

F ØW__Y\ f`ni f`K Y\ fdZ]W\ h3`GdU\ b`i bX
D]ghc f]i g`Zc fXYfb`F YZc fa Yb`

8]Y`F ØW__Y\ f`ni f`K Y\ fdZ]W\ h`k]fX`j cb`>bg`GdU\ b`i bX
UbXYfYb`[YZc fXYfh`5_hi Y`Y`g]W\ Yf\Y]hgdc`h]gW\Y
9bhk]W`i b[Yb`j Yf`Ub[Yb`bUW\`A U» bU\`a Yb`



DfYbn`Ui ž`8Yi hgW\`UbX`!`&`XYb`YmhYb`K cWYb`\Uh`X]Y
8]g_i gg]cb`i a`Y]bY`a Ø[`]W\Y`F ØW__Y\ f`ni f`K Y\ fdZ]W\ h]b
8Yi hgW\`UbX`Ub` : U\fh`Ui Z[Ybca`a Yb`>bg`GdU\ bž`XYf
I b]cbgZfU_h]cbgW\YŽ`g]Y\h]b`XYf`K]YXYfUi ZbU\`a Y`Y]bY
YggYbh]Y`Y`A U» bU\`a Yž`i a`X]Y`J YfhY]X][i b[gZ\`][`_Y]h`XYf
6i bXYgfYdi V`_ni`Yf\Ø\Yb`" K]f`a ØggYb`i bg`Ui Z`X]Y`A Ø[`]W\`_Y]h
Y]bYf`F ØW__Y\ f`ni f`K Y\ fdZ]W\ h]j cfVYfY]hYb` ž`VYhcbh`GdU\ b`"8]Yg
YfZc fXYfh`Y]bY`i a ZUggYbXY`Ghfi`_hi f]b`XYf`6i bXYgk Y\ fž`i a
gW\ bY`fYU[]YfYb`ni`_ØbbYb`"; Yd`Ub`hg]bX`V]g`ni`*`\$`\$\$`\$`
ni gÅ`h`]W\Y`Gc`XUh]bbYb`i bX`Gc`XUhYbž`i a`X]Y`B`5HC!
J YfhY]X][i b[gn]Y`Y`ni`YffY]W\Yb`"I bhYfghØhni b[`VY`_ca`a`h`Yf
XUVY]j cb`J YfhY]X][i b[ga`]b]ghYf`6cf]g`D]ghc f]i g`fGD8 Łž`XYf
YVYbZU`g`X]Y`K]W\h][`_Y]h`X]YgYf`F Y`_fi hYbUbU\`i bhYfghfY]W\ hž

k]Y`nY]h"XY`VYf]W\hYh"

8]Y`g]W\Yf\Y]hgdC`h]gW\Y`@U[Y`j`9i`fcdU`\Uh`g]W\`XfUa`Uh]gW\`
j`YfÅbXYfh"6i`bXYgbUW\f]W\hYbX]Ybgh`i`bX`6i`bXYgk`Y`f`k`UfbYb`
j`cf`XYf`ghÅbX][Yb` ;` YZU`f`Y]bYg`fi`gg]gW\Yb`5b[f]Zgž`i`bX`U`_hi`Y`Y`
@U[YVYk`Yfhi`b[Yb`nY][Ybž`XUgg`F`i`gg`UbX`a`Ò[`]W\Yfk`Y]gY`V]g`
9bXY`XYg`đ\fnY`b`hg`X]Y`J`cfUi`ggYhni`b[Yb`ZØf`Y]bYb`
[fc»Ub[Y`Y[hYb`?f]Y[`gW\UZZYb`_`ÒbbhY"J`cf`X]YgYa`<`]bhYf[fi`bX`
\Uh`g]W\`XUg`H\Ya`U`K`Y`f`dZ]W\h`YfbYi`h`Ui`Z`X]Y`5[YbXU`
[YgW\cVYb"8Ua`]h`Y]b\Yf[Y`YbX`ZcfXYfh`Øb[gh`XYf`
K`Y`f`VYUi`ZhfU[hY`<Ybb]b[`C`hY`Y]bY`J`YfdZ]W\hi`b[`ni`a`8]Ybghž`
k`Ybb`X]Y`NU`X`Yf`fY]k`j`][Yb`b]W\h`Ui`gfY]W\h" `C`hY`Y`V`h`Y`fj`cfž`
XUgg`X]Y`6i`bXYgfY[]Yfi`b[`Y]b`fYW\h]W\`hfU[ZÅ\][Yg` ;` YgYhn`ZØf`
j`YfdZ]W\hYbXY`9`Ya`YbhY`Ybhk`]W`Y`b`gc`hYž`k`Ug`Y]b`k`Y]hYfYf`
<]bk`Y]g`Ui`Z`X]Y`B`chk`YbX][_Y]h`Y]bYf`F`Y`Zc`fa`X`UfghY`hž`k`]Y`K`8`F`
Yf`Åi`hYfh"

