

J c ffUhgXUhYbgdY]W\ Yfi b[. 'l b]cb 'i bX
GD8 'd`UbYb 'i a ghf]hhYbY`A U» bU\ a Yb °

8]Y`bYi Y`?cU`h]cb`d`Ubh`X]Y`9]bZØ\fi b[`XYf
J c ffUhgXUhYbgdY]W\ Yfi b['j cb`≠!5XfYggYb`]b`8Yi hgW\`UbXž
hfc h`8 UhYbgW\i hnVYXYb`_Yb"



: fUb`_fY]W\ ž`@UbX`!'8]Y`bYi Y`FY[]Yfi b[g`cU`h]cb`Ui g`l b]cb
i bX`GD8`d`Ubhž`X]Y`6Yž [b]ggY`XYf`G]W\ Yf\Y]hgVY\ÖfXYb`]b
8Yi hgW\`UbX`Yf\YV`]W\`Ui gni k Y]hYb`"-a`NYbhfi a`X]YgYf
6YghfYVi b[Yb`ghY`h`X]Y`9]bZØ\fi b[`Y]bYf`XFY]a`cbUh][Yb
J c ffUhgXUhYbgdY]W\ Yfi b['j cb`≠!5XfYggYb`i bX`Dcfhbi a`a`Yfb"
8]Yg`]gh`HY]`XYg`?cU`h]cb`gj`YfhfU[gž`XYf`X]Y`Ub\U`hYbXY`8YVUhY
i a`J c ffUhgXUhYbgdY]W\ Yfi b[ž`8 UhYbgW\i hnfYW\hY`i bX`X]Y
G]W\ Yf\Y]hgdc`h]_`]b`8Yi hgW\`UbX`h`Ya`Uh]g]Yfh`"5b[Yg]W\hg`XYf
HUhgUW\Yž`XUgg`U`_hi`Y`"b`8Yi hgW\`UbX`_Y]bY
J c ffUhgXUhYbgdY]W\ Yfi b[`Yi]gh]Yfhž`ghY`h`X]YgY`A U» bU\ a Y`]b
Y]bYa`GdUbbi b[gj`Yf`Ä`hb]g`nk]gW\Yb`XYb`6YXØfZb]ggYb`bUW\
G]W\ Yf\Y]hi bX`XYb`5bZcfXYfi b[Yb`XYg`8 UhYbgW\i hnYgž`k]Y`
hU[YggW\Ui "XY`VYf]W\hYh"

8]Y`[Yd`UbhY`J cffUhgXUhYbgdY]WXYfi b[`k ØfXY`X]Y`GdY]WXYfi b[
j cb`J YfV]bXi b[gXUhYb`k]Y`HY`YZcbUhYbž`9!A U]`g`i bX
`hYfbYhbi hni b[`VYhfYZYb``9g`]gh`YXcW`k]W`h[`ni `VYhcbYbž
XUgg`X]Y``b\`U`hY`XYf`?ca`a`i`b]_Uh]cb`b]W`h[YgdY]WXYfh`k YfXYb
gc``Yb``8]Y`J YfUbhk`cfhi b[`ZØf`X]Y`GdY]WXYfi b[`À[Y`VY]`df]j UhYb
HY`Y`_ca`a`i`b]_Uh]cbgi bhYfbY`a`Ybž`X]Y`X]YgY`8UhYb`ZØf`Y]bYb
VY[fYbnhYb`NY]hfUi`a`VYfY]hghY``Yb`a`ØggYb``8Yf`Ni`[f]Z`Xi`fW`
ghUUh]WXY`6Y`ØfXYb`k`ÅfY`bi`fi`bhYf`ghfYb[Yb`J`cfUi`ggYhni b[Yb
a`Ö[`]W``<]ghcf]gW`[YgY`Yb`k`i`fXY`Y]b`; YgYh`ni`f
J cffUhgXUhYbgdY]WXYfi b[`&\$%\$`j`ca`i`6i`bXYgj`YfZUggi b[g[Yf]W`h
Ui`Z[Y`cVYbž`k`Ug`i`fU[Yb`ni`f`FYW`ha`Å»][`_Y]h`i`bX`i`a`gYhVUf`_Y]h
XYf`bYi`Yb`J`cfgW`À[Y`Ui`Zk`]fZh`

9i fcdÀ]gWXY` ; Yf]W`hg`c`Z`i`bX``Øb[ghY I fhY]`Y

9]b`Yb`hgWXY]XYbXYg`i`fhY]`XYg`9i fcdÀ]gWXYb` ; Yf]W`hg`c`Zg`f`9i ; <Ł
j`ca`i`\$``5df]`&\$&(`\`Uh`X]Y`8YVUhY`i`a`X]Y
J cffUhgXUhYbgdY]WXYfi b[`bYi`Yb`hZUW`h``8Yf`9i ; <`Yf`_`ÀfhY`X]Y
J cffUhgXUhYbgdY]WXYfi b[`j`cb``Đ!5XfYggYb`ni`f`6Y`_`Aa`dZ`b[`j`cb
GhfUZhUhYb`ZØf`U`Y`GhfUZhUhYb`U`g`ni`_`Àgg][`i`bX`b]W`h`bi`f`ZØf
gW`k`YfY`8Y`_`hY``8]Yg`ghY`\`h]b`ghUf`_Ya`?`cbhfUgh`ni`ZfØ`YfYb
FY[Y`i`b[Ybž`X]Y`gc`W`Y]bY`GdY]WXYfi b[`bi`f`VY]`gW`k`YfYb
GhfUZhUhYb`k`]Y`?`]bXYfd`c`fbc`[fUZ]Y`[YghUhhYhYb``8Yf`i`U`ž`XYf`ni
X]YgYf`9b`hgWXY]Xi b[`ZØ`\`hY`ž`VYhfUZ]`Y[U`Yg`i`]`Yg`Uf]b[`]b
: fUb`_fY]W`ž`i`bX`XUg`i`fhY]`j`YfXYi`h]W`h`X]Y`<`YfUi`gZc`fXYfi b[Ybž
X]Y`a`]h`XYf`5bcbma`]h`Åh`a``hYfbYh`j`YfVi`bXYb`g]bXž`k`]Y`
XUhYb`gW`i`hnh]W`_Yf`XY`Uba`Yf`_h`

