

6`i h][Yf`J cfZU``]b`K]Yb!K À\ f]b[.`A Ubb a]h`6Ui W\ gh]W\ `YbhXYW_h`

5a `)`"'> b]`&\$&) `k i fXY`]b`K]Yb!K À\ f]b[`Y]b`V`i hYbXYf
A Ubb`a]h`Gh]W\j Yf`Yhni b[Yb`[YZ bXYb``Dc`nY]`Yfa]hh`h]b
U``Y`F]W\hi b[Yb`



A Ufh]bghfU» Yž`%%, \$`K]Ybž`² ghYffY]W\ `!`#`XYf`A Ufh]bghfU» Y
]a`%, ``K]YbYf`6Yn]f`_`Ua`Yg`Ua` `)`"'> b]`&\$&) `ni`Y]bYa
XfUa Uh]gW\Yb`J cfZU``ž`XYf`X]Y`5bk`c`bYf`]b`5i`ZfY[i b[`j`YfgYhnhY`
; Y[Yb`+`I` \f`a`cf[Ybg`YbhXYW_hYb`6YUa`hY`XYg
GhUXhdc`nY]_ca`a`UbXcg`8`ÖV`b[`Y]bYb`A Ubbž`XYf`ghUf`_`V`i`hYbX
Ui`Z`XYf`GhfU» Y``U[``8]Y`J`Yf`Yhni`b[Yb`XYg`A UbbYg`k`UfYb
c`ZYbg]W\h`]W\`gW\k`Yfž`]bgVYgcbXYfY`X]Y`Gh]W\k`i`bXY`ja
6Ui`W\VYfY]W\ž`X]Y`gcZcfh][Y`a`YX]n]b]gW\Y`<`]ZY`YfZcfXYfhY``8]Y
Dc`n]ghYb`nÖ[YfhYb`b]W\hi`bX`Y]ghYhYb`9fghY`<`]ZY`ž`k`À\ fYbX`XYf
F`Yhni`b[gX]Ybghi`a`[Y\YbX`j`Yfgh`AbX][h`k`i`fXY`V`Yf]W\`hY`h
K]Yb`"Uh"

BUW`XYf`bchZU``a`YX]n]b]gW\Yb`9fghj`Yfgcf[i b[`k`i`fXY`XYf`A Ubb

]bg? fUb_Yb\Ui g[YVfUW h"; \ØW_]WXYfk Y]gY'_cbbhY'X]Y'Dc`nY]
]a`BUW\]bY]b`j Yfa Y`XYbžXUgg`_Y]bY`@YVYbg[YZU\`f`ZØf`XYb
JYf`YhnhYb`VYghUbX" `hYfYggUbhYfk Y]gY`a UW hY`XYf`A Ubb`j`cf`C fh
k]XYfgdfØW`_]WXY`5b[UVYb`ni`f`i fgUWXY`gY]bYf`JYf`Yhni b[Yb`i bX
[UV`Ubž`8fc[Yb`_cbgi a]Yfh`ni` \UVYbž`k Ug`X]Y`9fa]hh`i b[Yb`XYf
Dc`]nY]`ni gÅhn`]W`_ca`d`]n]YfhY`a Yf`h`Y`hY"Uh`Ub"

9fa]hh`i b[Yb`i]b`U`Y`F]W`hi b[Yb`

8]Y`I a ghÅbXYž`X]Y`ni`X]YgYa`J`cfZU``ZØ\fhYbž`g]bX`i b`_Uf" `h`XYf
K`c`b`i b[`XYg`A UbbYg`ZUbXYb`X]Y`6YUa hYb`VY]`Y]bYf
8i fW`gi W`i b[`Y]b`A YggYf`gck]Y`Y]b`DÅW`W`Yb`a]h`a`i`ha`U` `]W`Yb
Gi W`ha]hh`Y`b`"8]YgY`i`bXY`_ØbbhYb`a`Ø[`]W`Yfk Y]gY`Y]b[Y
9f`_Åfi b[Yb`i]YZYfbž`XcW`XYf`JYf`YhnhY`Åi » YfhY`g]W`gdÅhYf`VY]
Y]bYf`6YZFU[i b[`b]W`h`k`Y]hYf`ni`XYa`J`cfZU``"8Ug
@UbXYg`_f]a]bU`Ua`h`K]Yb`U`h`X]Y`9fa]hh`i b[Yb`iØVYfbca`a`Yb`i bX
Yf`_Åfhž`XUgg]b`U`Y`F]W`hi b[Yb`Yfa]hh`Y`h`k]fXž`i`a`X]Y
<]bhYf[fØbXY`X]YgYf[YZÅ\`f]W`Yb`5i`gY]bUbXYfgYhni b[
Ui`Zni`XYW`_Yb"

