

K UfbYa ØbXY. '8 Yi hgWk `UbXg`VY`]YVhYghYf GhfUbX`n]Y\`h'A]``]cbYb`Ub`

9bhXYW_Yb`G]Y`X]Y`GWk`Øb\`Y]h`XYf`C`ghgYY`a`]h`K`UfbYa`ØbXY`
U`g`Hcd!F`Y]gYn]Y```U`_hi`Y``Y`DfY]gYž`6Yk`Yfhi`b[`Yb`i`bX`
VY`]YVhY`Ghf`ÅbXY"



K UfbYa ØbXYž`8 Yi hgWk `UbX`!`K`Ybb`Yg`i`a` `X]Y`VYj`cfni`[`hYb`
F`Y]gYn]Y`Y`Ub`XYf`XYi`hgWk`Yb`?`ØghY`[`Y\`hž`ghY\`Yb`X]Y`B`cfXgYY`i`bX`
X]Y`C`ghgYY`[`Ub`n`c`VYb`Ui`Z`XYf`@]ghY`" `a` `j`Yf[`Ub[`YbYb`]`Å\`f`&\$&(`
`Uh`Y`g`g]Wk`[`YnY][`hž`X`Ugg`Z`Ugh`%&`A`]``]cbYb`A`YbgWk`Yb`Ub`X]Y`
A`YYfYg`_ØghYb`fY]ghYbž`k`cVY]`K`UfbYa`ØbXY`XYb`YfghYb`D`Um`U`g`
VYghYf`GhfUbX`8 Yi hgWk `UbXg`Y]bbU\`a` "Gc`gWk`bY]XYh`
K UfbYa ØbXY`b]Wk`h`bi`f`VY]`XYb`6Ygi`Wk`YfVYk`Yfhi`b[`Yb`[`i`h`UVž`
gcbXYfb`ØVYfnYi`[`h`Ui`Wk`a`]h`DfY]gYbž`X]Y`ZØf`j`]Y`Y`i`f`Ui`VYf`
UhhfU`_hj`_g]bX`" `@Ui`h`a`c]b`"XY`"Y[`h`X]Y`Xi`f`Wk`gWk`b]hh]Wk`Y`
<`chY`ØVYfb`UWk`hi`b[`VY]`%&(` `9i`fcž`k`Å\`fYbX`a`Ub`ZØf`Y]bY`@Y[`Y`
Ua`GhfUbX`%(` `9i`fc` \]bV`Å`hYfb`a`i`gg`"9]b`9]g`_c`ghY`h`Y`hk`U`%ž`)\$`
9i`fcž`Y]b`6]Yf`"Y[`h]a`DfY]ggY[`a`Ybhj`cb`)`ž&\$`9i`fc`i`bX`Y]b`ÅWk`
7cZY`Y`gWk`Å[`h`a`]h`(`ž`)\$`9i`fc`ni`6i`Wk`Y"

8]Y`_]a Uh]gWkYb`6YX]b[i b[Yb`gd]Y`Yb`YVYbZU`g`Y]bY`F c`Y. `#
K UfbYa ØbXY`_Ubb`a Ub`g]Wk`ØVYf`Y]bY`Xi fWk gWk b]h]Wk Y
Gca a YfhYa dYfUhi fj cb`fi bX`%- ; fUX`ZFYi Yb``8]YgY
Ub[YbY`a Yb`HYa dYfUhi fYb`cW`hYb`X]Y`A YbgWkYb`]b`GWk UfYb`Ub
X]Y`?ØghY`žk c`g]Y`X]Y`Zf]gWkY`6f]gY`i bX`X]Y`K`Y]hY`XYg`A YYfYg
[Yb]Y»Yb`_ØbbYb``8Ug`a UWk`h`K UfbYa ØbXY`ni`Y]bYa`]XYU`Yb
N]Y`ZØf`Y]XYbgWk`UZh]WkY`GhfUbX`]YV`UVYf`i bX`GcbbYbUbVYhYf"

J]Y`ZÀ`h][Y`: fY]nY]ha Ò[`]Wk`_Y]hYb

8cWk`K UfbYa ØbXY`Uh`b]Wk`h`bi f`gWk`ØbY`Ghf`ÀbXY`žgc bXYfb`Ui Wk
Y]b`j]Y`gY]h][Yg]: fY]nY]h]Ub[YVch`ni`V]YhYb``BYVYb`_`Ugg]gWkYb
HYI h]`ghf`ÀbXYb`[]Vh`Yg`Ui Wk`Ui`g[Yk`]YgYbY`?: ??!6YfY]WkY`ž`X]Y
]bgVYgcbXYfY`VY]`bUhi`fj`YfVi`bXYbYb`i`f`Ui`VYfb`VY`]YVh]g]bX`"
Gdcfh`Yf`i bX`: Ua`]Yb`_ca`a`Yb`^]Yf`[`Y]WkYfa`U»Yb`Ui`Z]`fY
?cghYb``@Yhg[c`ni`a`GhfUbX`ž`k`c`a`Ub`A`]Yhk`U[Yb`ZØf`GhfUbX`_ØfVY
Z]bXYhi`bX`X]Y`GY`Y`V`Ui`a`Y`b`_UggYb`_Ubb`_cXYf`g]Wk`]b`XYb
nU`fY]WkYb`; Ughgh`À`h`hYb`j`Yfk`Ò`b`Yb`_`À`ggh`ž`X]Y`X]Y`F`Y[]cb`ni
V]YhYb`^`Uh`"ghfUbXVYk`Yfhi`b["XY`^`YVh`^`Yfj`c`f`ž`XUgg`X]Y
ZFYi`bX`]WkYb`9]b`Y]a`]gWkYb`i`bX`XUg`Y`VYbX][Y`B`UWk`h`YVYb
YVYbZU`g`dcg]h]j`Y`5gdY`hY`ZØf`Y]bYb`5i`Z`b`h`U`h`g]bX"

