A Ø`Yf`Vf]b[h'6UmYfb`<cZZbi b[.'?Ua dZ
i a`XYb`7\Ua d]cbg!@YU[i Y!HfUi a`

H\ca Ug'A Ø`Yf`Yfn]Y`h]a`J]YfhY`Z]bU`!<]bgd]Y`XYf`
7\Ua d]cbg!@YU[i Y`[ Y[ Yb`hYf`A U]`UbX`XYb`5i g[`Y]Wž
6UmYfb`j`Yf`Yfh%.&"

;]i gYddY`A YUnnU!GhUX]cbž`hU`Yb`!`a`J]YfhY`Z]bU`!<]bgd]Y`
XYf`! 9: 5`7\Ua d]cbg!@YU[i Y`Ua`- "5df]"&\$&) `hfUh`XYf`! 7
6UmYfb`A ØbWYb`[Y[Yb`hYf`A U]`UbX`Ub`"H\ca Ug'A Ø`Yf`ž`XYf`]b
XYf`;) "A ]bi hY`ni a`5i g[`Y]Wž`hfUž`_cbbhY`YXcW`Y]bY
B]YXYf`U[ Y`gY]bYg`HYUa`g`b]W`h]Yf`]bXYfb`"6UmYfb`j`Yf`cf`XUg
Gd]Y`a`]h%.&ž`k`cVY]`hYf`bi`f`XfY]`A ]bi hYb`bUW`A Ø`Yfg`Hcf`XYb
YbhgW`Y]XYbXYb`HfYZZYf`Yfn]Y`hY`"A Ø`Yf`ž`XYf`VY]a`GhUbX`j`cb`\$.%
Y]b[Yk`YW`gY`h`k`i`fXYž`nY][`hY`g]W`]a`5bgW`i`gg`Zf`ghf]Yfh`ØVYf`X]Y
G]hi`Uh]cbž`VY`h`cbhY`YXcW`ž`XUgg`Yf`b]W`h`Ui`Z`Y]bYf`5VgW`]YXg`h`i`f`
gY]ž`g`cbXYfb`g]W`[`Ub`n`Ui`Z`XUg`Gd]Y`\_`cb`nY`b`h]YfYb`k`c`Y`"`h
Y]bYa`hYf`j`]Yk`_f]h]g]YfhY`Yf`XYb`?`cbhYf`ž`XYf`ni`a`&.%ZØ`fhYž
i`bX`Zc`fXYfhY`X]Y`A`UbbgW`U`Zi`Ui`Z`X]Y`VYfY]hg`[`Y]Z`bXYbYb
@Øgi`b[`Yb`VYggYf`ni`bi`hYb`"A`Ø`gU`j`cf`XYa`F`ØW`gd]Y`V`Y]Vh
VYghY`Yb`6UmYfb`a`i`gg`bi`b`]a`]; ]i gYddY`A YUnnU!GhUX]cb`XYb
F`ØW`ghUbX`Ui`Z`c`Ybž`i`a`X]Y`7`UbW`Ui`Z`XUg`K`Y]hYf`\_ca`a`Yb`ni
k`U`fYb`"

K]Y`**H!C b`]**Y`VYf]W`hYhž]gh`XUg`VYj`cfghY`YbXY`F`ØW`gd]Y`ZØf
A Ø`Yf`j`cb`[`fc»Yf`6YXYi`hi`b[`"9f`Yf]bbYfh]g]W`Ub`nk`Y]V]hYfY
6Y[Y[bi b[Yb`a`]h`hYf`A U]`UbX`]b`XYf`J`Yf[`Ub[`Yb`Y]hž`XUfi`bhYf`
XUg`7`Ua d]cbg!@YU[i Y!:]`bU`Y`&\$%\$`i`bX`XUg`5W`hY`Z]bU`Y`&\$%%"
8Yf`Y`Ya`U`][`Y`6i`bXYg`][`U!GhUf`@ch`Uf`A`Uh`h`Ai`g`U`h`Ya`dZc`Y`bž
A Ø`Yf`j`cb`5bZUb[`Ub`a`]h`XYf`?`Ud]h`AbgV]bXY`]bg`Gd]Y`ni
gW`]W`Ybž`k`À`fYbX`GhY`ZUb`9ZZYbVYf[`c`Z`hž`XUgg`A Ø`Yf`Ui`Z`Y]bYf
[`fc»Yb`6Ø`bY`[`À`bnYb`k`]fX`"8Yf`9fZc`[`]a`F`ØW`gd]Y`_`Ø`bbhY`]`a`

\Y`ZYbž'gY]bY`HfÀi a Y`j ca `<U`VZ]bU`Y`i bX`XYa `K i bgW`bUW
Y]bYa `gdY`hU`i`ÀfYb`:`]bU`Y` XU`cUa `ni`j`Yfk`]f`_]W`Yb`"

