

B Yi Yf' < cWk UggYfgWk i hn']b '@]bX`Uf.
HYWk b]_ 'ZØf'a Y\ f'G]Wk Yf\ Y]h°

5a ' & (" \$ * " & \$ &) ' k i fXY`Ub`XYf`GØ`n`]b`K` Y`nYb`Y`]bY`bYi`Y`
< cWk UggYfa YggghY`Y`Y`]b [Yk Y] \ hž`i a`XYb`
< cWk UggYfgWk i hn`ni` j`YfVYggYfb"



K`Y`nYbž`8`Yi`hgWk`UbX`!`8`]Y`<`cWk`UggYf`_U`h`U`gh`f`c`d`\`Y`]a` `5`\`fhU`
\`Uh`b`]W`h`bi`f`X`]Y`F`Y` []cb`Y`fgWk`Ø`h`Y`fhž`gc`b`X`Y`fb`Ui`Wk`]b`d`c`]h`]gWk`Y`b`
?`f`Y`]g`Y`b`ZØf`6`Y`k`Y` [i`b` []Y`gc`f` [h`<`Yi`h`Y`k`i`f`X`Y`]a` `@`Ub`X`h`U` [`Y`]b`
5`V`g`Wk`i`gg`V`Y`f`]W`h`ni` `X`Y`b`j`Y`f`\`Y`Y`f`Y`b`X`Y`b`9`f`Y` []b`]gg`Y`b`j`c`f` [Y`gh`Y`hž`
X`Y`f`X`]Y`B`ch`k`Y`b`X` []_`Y`]h`b`Yi`Y`f`A`U` »`b`U`a`Y`b`ni`f`J`Y`f`V`Y`gg`Y`fi`b` [`X`Y`g`
<`c`W`k`U`g`g`Y`f`g`W`k`i`h`n`Y`g`i`b`h`Y`f`g`h`f`Y`]W`h`9`]b`Y`A`U` »`b`U`a`Y`ž`X`]Y`X`U`V`Y`]
 []Ub`n`c`V`Y`b`Ui`Z`X`Y`f`@`]gh`Y`gh`Y`\`hž`]gh`X`]Y` `b`V`Y`hf`]Y`V`b`U`a`Y`Y`]b`Y`f`
b`Yi`Y`b`<`c`W`k`U`g`g`Y`f`a`Y`gg`gh`Y`Y`]b`K`Y`n`Y`b`f`@`]b`X`U`f`!`<`c`a`a`Y`f`]W`k`Ł`ž`
X`]Y`X`]Y` :`Ø`gg`Y`X`Y`f`F`Y` []cb`bc`Wk`V`Y`gg`Y`f`Ø`V`Y`fk`U`W`k`Y`b`gc`ž`k`]Y`
?`Ø`b`Y`f`G`h`U`X`h`!`5`b`n`Y` []Y`f`V`Y`f`]W`h`Y`h`

8`]Y`\`c`W`a`c`X`Y`fb`Y`A`Y`gg`gh`Y`Y`Ub`X`Y`f`GØ`n`k`i`f`X`Y`j`cb`C`]j`Y`f`
?`]g`W`k`Y`fž`X`Y`a` `B`F`K`!`A`]b`]gh`Y`f`ZØf`i`a`k`Y`hž`B`U`h`i`fg`W`k`i`h`ni`b`X`

J Yf_Y\ fž'YfÖZZbYh" 'G]Y']gh'HY]' 'Y]bYg' i a ZUggYbXYb' D'Ubg'ni f
=bghU''Uh]cb' j' cb' &* 'bYi Yb' A YggghY''Yb' Ub' C VYf' Ai ZYb' _'Y]bYfYf
; Yk ÄggYf']b' BcfXf\Y]b!K YghZU'Yb''N]Y'']gh'Ygž'V]g'9bXY'XYg' ¼\ fYg
]bg[YgUa h' %&&'X]YgYf' A Y'XYUb'U[Yb']b' 6Yhf]YV'ni' bY\ a Ybž'X]Y
8 UhYb' Ub' X]Y' < cWk UggYfnYbhfU'Y'XYg' @Ubi' _' ØVYfa']hhY' b'' 8]Yg
j Yfgdf]Wk h' i a ZUb[fY]Wk Y' J cfhY' Yž']bXYa' 'Yg' b]Wk h' bi f' Äb[YfY
J cfk UfbnY]hYbž' gcbXYfb' Ui Wk 'Y]bY' Yf\ Ò\ hY' G]Wk Yf\ Y]h' VY]
< cWk UggYf[YZU\ fYb' V]YhYh"

HYWk b]gWk Y' =bbcj Uh]cb' i' bX

< YfUi gZcfXYfi b[Yb

8 cWk' b]Wk h' U''Y' ?ca a i bYb'n]Y\Yb' ['Y]Wk Yfh]['Bi hnYb' Ui g
X]YgYf' bYi Yb' HYWk bc' c[]Y'' K Ä\ fYbX' @]bX' Uf' gY' Vgh' k Yb][Yf
dfcZ]h]Yfhž' _ÖbbhYb' BUWk VUf_ ca a i bYb' k]Y' F ÖgfUh\ 'i bX' Cj YfUh\
Ui ZX]YgY' K Y]gY' Y]bY' XYi h']Wk Y' J YfVYggYfi b[']\ fYf
< cWk UggYfj c fgc f[Y' YfZU\ fYb'' 7cfXi 'U' 5\ 'Yfgž' ? Äa a Yf]b' j' cb
@]bX' Ufž' \Uh' VYfY]hg' XYb' J c f gWk 'U[' [Ya UWk hž' Y]bYb' k Y]hYfYb
DY[Y' gØ'nUi Zk Äfhg'ni']bghU'']YfYbž' i a 'X]Y' G]Wk Yf\ Y]h' k Y]hYf'ni
Yf\ Ò\ Yb'' Fc' UbX' : i b_Y' j ca' @Ubi' _' Yf' Äi hYfhY' X]Y' HYWk b]_ XYf
A YggghY'' Yž' X]Y' i bhYf' UbXYfYa' ØVYf' Y]bYb' [Y' VYb' DY[Y' a YhYfž
nk Y] 8 fi W_gcbXYb' i bX' Y]bYb' 9]bdYf' gYbgcf' j YfZØ[h"

8]Y' : ']Y» [YgWk k]bX][_Y]h' Ub' X]YgYf' bYi Yb' A YggghY'' Y' VYhfÄ[h' (, \$
? i V]_a YhYf' dfc' GY_ i bXY'' i a']b' BchZÄ'' Yb' UV[Yg]Wk Yfh'ni' gY]bž
g]bX' X]Y' hYWk b]gWk Yb' 9]bf]Wk hi b[Yb' Ui Wk 'XcddY' h' [Yg]Wk Yfh'' 8]Y
Ghfca j Yfgcf[i b['YfZc' [h' Xi fWk 'Y]bY' ?ca V]bUh]cb' Ui g' Y]bYf
&' \$!J c' h! @Y]hi b[ž' Y]bYf' D\ chc j c' hU]_ Ub' U[Y' i bX' Y]bYa
6 UhYf]YgdY]Wk Yf'' 8]Y' [YgUa a Y' hYb' 8 UhYb' k YfXYb' U'' Y' %)
A]bi hYb' Ub' X]Y' A YggghYhnnYbhfU'Y' ØVYfa']hhY' h' i bX' g]bX' ZØf' X]Y
² ZYbh]Wk _Y]h'ni [Äb[']Wk "

? `]a Uk UbXY'' U`g' XfÄb[YbXYg' DfcV`Ya

8]YgY' 9bhk]W_ i b[Yb' g]bX' i a gc' Xf]b[']Wk Yfž' k Ybb' a Ub' X]Y
Øb[ghYb' 6Yf]Wk hY' ØVYf' X]Y' 5i gk]f_ i b[Yb' XYg' ? `]a Uk UbXY' g
VYhfUWk hYh'' K]Y' N8: ' \ Yi hY' VYf]Wk hYhž' \ UVYb' i bk YhYf' i bX