8 YhU]`g`ni`f`K`Y`f`dZ]W\h`

9]b`nYbhfU`Yg`H\Ya`U`VY]`XYf`8]g`_i`gg]cb`i`a`X]Y`F`ØW`_Y`f`ni`f`
K`Y`f`dZ]W\h]gh`X]Y` :`fU[Yž`c`V`X]YgY`Ui`W\`ZØf` :`fUi`Yb`[Y`hYb`gc`"
GdU`b`Y`Uh`_`Uf[YghY`hž`XUgg`Y]bY`K`Y`f`dZ]W\h`bi`f`ZØf`A`ÅbbYf`
j`cf[YgY`Yb`k`ÅfYž`VUg]YfYbX`Ui`Z`XYa`VYghY`YbXYb` ;`fi`bX[YgYhn`
9]bY`Y`bXYfi`b[`X]YgYg` ;`fi`bX[YgYhnYg`k`ØfXY`Y`XcW\`Y]bY`
Nk`Y]Xf]hhY`a`Y`f`Y]h]ja`6i`bXYghU[`i`bX`6i`bXYgfUh`YfZcfXYfb"8]Y`
K`Y`f`dZ]W\h`k`i`fXY`&\$%%`i`bhYf`?Uf`!H\YcXcf`ni` ;`i`hYbVYf[`f7GI`Ł`
Ui`g[YgYhnhž`bUW`XYa`g]Y`)`đ\fy`Ub[`6YghUbX`Y`UhY" `đ`XYa`
?cU`h]j`cbgj`YfhfU[`j`cb`l`b]cb`i`bX`GD8`k`]fX`X]Y`K`Y`f`dZ]W\h`nk`Uf`
b]W\h`X]fY`_`h`Yfk`Å`b`hž`Y`XcW\`k`]fX`Y]b`bYi`Yfž`UhhfU`_h]j`Yf`
K`Y`f`X]Ybgh`Ui`Z` :`fY]k`j`][_Y]h`Ub[YghfYVh" <]Yf`_`ÒbbhY`Y]b`
l`a`XYb`_Yb`ghUhhZ]bXYbž`k`]Y`b!hj`VYf]W\hYh"

8]Y`A`Y`f`Y]h]b`XYf`GD8`gYhnh`k`Y]hYf\]b`Ui`Z` :`fY]k`j`][_Y]hž`
U`YfX]b[g`\Uh`D]ghc`f]i`g`VYhc`b`hž`XUgg`X]YgY`bi`f`XUbb`[Ø`h][`gY]ž`
k`Ybb`XYf`6YXUfZ`Ub`Gc`XUh]bbYb`i`bX`Gc`XUhYb`[YXYW`_h`k`YfXYb`
_Ubb"đ`U`?`ÒW`bYf`f78I`Łj`Yfk`Y]gh`Ui`Z`XUg`K`cfh`ni`bÅW\gh`]ja`
?cU`h]j`cbgj`YfhfU[`i`bX`Āggh`c`ZYbž`XUgg`Y]bY`K`]YXYfY]bZØ\fi`b[
XYf`K`Y`f`dZ]W\h`b]W\h`Ui`g[YgW\`c`ggYb`]gh" `G]Y`VY`ZØfk`cfhYh`