8]Y`? Uff]YfY`j cb`H\ca Ug`A Ø`Yf

H\ca Ug`A Ø`Yfž`[ YVcfYb`Ua`i`%`"GYdhYa VYf`%- , - `]b`K Y]`Y]a`]b
C VYfVUmYfbž`]gh`Y]b`XYi hgW`Yf`:`i » VU`gd]Y`Yfž`XYf`gY]h`gY]bYa
Y`ZhYb`@YVYbg`U`f`VY]a`:`7`6UmYfb`A ØbW`Yb`gd]Y`h`A`]h`ØVYf`+\$\$
DZ]W`hgd]Y`Y]bg`ÀhnYb`]gh`Yf`F`Y`_cfXgd]Y`Yf`XYg`J`YfY]bg`" `b`gY]bYf`
? Uff]YfY` \Uh`A Ø`Yf`g`Àa`h]W`Y`bUh]cbU`Y`i bX`]bhYfbUh]cbU`Y`H]hY`
[Yk`cbbYbž`XUfi bhYf`nk`Y]`Hf]i a`d`Y`]a`i`9: 5`7`Ua`d]cbg`@YU[i`Y
i bX`]bg[ YgUa`h`i`%&`XYi hgW`Y`A`Y]ghYfgW`UZhYb`"8]Yg`a`UW`h`i`\b
ni`a`Gd]Y`Yf`a`]h`XYb`a`Y]ghYb`XYi hgW`Yb`A`Y]ghYfh]hY`b`"Ni`XYa
ghY`h`Yf`Ui`Z`XYf`@]ghY`XYf`YfZc`[ fY]W`ghYb`XYi hgW`Yb
:`i » VU`gd]Y`Yf`a`]h]bg[ YgUa`h`i`" `[ Yk`cbbYbYb`H]hY`bž`k`Ug`i`\b
\]bhYf`@]cbY`A`Ygg]i bX`7f]gh]Ubc`F`cbU`Xc`Ui`Z`D`Uhn`nk`Y]`XYf
YfZc`[ fY]W`ghYb`XYi hgW`Yb`Gd]Y`Yf`Y]bcfXbYh`"

GY]b`5i`Zgh]Y[`VY]`6UmYfb`VY[ Ubb`]b`XYf`GU]gcb`&\$\$, #-`ž`U`g`Yf`
gY]b`6i`bXYg`][ UXYVØh[ UV`i`bX`]a`Zc`[YbXYb`]U`f`XYb`YfghYb
[fc»Yb`H]hY`[Yk`Ubb`"9f`Yfn]Y`hY`]b`gY]bYf`? Uff]YfY`a`Y`fYfY
F`Y`_cfXYž`XUfi bhYf`X]Y`a`Y]ghYb`Hcfj`cf`U[ Yb`]b`XYf`6i`bXYg`][U
i bX`7`Ua`d]cbg`@YU[i`Y`"A Ø`Yf`k`Uf`Ui » YfXYa`j`cb`&\$\$`V]g
&\$\$(`XYi hgW`Yf`B`Uh]cbU`gd]Y`Yf`i bX`VYghf]hh`%`%`@`ÀbXYfgd]Y`Yž`]b
XYbYb`Yf`(`) `HcfY`Yfn]Y`hY`i bX`a`]h`XYf`B`Uh]cbU`a`UbbgW`UZh`&\$\$(`
K`Y`ha`Y]ghYf`k`i`fXY`"

GY]h`&\$\$-`]gh`Yf`a`]h`XYf`8`fYggi`ffY]hYf]b`@]gU`A Ø`Yf`j`Yf`Y]fUhYh
i bX`Yb[ U[ ]Yfh`g]W`ni`g`Àhn`]W`U`g`6`chgW`UZhYf`ZØf`X]Y`Gh]Zhi`b[
@YgYb`gck`]Y`ZØf`XUg`Dfc`Y`\_h`Mci`b[ K`]b[g`"8]Y`U`hi`Y`Y
7`Ua`d]cbg!@YU[i`Y!GU]gcb`ghY`h`ZØf`A Ø`Yf`Y]bY`k`]W`h][Y`9`hUddY
XUfž`XU`gY]b`J`YfhfU[`b]W`h`j`Yf`Àb[ Yfh`k`]fXž`k`Ug`XUg
VYj`cfghY`YbXY`F`ØW`gd]Y`[Y[Yb`b`hYf`A`U]`UbX`ni`Y]bYa
VYXYi`hYbXYb`A`ca`Ybhi]b`gY]bYf`? Uff]YfY`a`UW`h`"

8`Ug`F`ØW`gd]Y`Z]bXYh`Ua`i`A`]h`k`c`W`i`a`i`&%`i`f`]a`i`:`]i`gYddY
A`Y`UnnU!GhUX]cb`ghUhh`"A Ø`Yf`ZfYi`h`g]W`Ui`Z`X]Y`VYgcbXYfY
5`ha`c`gd`ÀfY`i`bX`XUg`K`]YXYfgY`Yb`a`]h`Y`Y`a`U`][ Yb`?`c`Y`[ Yb`k`]Y

MJbb'Gca a Yf'i bX'6Yb'Ua]b'DUj UfXžk Å\fybX'Yf'U''Yg'XUfUb
gYhnYb'k]fXž'gY]bY'HfÀi a Y'j cb'Y]bYa 'k Y]hYfYb'Hf]i a d\']b'XYf
7\Ua d]cbg'@YU[i Y'ni 'j Yfk]f_]WXYb"

8YhU]`g	
J cfZU``	Gdcfh
C fh	;]i gYddY`A YUnnU!GhUX]cbž' hU`]Yb
E i Y``Yb	<ul style="list-style-type: none">• k k k "XYfk YghYb"XY• k k k "h!cb`]bY"XY• XY"k]_]dYX]U"cf[

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