

:]fa Yb!7i d`VY]a ' : 7`C`XYbghUXh. 'K Yf
k]fX`XYf`bYi Y`7\Ua d]cb3

5a ' &% " ' ħ]' &\$&) ' Z]bXYh`XYf` :]fa Yb!7i d`VY]a ' : 7`C`XYbghUXh
a]h`%' 'HYUa g`Ui g`I Y`nYb`ghUhh`"N]Y` .`HYUa [Y]gh`i bX
: U]fbYgg`ZØfXYfb"



I Y`nYbž`8Yi hgW\`UbX`!`5a`_ca`a`YbXYb`&%`" `ħ]' &\$&) `]gh`Yg
k]YXYf`gck`Y]h`'8Yf` : 7`C`XYbghUXh`ØZbYh`gY]bY`HcfY`ZØf`XYb`'a`]h
GdUbbi`b[`Yfk`UfhYhYb` :]fa`Yb!7i`d`"8]YgYg`VYXYi`hYbXY`Hi`fb]Yf
k]fX`j`cb`XYf`J`c`_gVUb`_I`Y`nYb!GU`nk`YXY`Y; `Ui`g[`Yf]W`hYhž`X]Y
Ui`W`U`g`H]hY`j`YfhY]X][`Yf`]b`XUg`FYbbYb`[`Y\h`"B`UW\`XYa
hf]i`a`d\U`Yb` :]bU`Y`]a`"YhnhYb`š\`fž`k`c`X]Y`6Ub`_`a`]h`&.`%`[`Y[`Yb
;`YfU`X`DYhYfg`F`c`\`f`Y]hi`b[`gVUi`_I`[`Yk`Ubbž`hfYhYb`]b`X]YgYa`"š\`f`%
HYUa`g`Ui`g`i`bhYfgW]YX`]W]Yb`I`bhYfbY\`a`Yb`XYg`@UbX`_fY]gYg
I`Y`nYb`Ubž`i`a`"X]Y`B`UW\`Zc`[`Y`Ubni`hfYhYb"

8]Y`J`YfUbghU`hi`b[`Äi`Z]j`cb`%\$`V]g`%(`I` \`fž`k`c`VY]`Ui`Z`XfY]
Gd]Y`ZY`XYfb`gdUbbYbXY`A`UW\`Yg`Ui`g[`YhfU[`Yb`k`YfXYb`"8]Y
HYUa`g`k`YfXYb`]b`nk`Y]`J`c`ffi`bXYb[`fi`ddYb`Ui`Z[`YhY]`hž`i`bX`X]Y

Gd]Y`nY]h'dfc`A UhW`VYhfA[h'bi f`%\$`A]bi hYb" `B UW`XYb`J cffi bXYb
[Y\h'Yg`]b`Y]bY`?"c"!D\UgYž`X]Y`ZØf`ni gÄhn`]W`Y`B`Yfj`Yb_]hnY`
gcf[Yb`k`]fX" `8]Y`5ha`cgd\ÄfY`j`Yfgdf]W`h`Y]b`Y`A`]gW`i`b[`Ui`g
ZfYi`bXgW`UZh`]W`Ya` `K`YhVYk`YfVž`HYUa` [Y]gh`i`bX`[i`hYf`@Ui`b`Y"

9]b`HU[`ZØf`HYUa` [Y]gh`i`bX`:`U]fbYgg

8Yf`:`]fa`Yb!7i`d`]gh`k`Y]h`a`Y`f`U`g`bi`f`Y]b`:`i`»VU``hi`fb]Yf" `N]Y`XYf`
J`YfUbghU`hi`b[`]gh`Ygž`:`U]fbYgg`i`bX`HYUa` [Y]gh`ni` `ZØfXYfb`i`bX`
XUVY]`XYb`Ni`gUa`a`Yb`U`h`XYf`A`]hUfVY]hYf.]bbYb`ni` `ghÄf`_Yb`"
Ni`gW`Ui`Yf`g]bX`\Yfn`]W`Y]b[Y`UXYbž`i`a` `]\fY`ZUj`cf]g]YfhYb`HYUa`g`
Ubni`Zi`Yfb`i`bX`Y]bY`i`bj`Yf[Ygg`]W`Y`NY]h`ni` `Yf`VYb" `:`Øf`XUg`
`Y]V`]W`Y`K`c`\`gcf[h`XYf`:`7`C`X`Y`b`gh`UX`h`]b`VYk`Ä`f`h`Yf`A`Ub]Yfž`
i`bhYfghØ`hh`j`ca` `:`7`C`!`:`fYi`bXYg`_fY]gž`gcXUgg`_Y]bYf`\`i`b[f][
V`Y]VYb`a`i`gg"