8Yf`9i ; <`ghY``hY`Ui`»`YfXYa`Z`Yghž`XUgg`X]Y`U``[Ya`Y]bY
J cffUhgXUhYbgdY]WXYfi b[`j`cb``Đ!5XfYggYb`_Y]bYb`gW`k`YfYb
9]b[f]Z]b`X]Y` ; fi`bXfYW`hY`XUfghY``hž`gc`Ub[Y`_Y]bY`gdYn]Z]gW`Yb
GW`i`ggZc`[Yfi b[Yb`ØVYf`XUg`Df]j`Uh`YVYb`XYf`6Øf[Yf`[Ync[Yb
k`YfXYb`_`Öb`bYb``8]Y`GdY]WXYfi b[`a`i`gg`nY]h]W`VY[fYbnhi`bX
j`Yf`\`À`hb]ga`Å»][`gY]b``Ni`XYa`YfZc`fXYfh`YXY`GdY]WXYfi b[`Y]bY
f]W`hYf`]W`Y` ; VYfd`fØZ`b[`VY]`9]b[f]Z]Yb`]b`XUg`Df]j`Uh`YVYbž`k`Ug
X]Y`5b`Zc`fXYfi b[Yb`Ub`X]Y`[Yd`UbhY`bYi`Y`F`Y[Y`i`b[`]b
8Yi`hgW`_Ub`X`k`Y]hYf`VYY]bZi`ggh`

? f]h]_`i bX`K]XYfghUbX

? f]h]_`Yf`VYZØfWx hYbž`XUgg`X]Y`A U» bU\`a Yb`ni f
 J cffUhgXUhYbgdY]WXYfi b[`ni `Y]bYa `J Yf`i gh`XYf`5 bcbma]h`h`ja
 ðhYfbYh`ZØ\`fYb`_`ÖbbhYb``8 Yf`5fVY]hg_fY]g[Y[Yb
 J cffUhgXUhYbgdY]WXYfi b[`gck]Y`6Øf[YffYWx hgcf[Ub]gUh]cbYb
 Äi » Yfb`6YXYb`_Yb`\`]bg]Wxh]Wx`XYf`5i`gk]f_i b[Yb`Ui`Z`X]Y
 Df]j Uhg\`ÄfY`i bX`k UfbYb`j cf`Y]bYf`a Ö[`]WxYb`, VYfk UWxi b["
 <c`[Yf`A ØbWxž`XYf`7\`YZ`XYg`6i bXYg_f]a]bU`Ua hgž`gdf]Wxh]g]Wx
 \]b[Y[Yb`ZØf`X]Y`GdY]WXYfi b[`Ui`gž]bgVYgcbXYfY`ni f`J YfZc`[i b[
 j cb`GhfUZhUhYb`ja `6YfY]Wx`gYI i U`]g]YfhYf`; Yk U`h[Y[Yb`?]bXYf"

8]Y`U`_hi Y``Y`G]hi Uh]cb`]gh[YdfÄ[hj`cb`l bhYfgWx]YXYb`]bbYf\`U`V
 XYf`?cU`]h]cb``K Ä\`fYbX`6i bXYg]bbYba]b]ghYf]b`B UbWm: UYgYf
 fGD8 Ł`X]Y`G]WXYfi b[`j cb`ð!5XfYggYb`i bhYfghØhnhž`d`ÄX]Yfh`XYf
 dUf`Ua YbhUf]gWxY`GhUUhggY_fYhÄf`6Yb`Ua]b`GhfUggYf`ZØf`Y]bYb
 E i]W_! : fYYnY !5bgUhnž`VY]`XYa `8 UhYb`bi f`VY]`_cb_fYhYa
 HUj YfXUWxh[YgUa a Y`h`k YfXYb``8]Y`i bY]b\`Y]h]WxYb`Dcg]h]cbYb
]bbYf\`U`V`XYf`?cU`]h]cb`_`ÖbbhYb`Y]bY`fUgWxY`l a gYmi b[`XYf
 J cfgWx`Ä[Y`i bX`[Y[YVYbYbZU``g`fYWxh]WxY`5bZYWxhi b[Yb
 YfgWx`k YfYbž`k Ug`Y]bY`j YfV]bX`]WxY`?`Äfi b[`XYf`F Y[Y`i b[`ni f
 J cffUhgXUhYbgdY]WXYfi b[`bUWx`g]Wx`n]Y\`Yb`_`ÖbbhYž`k]Y`Ui`Wx`
hU[YggWxUi "XY`ZYghghY`h"

8YhU]`g	
J c fZU``	; YgYhn[YVi b[
C fh	: fUb_fY]Wxž`@UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hU[YggWxUi "XY • k k k "XUhYbgWxi hnh]W_Yf"XY • k k k "hU[YggWxUi "XY

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