

? fY]g'5i f]W\ 'ghUfhYh'a cbUh`]W\ Y`G]fYbYb!
HYghg. 'Gc`Zi b_h]cb]Yfh' , \$' - /g°

8Yf`@UbX_fY]g'5i f]W\ 'ghUfhYh'a `5i [i gh'&\$&' `Y]b`bYi Yg
K UfbbYhn'a]h'a cbUh`]W\ Yb`DfcVYU`Ufa Yb`ni f`J YfVYggYfi b [Xyf`G]W\ Yf\Y]h"



5i f]W\ ž'8Yi hgW\ `UbX`!`đ`XYf`_ca a YbXYb`NY]hk]fX`Yg`ja
@UbX_fY]g'5i f]W\ `Yfgha U`g`Ui hž'i bX`XUg`\Uh`Y]bYb`[i hYb`; fi bX`
5V`XYa` _ca a YbXYb`A cbUh`5i [i gh'&\$&' `Z]bXYh`Y]b`bYi Ygž
i a ZUggYbXYg`K UfbbYhn`ghUhhž`XUg`Ui ZX]Y`a cXYfbYb
5bZcfXYfi b [Yb`Ub`XYb`6Yj Ò`_Yfi b [ggW\i hn`Ui g [Yf]W\ hYh`]gh"
6YfY]hg`&&G]fYbYbUb`U [Yb`k i fXYb`]bghU`]Yfhž'i bX`Ua`9bXY
gc`Yb`Yg`]bg [YgUa`h`Yhk U`%(\$`gY]b`"8Yf`YfghY`DfcVYU`Ufa`k]fX
^k Y]`g`Ua`YfghYb`GcbbUVYbX`ja`A cbUh`i a`%&.`\$`I` \f
Xi fW [YZØ`fh`8UfØVYf`\]bUi`g`k]fX`Y]b`j]Y`Z`h`[Yf`K Ufba`]hY`a]l
Y]b [YgYhnhž`XYf`bYVYb`XYb`G]fYbYb`Ui W\`K Ufb!5ddg`k]Y`B]bU
i bX`?Uhk Ufb`ž`Fi bXZ`b_gYbXYf`i bX`ÖZZYb`h]W\ Y`5bnY][YhUZY`b
i a ZUggž`k]Y`X]Y`C ghZf]Yg]gW\ Y`B UW\ f]W\ hYb`VYgW\ fY]Vh"

8cW`k Ug`VYXYi hYh`XUg`_cb_fYh`Z0f`X]Y`6Yk c`bYf3`8]Y
j YfgW`]YXYbYb`G]fYbYbg][bU`Y`UVYb`]\fY`Y][YbYb`6YXYi hi b[Yb.
9]b`Ui Z`i bX`UVgW`k Y`YbXYf`<Yi`hcb`j cb`Y]bYf`A]bi hY`k Ufbh`X]Y
6Yj 0`_Yfi b[ž`k`A`fYbX`Y]b`8Ui Yfhcb`j cb`Y]bYf`A]bi hY
9bhk Ufbi b[`g][bU`]g]Yfh`": 0f`XYb`DfcVYU`Ufa` `]gh`Y]b`8Ui Yfhcb
j cb`%&`GY`_i bXYb`j cf[YgY`Yb`"8]Y`J YfUbhk cfh]W`Yb`UVYb
Ui »YfXYa`Ub[Y`0bX][hž`X]Y`U`hY`9!) +!G]fYbYb`Xi fW`a cXYfbY
GmghYa`Y`ni`YfgYhnYb`i bX`k Y]hYfY`5fVY]hYb`ni b`AW`gh`Ui Z`X]Y
?0ghYbFY[]cb`ni`_cbnYbhf]YfYb`"5V`&\$`*`k]fX`Ui W`XUg
6]bbYb`UbX`]b`XYb`5i ZVUi`Y]bVYnc[Ybž`k Ug`XUg`G]W`Yf`Y]hgbYhn
bcW`k Y]hYf`j Yfgh`f`_Yb`k]fX"

G]fYbYb gmghYa`]a`K UbXY`

8]Y`F 0W`_Y`f`XYf`G]fYbYb`U`h`b]W`h`bi`f`]b`5i`f]W`ž`gcbXYfb`Ui`W`
]a`[Ubnyb`@UbX`]fY`; f0bXY`"BUW`XYb`j Yf`YfYbXYb
: `i`h`UhUghfcd`Yb`j cb`&\$`%`i bX`XYa`YfghYb`Vi bXYgk Y]hYb
K UfbhU[`&\$`\$`k`i`fXY`Y]b`G]fYbYbZ0fXYfdfc[fUa`a`]bg`@YVYb
[Yfi ZYbž`i`a`X]Y`bZfUghfi`_hi`f`Z`AW`YbXYW`YbX`ni`j`YfVYggYfb`"
J]Y`Y`G]fYbYb`k UfYb`j YfU`hYh`i bX`Yb`hgd`fUW`Yb`b]W`h`a`Y`f`XYb
U`hi`Y`Yb`GhUbXUfXgž`k]Y`XUg`6i bXYgUa`h`Z0f`6Yj 0`_Yfi b[ggW`i`hn
i bX`?UhUghfcd`Yb`]Z`Y`f`b`6?`L`Yf`_`A`fh`"Gh`X`hY`i bX`; Ya`Y]bXYb`g]bX
Ui Z[YZcfXYfhž`]fY`U`hYb`GmghYa`Y`ni`a`cXYfb]g]YfYb`i bX`bYi`Y
G]fYbYb`Ubni`gW`UZZYb`"8]Y`: 0fXYfa`]hY`Z0f`&\$`&`i bX`&\$`&(
VY`Ui ZYb`g]W`]bg[YgUa`h`Ui Z`%(`ž`A`]]cbYb`9i fcž`i`a`X]Y`G]fYbYb
Ui ZXYb`bYi YghYb`hYW`b]gW`Yb`GhUbX`ni`Vf]b[Yb"