Ui » YfXYa`Y]bY`U``[Ya Y]bY`8]YbghdZ]WŁ hž`X]Y`ØVYf`XYb
 a`j]hÅf]gWŁ Yb`8]Ybgh`\\]bUi g`Ui WŁ`gcn]U`Y`6YfY]WŁ Y`i a`ZUggYb
 _ØbbhY"

5_hi Y``Y`< YfUi gZcfXYfi b[Yb`XYf
 6i bXYgk Y\ f

8]Y`< YfUi gZcfXYfi b[Yb`g]bX`Yb cfa`" @Ui h`j YfhY]X][i b[ga`]b]ghYf
 D]ghc`f]i g`]gh`Yg`i bYf`Àgg`]WŁ ž`XUgg`X]Y`6i bXYgk Y\ f`_f]Y[ghØWŁ h][
 k`]fX``5``YfX]b[g`k`]fX`XUfUi Z`\\]b[Yk`]YgYbž`XUgg`X]Y`6i bXYgk Y\ f
 a`ca`YbhUb`b]WŁ h`Ui gfY]WŁ YbX`ZØf`X]Y`l a`gYhni b[`Y]bYf
 K`Y\fdZ]WŁ h`Ui g[YghUhhYh`]gh``NU\`fY]WŁ Y`? UgYfbYb`i bX
 @]Y[YbgWŁ UZhYb`k`i fXYb`j Yf`_Ui Zhž`k`À\`fYbX`X]Y`NU\`XYf`5i gV]`XYf
 i bX`j YfZØ[VUfYb`? UgYfbYb`Yf\`YV`]WŁ `[YgWŁ fi a`dZi]gh``8]Yg
 _ØbbhY`X]Y`U_hi Y``Y`= a`d`Ya`Ybh]Yfi b[`Y]bYg`K`Y\ fX]YbghYg
 VY\`]bXYfbž`k`Ufbh`XYf`bYi`Y`K`Y\ fVYUi ZhfU[hY`C`hhY``8`U\`Yf`k`ØfXY
 Y]b`j YfdZ]WŁ hYbXYg`A`j]hÅfgmghYa`b`UWŁ`gWŁ k`YX]gWŁ Ya`J`cfV]`X
 j`cf[YgWŁ`U[Ybž`XUg`Y]bY`j YfdZ]WŁ hYbXY`A`i ghYfi b[`i a`ZUggYb
 _ØbbhY`ž`i a`X]Y`Hfi ddYbghÅf`_Y`ni`Yfk`Y]hYfb"

8]Y`8]g_i gg]cb`k`]fX`Xi fWŁ`X]Y`nY]h[`Y]WŁ`ghY][YbXYb
]bhYfbUh]cbU`Yb`GdUbbi b[Yb`i bX`5b[f]ZZY`ja`A`]hY`a`YYffUi a
 i bX`Ub`XYb`5i » Yb[fYbnYb`XYf`B`5HC`Ub[Y\Y]nh``8]YgY
 g]WŁ Yf\`Y]hgdc`]h]gWŁ Y`6f]gUb`n`ghY``h`b]WŁ h`bi f`8Yi hgWŁ`UbXž
 gcbXYfb`[Ub`n`9i fcdU`j`cf`bYi`Y`< YfUi gZcfXYfi b[Yb`"

8 YhU]`g	
C fh	DfYbn`Ui ž`8Yi hgWŁ`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nY]h"XY • k k k "b!hj"XY • k k k %"k Xf"XY

6Ygi WŁ Yb`G]Y`i bg`Ui Z.`bU[!VfUbXYbVi f["XY