8]Y`Ghf`ÀbXY`g]bX`k`À`fYbX`XYf`<cWk`gU]gcb`c`Zh[i`h`VYgi`Wk`h`i`bX
_ØbbYb`hY]`k`Y]gY`ØVYf`Ui`Z`Yb`gY]b`ž`XcWk`X]Y`^]b`hYfYb
GhfUbXUVgWk`b]hY`V]YhYb`X]Y`A`Ò[`]Wk`_Y]h`ZØf`Yb`hgd`UbbYb`XY
; f]`UVYbXY`a`]h]: Yi`YfhcbbYb`cXYf`fi`^][Y`GdUn]Yf[`Àb[Y`Yb`h`Ub[
XYf`GhY]`_ØghY``8cfh`_Ubb`a`Ub`XYb`6`]W`_Ui`ZXYb`GhfUbX`[Yb]Y»Yb
i`bX`X]Y`Yf`c`gUa`Y`5ha`cgd`À`fY`XYf`C`ghgY`Y`Ui`Z`g]Wk`k`]f`_Yb
`UggYb"

9]b`; Y`Y]a`h]dd`ZØf`ni`_ØbZh][Y`i`f`Ui`VYf

9]b`k`Y]hYfYf`J`cfhY]`j`cb`K`UfbYa`ØbXY`]gh`X]Y`nYb`hfU`Y`@U[Y`ž`X]Y
Yg`XYb`i`f`Ui`VYfb`Yfa`Ò[`]Wk`h`ž`X]Y`i`a`]Y[YbXYb`C`fhY`i`bX`Ghf`ÀbXY
[i`h`ni`Y`ffY]WkYb``#g[YgUa`h`n]Y`h`X]Y`XYi`hgWkY`C`ghgY`Y`_ØghY
`À`f`]Wk`j`]Y`Y`6Ygi`WkYf`Ub`_`U`Y]b`&ž`A`]`]cbYb`5b`_ØbZhY`k`i`fXYb
&\$&(`Ub`XYf`A`YW`_YbVi`f[]gWkYb`C`ghgY`Y`_ØghY`[Yn`À`h``8]Y
<Ui`dhgU]gcb`YfghfYW`h`g]Wk`_Ui`Z`X]Y`A`cb`UhY`ž`]i`bX`5i`[i`gh`ž`k`Ybb

a Ub`X]Y`VYghYb`6YX]b[i b[Yb`Z0f`Y]bYb`GhfUbXi f`Ui V`j cfZ]bXYh"
 8]Y`CghgYY`YfZfYi h'g]W\`ni XYa`k UW\gYbXYf`6Y`]YVh\Y]h`VY]
 FUXfY]gYbXYb/`ja`'U\`f`&\$&'`k A`\`hYb`ZUgh`Z0bZ`DfcnYbh`XYf
 FUXZU\`fYf`GW\`Ygk][!<c`ghY]b`U`g`N]Y``]\`fYf`F`Y]gY""

Ni gUa a Yb[YZUggh`Àggh'g]W\`gU[Ybž`XUgg`K UfbYa 0bXY`a]h
 gY]bYb`\`Yff`]W\Yb`Ghf`AbXYbž`XYf`UVk YW\g`i b[gfY]W\Yb
 ; Ughfcbca]Y`i bX`XYb`ZfYi bX`]W\Yb`6Yk c\`bYfb`Y]bY`XYf`VYghYb
 5XfYggYb`Ub`XYf`CghgYY`]gh`C`V`VY]a`'9bhgdUbbYb`Ua`GhfUbX
 cXYf`VY]`gdcfh]W\Yb`5_h]j]h`hYb`'`]b`K UfbYa 0bXY`Z]bXYh`YXYf
 XUg`DUggYbXY""J]Y``Y]W\h`]gh`Yg`Ub`XYf`NY]hž`XYb`b`A`W\ghYb`I`f`Ui`V
 Xcfh`ni`d`UbYb`°`

8YhU]`g	
C fh	K UfbYa 0bXYž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a c]b"XY • k k k "ghfUbXVYk Yfhi b["XY • XY"ghUh]ghU"WŁa

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