8]Y`A`cXYfb]g]Yfi b[`j`cb`G]fYbYb`gd]Y`h`Ui`W`]a`?`cbhYi`hY]bYg
i`a`ZUggYbXYfYb`K`UbXY`g]a`N]j`]gW`i`hn`i`bX`?`f]gYba`UbU[Ya`Ybh
]b`8Yi`hgW`UbX`Y]bY`k`]W`h][Y`F`c`Y`"; Ycdc`]h]gW`Y`GdUbbi b[Yb
i bX`BUhi`f`UhUghfcd`Yb`YfZcfXYfb`Y]bY`VYggYfY`J`cfVYfY]hi b[`XYf
6Yj 0`_Yfi b[`j`cf`?`f]gYb]g]hi`Uh]cbYb`"Y`hYfY`K`UfbgmghYa`Y`k`YfXYb
k]YXYfVY`YVhž`i`a`gW`bY`YfY`i bX`Z`AW`YbXYW`YbXY`K`Ufbi b[Yb
ni`Yfa`0[`]W`Yb`"G]fYbYb`g]bX`XUVY]YggYbn]Y`ž`i`a`X]Y
6Yj 0`_Yfi b[`]b`B`chZ`A`Yb`fYW`hnY]h][`ni`k`UfbYbž`UVYf`g]Y`g]bX`bi`f
Y]b`HY]`Y]bYg`i`a`ZUggYbXYb`K`UfbgmghYa`g`"8]Y`b`hY[fUh]cb`j`cb
K`Ufb!5ddg`i`bX`F`i`bX`Z`b`_]gh`Yb`hgW`Y]XYbXž`i`a`X]Y`60f[Yf
VYgha`0[`]W`ni`]bZcfa`]YfYb`i`bX`ni`gW`0hnYb"

; YgUa hghfUHY []Y`ZØf`G]W\ Yf\ Y]h

9]b`k Y]hYfYf`k]W]h[Yf`Di b_h`VY]`XYf`8]g_i gg]cb`i a `X]Y
G]W\ Yf\ Y]h]a `@UbX`]gh`X]Y` :]bUbn]Yfi b[``8Yi hgW\`UbX`d`Ubh
i a ZUggYbXY` ðj Ygh]h]cbYb`]b`X]Y`?f]gYbYg]`]Ybnž`k Ug`YXcW\
VYhf`W\h]W\Y`<YfUi gZcfXYfi b[Yb`a`]h]g]W\`Vf]b[h``?ca`a`i`bYb
j YfZØ[Yb`cZh`bi f`ØVYf`VY[fYbnhY`F Yggci fW\`bž`i a `X]Y
bch`k YbX][Yb`A U» bU\`a Yb`i a ni gYhnYbž`k Yg\U`V`X]Y`dc`]h]gW\Y
i bX`[YgY`gW\UZh]W\Y`I bhYfghØhni b[`j`cb`nYbhfU`Yf`6YXYi hi b[`]gh`
8]Y`GhfUHY []Y`j YfZc`[h`XUg`N]Y`ž`X]Y`6Yj` Ò`_Yfi b[`]b
?f]gYbg]hi Uh]cbYb`]bbYf\U`V`XYf`b`W\`ghYb`ZØb`Z`X\`fY`YZZY`_hj` `ni
gW\ØhnYb`i bX`Ui Z`a` Ò[`]W\Y`?cbZ]_hY`j`cfVYfY]hYhni`gY]b`"

5VgW\`]Y» YbX`V`Y]Vh`ZYghni` \U`hYbž`XUgg`XUg`bYi`Y`K`UfbgmghYa` `]a
@UbX`_fY]g`5i`f]W\`b]W\h`bi`f`Y]b`GW\`f]h`]b`F`]W\hi`b[`]YfVYggYfi`b[
XYf`G]W\Yf\ Y]hg]bZfUghfi`_hi`f`]ghž`gcbXYfb`Ui`W\`Y]b`5i`gXfi`W`_XYf
J`YfUbhk`cfhi`b[`i`bX`XYg`6Yk`i`gghgY]bg`ZØf`X]Y`ni`_ØbZh][Yb
<YfUi`gZcfXYfi`b[Ybž`X]Y`Ui`ZX]Y`6Øf[Yf`ni`_ca`a`Yb`_ØbbhYb``5a
YfghYb`GUa`ghU[`]a`5i`[i`gh`k`]fX`XYf`YfghY`DfcVYU`Ufa`Ui`ZV`]hnYb
i`bX`nY][Ybž`k`]Y`[i`h`X]YgY`bYi`Yb`GmghYa`Y`VYfY]hg`Zi`b_h]cb]YfYb`"

: Øf`k Y]hYfY` ðZcfa`Uh]cbYb`ni`f`G]fYbYbYhW\`b]_`i`bX`ni`a
G]fYbYbZØfXYfdfc[fUa`a`k`YfZYb`G]Y`Y]bYb`6`]W`_Ui`ZX]Y`GY]hYb
j`cb`C`ghZf]Yg]gW\Y`B`UW\`f]W\`hYb`ž`66?`i`bX`8i`hW\`6i```]cb`"

8YhU]`g	
Cfh	5i`f]W\`ž`8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "cn!cb`]bY"XY • k k k "VV_"Vi`bX"XY • Xi`hW\`Vi```]cb"XY

6Ygi`W\Yb`G]Y`i`bg`Ui`Z`X]Y!`bUW\`f]W\`hYb`"W`a