9]b`k`Y]hYfYg`<][\`][\h`XYg`Hi`fb]Yfg`]gh`X]Y`A`Ö[`]W`_Y]h`ZØf`X]Y`
I`bhYfbY\`a`Ybž`b]W`h`bi`f`XYb`gdcfh`]W`Yb`9`\f[Y]nž`gcbXYfb`Ui`W`
XYb`:`Ya`Y]bgW`UZhgg]bb`ni` `ZØfXYfb" `8]Yg`k`]fX`Xi`fW`X]j`YfgY`
5hhfU`_h]cbYb`UV[Yfi`bXYhž`XUfi`bhYf`Ui`W`:`Yk`]bbgd]Y`Y`i`bX`
VYgcbXYfY`5`_h]j`]hÄhYbž`X]Y`g]W`YfghY``Ybž`XUgg`U`Y`HY]`bY\`a`Yf`
i`bX`Ni`gW`Ui`Yf`Ui`Z]\fY`?`cghYb`_ca`a`Yb"

8]Y`:`YgW`]W`hY`i`bX`9b`hk`]W`_`i`b[`XYg`:`]fa`Yb! 7i`dg

8Yf`I`Y`nYbYf`:`]fa`Yb!7i`d`\Uh`g]W`gY]h`gY]bYf`:`fØbXi`b[`ni`Y]bYf`
VY`]YVhYb`J`YfUbghU`hi`b[`Yb`hk`]W`_Y`hž`X]Y`HYUa`UfVY]hi`bX`
A`ch]j`Uh]cb`ZØfXYfh" `9f`Z]bXYh`ja` `FU\`a`Yb`XYg`[fØ»`YfYb`
I`bhYfbY\`a`YbgW`dg`ghUhhž`XYf`&\$%*` `]bg`@YVYb`[Yfi`ZYb`k`i`fXY`i`bX`
a`]hh`Yfk`Y]Y`X]Y`[fØ»`hY`gY]bYf`5fh`]b`8Yi`hgW`UbX`XUfghY`h" `A`]h`
5b[YVchYb`k`]Y`Y]bYf`C`VghVufž`K`UggYfj`Yfgcf[i`b[ž`i`f`_i`bXYbž`
Dc`_U`Yb`i`bX`Y]bYa` `:`chchYUa` `k`]fX`XYf`HU[`ZØf`U`Y`6YhY]`][hYb`ni`
Y]bYa` `<][\`][\h`

I`bhYfbY\`a`Yb`UVYb`\]Yf`X]Y`7`UbW`ž`b]W`h`bi`f`]\fY`gdcfh`]W`Yb`
HU`Yb`hY`ni`nY][Ybž`gcbXYfb`Ui`W`X`i`fW`X`Yb`[Ya`Y]bgUa`Yb`

K YhhVYk YfV`XYb`Ni gUa a Yb\U`h`\fYf`A]hUfVY]hYf.]bbYb`ni
ghÅf_Ybž[Ubni]a `G]bbY`j cb` ; Ya Y]bgUa `g]bX`k]f`ghUf_ ``8]Y
d cg]hj Y`5ha cgd\ÅfY`i bX`XYf`ZU]fY`K YhhVYk YfV`a UW`Yb`X]YgYb
HU[`ni `Y]bYf`k]W`h][Yb` ; Y`Y[Yb\Y]h`ZØf`hYUa V]`XYbXY
A U» bU\`a Yb`"

: Øf` :]fa Ybž`X]Y`g]W`ZØf`XYb` :]fa Yb!7i d`]bhYfYgg]YfYbž`]gh`Yg
k]W`h][ž`fYW`hnY]h][`ni `UbXYb`"5ba Y`Xi b[Yb`g]bX`V]g`_i fn`j cf
XYa `Hi fb]Yf`a Ô[`]W`ž`i bX`j]Y`Y`l bhYfbY\`a Yb`bi hnYb`X]YgY
; Y`Y[Yb\Y]hž`i a `g]W`a]hY]bUbXYf`ni `a YggYb`i bX`[`Y]W`nY]h][
GdU» `ni `UVYb`"<]Yf`k]fX`HYUa [Y]gh`b]W`h`bi f`[YdZY[hž`gcbXYfb
Ui W`g]W`hVUf`[Y`YVh`"

8YhU]`g	
C fh	I Y`nYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Un!cb`]bY"XY • _Yk]hn!i Y`nYb"XY • k k k "i bhYfbY\`a YbgW`d"XY

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