

A cfX`]a `BcVY`j]YfhY`. `A]``]cbÄf`Vfi hU`
i a [YVfUW h` `K Yf`g]bX`X]Y`HÄhYf3

9]b`k c\\`UVYbXYf`GcbbYbghi X]c!6YhfY]VYf`k i fXY`]b`?Ö`b!
<U\bk U`X`Yfa cfXYh`Dc`]nY]`gi W h`NYi [Yb`ZØf`5i Z_`Äfi b[
XYf`HUH"



? Ö`b!<U\bk U`Xž`8Yi hgW`UbX`!`č`?Ö`b!<U\bk U`Xž`Y]bYa
VY_UbbhYb`BcVY`j]YfhY`ž`U[h`X]Y`Dc`]nY]`U_hi Y``Y]bYb`GW UhhYb
XYf`J Yf[Ub[Yb\Y]h`D\]`;]YgYbž`Y]b`+(!Ä\ f][Yf`A]``]cbÄf`i bX
6YhfY]VYf`XYf`YfZc`[fY]W`Yb`GcbbYbghi X]c!`?YhY`††7U`]Zcfb]U
Gi b††ž`k i fXY`Ua` -`"C_hcVYf`&\$&(`hch`]b`gY]bYf`Y`Y[UbhYb`J]`U
Ui Z[YZ] bXYb";]YgYb`k Uf`b]W h`bi f`Y]b`YfZc`[fY]W`Yf
I bhYfbY\`a Yfž`XYf`%-`+-`gY]b`YfghY`g`GcbbYbghi X]c`YfÖZZbYhY`i bX
a]hhYfk Y]Y`ØVYf` ((:]]U`Yb`k Y`hk Y]h`VYhfY]Vhž`gcbXYfb`Ui W`Y]b
k c\`UVYbXYf`A Ubbž`XYf`]b`XYf`GhUXh`Y]b`Ub[YgY\YbYg`@YVYb
ZØ\fhY`"8Yf`GW`cW_`ØVYf`gY]bYb`[Yk U`hgUa Yb`HcX`g]hnh`h]Y`Ž
gck c\`VY]`XYb`BUW`VUfb`U`g`Ui W`VY]`XYb`9fa]hh`Yfb"

9g`k Uf`Yhk U`&` i \f`Ua`5VYbX`XYg;`"C_hcVYfž`U`g;]YgYb`j cb

Y]bYa ; YgWÅZhgi gZi ['ni f0W__Y\fhY" '9f\UhhY'Ub'X]YgYa '5VYbX
a Y\fyfY'GcbbYbghi X]cg'j]b'Ø]W' i bX'?'fYi nUi 'VYgi W'h"K Å\fybX
gY]bYf'5Vk YgYb\Y]h\UhhYb'g]W'9]bVfYWYf'Ni [Ub['ni 'gY]bYa
5bk YgYb'j YfgWÅUZh" '5'g'Yf'ni f'H0f\YfY]b_Ua ž_Ua 'Yg'ni 'Y]bYf
gWfYW_]WYb'?'cbZfcbhUh]cb" '8]Y'HÅhYf'k UfYb'VYfY]hg'XfY]
Ghi bXYb'j]b'gY]bYa ' < Ui 'g' i bX'\UhhYb'cZYbVUf'NY]hžY]bYb'HfYgc f
Ui Zhi VfYWYbž'Ui 'g'XYa 'g]Y'a Y\fyfY'%"\$"\$"\$'9i fc'6Uf[Y'X
Ybhk YbXYhYb";]YgYb'k i fXY'Vfi hU' [YZYggY'h'i bX' [YgW'U[Ybž
k Ug'Y'hnh]W'ni 'gY]bYa 'HcX'Z0\fhY" '8]Y'žZcfa Uh]cbYb'ghUa a Yb
j cb'a Y\fyfYb'9fa]h'i b[ghYUa gžX]Y'a]hhYfk Y]Y'Y]bY
A cfX_ca a]gg]cb'Y]b[Yf]W'hYh\UVYbž'i a 'X]YgYa 'UVgWYi 'WYb
J YfVfYWYb'Ui Z'X]Y'Gdi f'ni '_ca a Yb" **N8: ' < Yi hY'VYf]W hYhž
XUgg'**