J`cf`XYa`i`<]bhYf[fi`bX`XYf`ghY][YbXYb`Gi`W`ha]hh`Y`d`fc`V`Ya`Uh]`_]b
² ghYffY]W`nY][h`X]YgYf`J`cfZU`ž`k]Y`Yb[`?`f]a]bU`]hÅhi`bX
8fc[Yb`_cbgi a`j`YfnU\b`h`g]bX" `@Ui`h`XYa`Gi`W`ha]hh`Y`VYf]W`h
&\$&'`XYg`6i`bXYga]b]ghYf]i`a`g`ZØf`h`bYfYg`]gh`X]Y`NU`XYf
Ub[YnY][hYb`Gi`W`ha]hh`Y`XY`_hY`]b`² ghYffY]W`Ub[Ygh]Y[Ybž`i`bX
XUg`H`Ya`U`V`Y]Vh]b`XYf`² ZZYb`h]W`_Y]h`c`W`U`_hi`Y`"8]Y`9fa]hh`Yf
\UVYb`]b`XYb`YhnhYb`X\`fYb`nU`fY]W`Y`8fc[Ybd`UbhU[Yb`i`bX
!`UVcfY`Ui`g[Y`c`VYbž`k Ug`X]Y`VYgc f[b]gYffY[YbXY`@U[Y`XYf
8fc[Yb`_f]a]bU`]hÅh`j`YfXY`i`h]W`h"

9]b][Y`XYf`\Åi`Z][ghYb`8fc[Yb`Ui`ZXYa`A`Uf`_h`g]bX`7UbbUV]gž
[YZc`[h`j`cb`?`c`_U]b`i`bX`<Yfc]b`"?"c`_U]b`k]fX`j`cf`U`Ya`ØVYf`X]Y
6U`_Ubfc`i`hY`bUW`² ghYffY]W`[YgW`a`i`[[Y`h`5i`W`X]Y
[YZÅ\`f]W`Yb`gmb`h`Yh]gW`Yb`8fc[Ybž`k]Y`VY]gd]Y`gk`Y]gY`A`8`A`5
i`bX`5a`d`Y`h`Ua]bž`g]bX`a]hh`Yfk`Y]Y`]b`XYb`i`c`_i`g`XYf
GhfUž`YfZc`[i`b[`YfØW`_h"8]YgYf`J`cfZU``]b`K`Å\`f]b[`ØbbhY`gca]h
HY]`Y]bYg`[fØ» YfYbž`VYgc f[b]gYffY[YbXYb`HfYbXg`gY]bž`XYf
k`Y]hYf`VYc`VUW`hY`h`k`YfXYb`a`i`gg"

9g`V`Y]Vh'ni `cZZYbž`XUgg`X]Y`9fa]hh'i b[Yb`VU`X`ni `?`Uf`Y]h`ZØ`fYb
 k YfXYb`i bX`XYf`j Yf`YhnhY`A Ubb`X]Y`bØh][Y`I bhYfghØhni b[`Yf`À`hž
 i a `Ui g`X]YgYa `HYi ZY`g_fY]g`Ui gni VfYWX.Yb"

8YhU]`g	
C fh	A Ufh]bghfU»Yž`%%, \$`K]Ybž`² ghYffY]WX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "j]YbbU"Uh • k k k "\Yi hY"Uh • k k k "Va]"[j "Uh

6Ygi WX Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh