

? f]Y[g[YXYb_Yb `]b ` < U`VY. `%\$\$
< Y`XYbgYY`Yb `Z]bXYb ``YhnhY `F i \ Y

5a `` \$''5dfj''&\$&) `[YXYb_Yb %\$\$`\$ \FY `bUW`XYa `Nk Y]hYb
K Y`h_f]Y[`]b `< U`VY`XYi hgWYf`?f]Y[ghchYf`a]h`Y]bYf
NYfYa cb]Y"



K U`XZf]YX\cZ`]b `< U`VYž`%) +) (`< U`VYž`8Yi hgW`UbX`!`5a
A]hkc WžXYb`' \$''5dfj''&\$&) ž`Z]bXYh`]a `K U`XZf]YX\cZ`]b `< U`VYž
@UbX_fY]g`8U\`a Y!GdfYYk U`Xž`Y]bY`VYk Y[YbXY`NYfYa cb]Y`ghUhh`
, \$`\$ \FY `bUW`XYa `9bXY`XYg`Nk Y]hYb`K Y`h_f]Y[g`k YfXYb`\]Yf
%\$\$`XYi hgWY`?f]Y[ghchY`VY][YgYhh`8]Y`J YfUbghU`hi b[`VY[]bbh
i a `%. ` \$`i \f`i bX`]gh`HY]`a Y\fyfYf; YXYb_j YfUbghU`hi b[Ybž`X]Y
XYa `9bXY`XYg`?f]Y[Yg`[Yk]Xa Yh`g]bX``@Ui h`Y]bYa `GdfYWYf`XYg
Jc`_gVi bXYg`8Yi hgWY`?f]Y[g[f`AVYfZØfgcf[Y`k YfXYb`Ui W`]b
6fUbXYbVi f[`k Y]hYf\]b; YZU`YbY`[YVcf[Yb"

6fUbXYbVi f[g`A]b]ghYfdf`Ag]XYbh`8]Yha Uf`K c]X_Y`fGD8`k`]fX`]b
gY]bYf`FYXY`X]Y`6YXYi hi b[`XYg; YXYb_Ybg`i bX`XYf`9f]bbYfi b[
Ub`X]Y`J Yf[Ub[Yb\Y]h`\Yfj cf\YVYb```b`XYb`_ca a YbXYb`HU[Yb

g]bX`ni g`h`n`]W`Y`J`YfUbg`hU`hi b[Yb`[Yd`Ubh`z`X]Y
NY]h`ni [YbV`Yf]W`h`Y`j`cb`?N!`_`VYf`YVYbXYb`z`i`YXYb`_Z]Yfb`i`bX
?fUbnb]YXYf`Y[i b[Yb`i`a`ZUggYb`"5V`XYa` ("A`U]`k`]fX`]a
Y`Ya`U`][Yb`?N`GUW`gYb`U`i`gYb`gck`]Y`]a` :`fUi`Yb`U`[Yf
F`Uj`YbgVf`ØW`_`XYb`@Y]XYb`XYf`f`gUggYb`[YXUW`h`"

9f]bbYfi b[`Ub`GUW`gYb`U`i`gYb

8`Ug`?`cbnYb`hfU]cbg`U[Yf`GUW`gYb`U`i`gYb`z`XUg`Ua` `&%"5df]`%-`(`)
j`cb`d`c`b]gW`Yb`i`bX`gck`Yh]gW`Yb`Gc`XU`hYb`VY`ZfY]h`k`i`fXY`z`gh`Y`h
]a`NYb`hf`i`a`XYf`i`YXYb`_j`YfUbg`hU`hi`b[Yb`"Ni`X]YgYa`NY]h`di`b`_h
ZUbXYb`X]Y`Gc`XU`hYb`Y`h`k`U`"\$\$\$`<`ÅZ`h]b[Y`z`XUfi`bhYf`DZY[Yf`i`bX
Y`fnhY`z`j`c`f`"HfU[]gW`Yfk`Y]gY`ghUfVYb`j`]Y`Y`_`VYf`YVYbXY`_i`fn`bUW`
XYf`6Y`ZfY]i`b[`Ub`XYb`:`c`[Yb`]\fYf`A`]gg`UbX`i`b[Yb`"8`]Y
F`Å`i`a`i`b[`XYg`@U[Yfg`U`h`hY`Ua` `&%"5df]`%-`(`)`VY[cbbYb`z`i`bX
ØVYf`"\$\$\$`<`ÅZ`h]b[Y`k`i`fXYb`Ui`Z`HcXYga`ÅfgW`Y`[YgW`]W`h`z`j`cb
XYbYb`j`]Y`Y`b]W`h`ØVYf`YV`hYb`"Nk`]gW`Yb`%-`'`*`i`bX`%-`(`)`k`UfYb
a`]bXYghYbg`&\$\$\$`A`YbgW`Yb`Ui`g`fi`bX`(``\$`@`Å`bXYfb`]b
GUW`gYb`U`i`gYb`]b`UZh]Yfh`z`k`cVY]`NY`b`h`Ui`gYbXY`Xi`fW`<`i`b[Yf`z
?fUb`_`Y]hYb`i`bX`A`]gg`UbX`i`b[Yb`ghUfVYb`"

5a`:`,\$`"X`Y`ghU[`XYf`6Y`ZfY]i`b[`_Y`fYb`9bXY`5df]`i`bX`5bZUb[
A`U]`gYW`g`_`VYf`YVYbXY`z`XUfi`bhYf`XYf`%\$`!`Å`]\[Y`A`m`c`U`i`fVUb`z
bUW`GUW`gYb`U`i`gYb`ni`fØW`_"i`fVUb`k`i`fXY`%-`(`&`XYdcfh]Yfhi`bX
k`Uf`Nk`Ub[gUfVY]hYf`":`Øf`j`]Y`Y`X]YgYf`_`VYf`YVYbXYb`_`Ö`bbhY`X]Yg
X]Y`Y`h`hY`A`Ö[`]W`_Y]h`gY]b`z`Ub`]`fYb`Y`Ya`U`][Yb`<`UZh`c`fh
ni`fØW`_ni`_Y`fYb`"

6YXYi hi b[`XYf`9f]bbYfi b[

; YXYb`_gh`h`hYb`gY`h`hYb`ni`bY`a`YbX`Ui`Z`?`i`bgh`z`A`i`g]`_`i`bX
K`cf`_g`l`cdg`z`i`a`X]Y`i`YgW`]W`h`Y`XYf`?`cbnYb`hfU]cbg`U[Yf`Ui`Z`Y]bY
Ub`gd`fYW`YbXY`K`Y]gY`ni`j`Yfa`]h`hY`b`"?"Uhf]b`i`fØVYf`z`9b`_Y`]b`Y`]bYg
GUW`gYb`U`i`gYb`!`<`ÅZ`h]b[g`z`Y`V`h`X]Y`K`]W`h][`_Y]h`XYg`9f]bbYfbg
i`bX`XYg`5i`ghUi`gW`g`ØVYf`X]Y`J`Yf[Ub[Yb`Y]h`Y`fj`c`f`"f`Y]bYa
VYXYi`hgUa`Yb`G`W`f]h`h`k`]fX`XYf`5Z8`VY]`XYb
; YXYb`_j`YfUbg`hU`hi`b[Yb`Ub`Ågg`]W`XYf`6Y`ZfY]i`b[`XYg`?`N
GUW`gYb`U`i`gYb`XUg`B]YXYf`Y[Yb`j`cb`?`f`Å`bnYb`i`bhYfgU[h`"

8]Y`5i gY]bUbXYfgYhni b[`a]hXYf`J Yf[Ub[Yb\Y]h]gh]b
 8Yi hgW\`UbX`bUW\`k]Y`j cf`Y]b`U_hi Y``Yg`H\Ya U``J]Y`Y
 ; YXYb_cfhY`i bX`8Yb_a `A`Yfz`k]Y`Ui W\`j b`GUW\gYb\Ui gYbž`gd]Y`Yb
 Y]bY`Yb hgW\Y]XYbXY`F c``Yž`i a `XYb`Nk Y]hYb`K Y`h_f]Y[`i bX`XYggYb
 5i gk]f_i b[Yb`ja `c``Y_h]j Yb`; YX`W\hb]g`ni `j YfUb_Yfb``8 Ug
 ; YXYb_Yb`gc``b]W\h`bi f`XYb`CdZYfb`9\fY`Yfk Y]gYbž`gcbXYfb
 Ui W\`XYb`bUW\Zc`[YbXYb`; YbYfUh]cbYb`X]Y`@Y\fYb`Ui g`XYf
 J Yf[Ub[Yb\Y]h`b`A\YfVf]b[Ybž`i a `gc`W\Y`; f`Ai Y`hUhYb`]b`Ni _i bZh
 ni `j Yf\]bXYfb"

K Y]hYfY`≠Zcfa Uh]cbYb`ØVYf`; YXYb_gh`hYb`Z]bXYb`g]W\`Ui Z`
**Gd]Y[Y`ž`XYf`ØVYf`X]Y`6YXYi hi b[`X]YgYf`9f]bbYfi b[gcfhY`
 VYf]W\hYh"**

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	K U`XZf]YX\cZ`]b`<U`VYž`%) +) (`<U`VYž` 8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y``XY • k k k "Xk "Wċa • k k k "gd]Y[Y``XY

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