<cWk UggYf`b`9i fcdU`XYi h`jW`ni [Ybca a Yb"9]bY`Ghi XjY`XYf`9i !
[YZ`fXYfhYb` : cfgWki b[g[fi ddY`7`]a UA YhYf`nY][hžXUgg`X]YgY
Yi hfYa Yb`K YhYfYfY][b]ggY`Ui dhg`W`W`Xi fW`XYb
?`]a Uk UbXY`j Yfi fgUW`h`k YfXYbž`k Ug`X]Y`G]hi Uh]cb`YfbYi h
ca d`n]Yfh" <]Yf`]b`8Yi hgW`UbX``ObbhYb`V]g`ni` (\$\$\$\$
A YbgW`Yb`]b`XYb`_ca a YbXYb`]b`fYb`j cb`<cWk UggYfb`VYhfcZZYb
gY]b"

8]Y`k YhYfVYX]b[hYb`<YfUi gZcfXYfi b[Yb`g]bX`b]W`h`ni
i bhYfgW`h`mYb" A Ugg]j Y`FY[YbZ`Y`i bX`X]Y`XUa]hj YfVi bXYbY
; YZU`f`j cb` , VYfgW`k Ya a i b[Yb`g]bX`b]W`h`a Y`f`bi f`fY[]cbU`Y
D`Abca YbY"6Yf]W`hY`ØVYf` , VYfgW`k Ya a i b[Yb`]b`GdUb]Yb`i bX
UbXYfYb`HY]Yb`9i fcdUgž`X]Y`]b`f`Z`f`]b`f`ni bY`a Ybž`VY`Y[Yb
XYb`XfUa Uh]gW`Yb`K UbXY`ž`XYb`XUg`K YhYf`Xi fW`XYb
?`]a Uk UbXY`Xi fW``Ai Zh"8Yi hgW`UbXZi b`_`YVh`ni XYa` `Yfj cfž
XUgg`K]ggYbgW`UZh`Yf`Y]bYb`_`UfYb`5bgh]Y[`j cb`gW`k YfYb
B]YXYfgW``À[Yb`j YfnY]W`bYbž`XYf`gY]h`XYb`%-) \$Yf!]b`fYb`ni
VYcVUW`hYb`]gh"

5b[Yg]W`hg`XYf`U`hi Y`Yb`<YfUi gZcfXYfi b[Yb`g]bX`A U» bU`a Yb
ni f`<cWk UggYfj cfcgf[Y`i a gc`k]W`h][Yf"8Yf` : c_i g`]Y[h`Ui Z`XYf
F`YbUhi f]Yfi b[`j cb` : `W`Ybž`XYa`6Ui`YZZ`_h] Yf`F`ØW`U`hY`!`i bX
5i g[`Y]W`gZ`W`Yb`gck]Y`XYf`GW`UZZi b[`j cb
J Yfg]W`Yfi b[ga Ò[`]W`_Y]hYb"8]YgY`A U» bU`a Yb`g]bX`Xf]b[YbX
bch`k YbX][ži`a`X]Y` : c`[Yb`_`ØbZh][Yf`K YhYfYI hfYa Y`UVa]`XYfb`ni
_`ObbYb"?"]a Uk]ggYbgW`UZh`Yf`k UfbYb`i bYfa ØX`]W`XUj cfž`XUgg
c`bY`g]W`hVUfY`A U» bU`a Yb`X]Y`5i gk]f_i b[Yb`XYg`?`]a Uk UbXY`g
k Y]hYf`]b`ni bY`a Yb`k YfXYb"

≠X]YgYa`Ni gUa a Yb`Ub[`k]fX`Ui W`XUg`bYi Y
<cWk UggYfgW`i hm[YgYhnž`XUg`_`Øfn`]W`Ui g[YUfVY]hYh`k i fXYž`U`g
k]W`h][Yf`GW`f]hh[YgY`Ybž`XYf`XYb`6Ui`j cb`8Aa a Yb`i bX
8Y]W`Yb`VYgW`Yi b][Yb`gc`""9g`V`Y]Vh`ni` `cZZYbž`XUgg`]b`bU`Yf
Ni`_i bZh`X]Y`K Y]W`Yb`f]W`h][` [YghY`h`k YfXYbž`i a`X]Y`G]W`Yf`Y]h
XYf`A YbgW`Yb`]b`<cWk UggYf[YV]YhYb`bUW`U`h][`ni`j YfVYggYfb"

8YhU]`g	
C fh	K Y`nYbž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k k k "nXZ\Yi hY"XY • k k k "XYi hgW`UbXZi b_"XY

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