUX`Ymi bX`U`b`<Ufh
[Ygd]Y`h`k i fXYb`"

C dYb`7Ugh]b[`i bX`9fk Ufhi b[Yb

8 Ug`7Ugh]b[`Z0f`X]Y`<Ui dhfc`Yb`XYf`[_cb]gW`Yb`7\UfU`hYfY`<Uffmž
Fcb`i bX`<Yfa`]bY`ghY`h`YXcW`bcW`Ui g`" <6C` \Uhh`Y`Y]b`cZYbYg
7Ugh]b[`j YfUbghU`hYh`i bX`Yf\]Y`h`0VYf`" "\$\$\$`6Yk YfVi b[Yb`Z0f
X]YgY`Fc`Yb`"Hfchn`XYg`[fc»Yb`b`hYfYggYg`[]Vh`Yg`V]g`Ub[`_Y]bY
5b_0bX][i b[Yb`VYn0[`]W`XYf`6YgYhni b[`j cb`<Uffm`DchhYfž`Fcb
K YUg`Ymž`<Yfa`]bY`; fUb[Yf`cXYf`@cfX`J`c`XYa`cfh`"

7\Ubb]b[`8i b[Ymž`XYf`@Y]hYf`XYf`K UfbYf`6fcg`"HY`Yj]g]cb`; fci dž
Yf`_`ÀfhYž`XUgg`X]Y`9bhgW`Y]Xi b[Yb`Z0f`X]YgY`nYbhU`Yb`Fc`Yb
bcW`]a`a`Yf`]a`DfcnYgg`g]bX`"Ni`XYb`UbXYfYb`BUa`Ybž`X]Y`Z0f
VYXYi hYbXY`Fc`Yb`]b`6YhfUW`h`[Ync[Yb`k YfXYbž`[Y\0fYb`G\Ufcb
<cf[Ubž`6fYh`i; c`XghY]b`i bX`A Uf`_`Ghfc b["9g`V`Y]Vh`UVni k UfhYbž
k Yf`Y`h`h]W`]b`X]Y`: i » ghUdZYb`XYf`i fgdf0b[`]W`Yb`8UfghY`Yf
hfYhYb`k`]fX`"

8 fY`ghUfh`i bX`<]bhYf[fi bX]bZcfa Uh]cbYb

8 Yf`8fY`\`XYf`GYf]Y`]gh`Z0f`XYb`Gca`a`Yf`&\$&'`]b`XYb`K UfbYf!6fcg!
Ghi X]cg`]b`@YUj YgXYbž`9b[`UbXž`[Yd`Ubh`">?"`Fck`]b[`k`]fX`b]W`h
bi f`U`g`5i hcf]bž`gcbXYfb`Ui W`U`g`Ui gZ0`fYbXY`DfcXi nYbh]b`]b
XUg`Dfc`Y`_`h`Y]b[YVi bXYb`gY]b`"8]Y`6i W`fY]\Y` <Uffm`DchhYf`[`]h
U`g`X]Y`YfZc`[fY]W`ghY`@]hYfUhi fgYf]Y`k Y`hk Y]hž`a`]h`0VYf`* \$\$
A]`]cbYb`j Yf`_`Ui ZhYb`9I Ya`d`UfYb`gY]hXYf`J Yf0ZYb`h]W`i b[`XYg
YfghYb`6UbXYg`]a``U`f`%-`-`+`"

CVk c`\`X]Y`i fgdf0b[`]W`Yb`?]bcZ`a`Y`j`cb`&\$`\$`%`V]g`&\$`%`%`k`Y`hk`Y]h
[fc»Y`9fZc`[Y`ZY]YfhYbž`Vf]b[h`X]Y`b`Yi Y`GYf]Y`Zf]gW`Yb`K`]bX`i`bX`

VY`Yi W hYhX]Y ; YgW]W hYb`XYf`7\UfU_hYfY`Ui ZY]bY`bYi Ufh][Y
 K Y]gY"8 Ub]Y`F UXW]ZYžXYf`X]Y`F c`Y`XYg< UffmDc hYf`]a
 :]`a nY]hU`hYf`gd]Y`hYž`Uh`VYfY]hg`Ub[Y_ØbX][hž`XUgg`Yf`b]W h`]b`X]Y
 F c`Y`ni fØW__Y`fYb`k]fX"8 YbbcW`i bhYfghØhnh`Yf`X]Y`bYi Y
 6YgYhni b[`i bX`cZhž`XUgg`gY]bY`BUW Zc`[Yf`]\b`Y]ba U`hfYZZYb
 k YfXYb" F UXW]ZYg`9bhgW`Y]Xi b[`_ØbbhY`Ui W`j cb`gY]bYf
 [YVfcW`YbYb`6Yn]Y`i b[`ni`>?"`F ck`]b[`VYY]bZi ggh`gY]bž`X]Y
 Xi fW`j]\fY`_cbhfcj YfgYb`Yi »Yfi b[Yb`ni`HfUbg!H\Ya Yb`]a`>\f
 &\$&\$`VY`UghYh]gh"

: Øf`X]Y: Ubg`V`Y]Vh`X]Y`J cfZfYi XY`Ui Z`X]Y`bYi Y`GYf]Y
 i b[YVfcW`Yb`i bX`X]Y`7Ugh]b[!BYk g`V]YhYb`Y]bYb`YfghYb`9]bV`]W_
]b`X]Y`Ui ZfY[YbXY`K Y`h] cb`<UffmDc hYfž`X]Y`VU`X`Y]b`bYi Yg
 ?Ud]hY`Ui ZXYa`6]XgW`]fa`Ui ZgW`U[Yb`k]fX"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	@YUj YgXYbž`9b[`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k k k "j Ub]hmZU]f"WŁa

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