9]b 'VYgWÅUi 'WY Yg'J]YfhY'']a 'GWÅcW

8]Y'HUhYfY][bYhY'g]W'j]b'Y]bYa 'fi \][Yb'i bX'k c\ \UVYbXYb
K c\ b[YV]Yhž'k Ug'XYb'GWÅcW_XYf'5bk c\ bYf'bcW'j YfghÅf_h"
BUWVUfb'VYf]W'hYb'j cb'Y]bYa 'Ub\U'hYbXYb'; YZ0\ 'XYf
l bg]WYf\Y]hž]bgVYgc bXYfY'Ui Z[fi bX'\Åi Z[Yf'9]bVf0WY'j]b'XYf
l a [YVi b["'9]b'BUWVUf'a UW'hY'XYi h]W'ž'k]Y'gY\';]YgYbg'HcX
XUg'G]WYf\Y]hg[YZ0\'']a 'J]YfhY''VYY]bhfÅW'h][h'\Uh" '8]Y'Dc']nY]
\Uh'XUg'; Y'ÅbXY'i a ';]YgYbg'J]'U'UV[YgdYffhž'k Å\fybX
Gdi fYbg]WYfYf'U_f]V]gW' bUW' <]bk Y]gYb'gi WYb"?' **Ö'bYf'GhUXh!
5bnY][Yf']bZcfa]Yfh'XUf0VYfž'XUgg'**

, VYfk UW'i b[g_Ua YfUg'j]b'XYf'BUWVUfgWÅUZh\UVYb'Y]b'Xi b_'Yg
: U\fnYi [ž'a Ö['WYfYk Y]gY'Y]b'††%Yf'6A K ††ž]XYbh]Z]n]Yfhž'XUg'j]b
XYf'HUhY]h]b'XYf'; Y[YbX'i bhYfk Y[g'k Uf"'8]Y'HÅhYf''Y»Yb'Ua
HUhc'fh: i »UVXf0W_Y'ni f0W_ž'X]Y'a Ö['WYfYk Y]gY'j cb'A Uf_Yb'k]Y
?UddUž'B]_Y'cXYf'G_YhWYfg'ghUa a Yb"'8]YgY'j Yfk YfhVUfYb
<]bk Y]gY'_ÖbbhYb'YbhgWY]XYbX'gY]bž'i a 'X]Y'HÅhYf'ni f
F YWYbgWÅUZh'ni 'n]Y\Yb"

8]Y'Xi b_'Y'GY]hY'XYf'?'f]a]bU'hÅh'j]b

8Yi hgW'UbX

K Ug`Z0f`j]Y`Y`i bj cfghY`VUf`gWXY]bhž]gh]b`K U\ f\Y]h`HY]`Y]bYf
 U`Ufa]YfYbXYb`?f]a]bU`]hÅhgYbhk]W`i b[]b`8Yi hgW`UbX"@Ui h`XYf
 dc`]nY]`]WXYb`?f]a]bU`ghUh]gh]_`fD?GŁ&\$&(`[UV`Yg`nk Uf`Y]bYb
 F0W_[Ub[`XYf`; YgUa h_f]a]bU`]hÅhi a`%ž+`i ž`XcW`XUg
 G]WXYf\Y]hg[YZ0\`j]Y`Yf`60f[Yf`]gh`bUW`k]Y`j cf`VYY]bhfÅW`h][h`
 Jcf`U`Ya`9]bVf0WXY`i bX`[Yk U`hgUa`Y` , VYf[f]ZY`[Y\0fYb`ni`XYb
 \Åi`Z][ghYb`8Y`_]hYbž`X]Y`]b`XYb`GhUh]gh]_Yb`Ub[Y[YVYb`k`YfXYb`
 HUhgÅW`]W`a` UWXYb`††J`YfVfYWXYb`[Y[Yb`XUg`@YVYb††ž`k]Y`A`cfX
 i bX`HchgW`U[ž`bi`f`\$%i` U`Yf` : Å`Y`Ui`gž`UVYf`]\fY`5i`gk]f`_i`b[Yb
 g]bX`Ybcfa` "GhUh]ghU`nY][hž`XUgg`

⊕?0`b!<U\bk U`X`V`Y]Vh`X]Y` : fU[Yž`k]Y`g]WXYf`X]Y`5bk c`bYf`]b
 Ni`_i`bZn`YVYb`_0bbYbž`gc`Ub[Y`X]Y`HÅhYf`Ui`Z`ZfY]Ya` : i`»`g]bX`"8`]
 Dc`]nY]`gi`W`h`Xf]b[YbX`bUW`NYi` [Ybž`X]Y`ni`f`HUhnY]h`Yhk`Ug
 [YgY\Yb`\UVYbž`VYgcbXYfg`]b`XYf`GhfU»Y``a` :]b`_Yb`U]b` "
 <]bk`Y]gY`_0bbYb`hY`YZcb]gW`c`XYf`dYf`9!A`U]`[Y[YVYb`k`YfXYb`
 I`a`X]Y`5i`Z`_Åfi`b[`ni`Z0fXYfbž`k`i`fXY`gc[Uf`Y]bY`6Y`c`b`i`b[`j`cb
]bg[YgUa`h`) "\$\$\$`9i`fc`Z0f`fY`Yj`UbhY`⊕Zcfa`Uh]cbYb`Ui`g[YgYhnh`

8YhU]`g	
Cfh	?0`b!<U\bk U`Xž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "nXZ\Yi hY"XY • k k k "_ghU"XY • XY"ghUh]ghU"WŁa

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