

7Uf`c`7]bWUj U``]. `9]bn][Ufh][Yf
Df]YghYfk Y]\Y_UbX]XUh`]b`?`Ò`b`ZY]Yfh
K Y]\Y`

7Uf`c`7]bWUj U``]`k]fX`Ua` `&*"\$*"`&\$&) `]a` `9fnV]ghi a` `?`Ò`b`
ni a` `Df]YghYf`[Yk Y]\h`GY]bY`VYk Y[YbXY` ; YgW\]W\hY`XYg
; `Ui VYbg`i bX`XYf`A]gg]cb`"



@Yj Yf_i gYbž`8Yi hgW\`UbX`!`5a` `&*"'↳ b]`&\$&) `]gh`Y]b
VYgcbXYfYf`HU[`Z0f`XUg`9fnV]ghi a` `?`Ò`b`"7Uf`c`7]bWUj U``]ž`bUW
nk`Ò`Z`↳\fYb`]bhYbg]j Yf`J`cfVYfY]hi b[ž`k`]fX`ni a` `Df]YghYf`[Yk Y]\h`
GY]bY`9a`ch]cbYb`gW\k`Ub_Yb`nk`]gW\Yb`5bgdUbbi b[ž`8`Ub`_VUf`_Y]h
i bX`J`cfZfYi`XY`"8Yf`[YV0fh][Y`6UfYg]\`Uh]g]W\`]a` `9fnV]gW\`ÒZ]W\Yb
Df]YghYfgYa`]bUf`F`YXYa`dhcf]g`A`UhYf`]b`6cbb`Ui`g[YV]`XYhž`k`c`Yf
b]W\h`bi`f`h\YcfYh]gW\Yg`K`]ggYbž`gcbXYfb`Ui`W\`Y]bY`h]YZYž
dYfg0b`]W\Y` ; `Ui VYbgYfZU\fi b[`gUa`a`Y`hY`"7]bWUj U``]`VYgW\fy]Vh
XYb`I`a`ni`[`bUW\`6cbb`U`g`?`i`hi`fgW\cW`ž`ZUbX`Y`XcW\`gW\`bY`"b
XYf` ; Ya`Y]bgW\UZh`XYg`**BYc_UhYW\i`a`YbU`Yb`K`Y[`g`Y]bY`bYi`Y`
:`Ua`]`Y`"**

GY]b`K YfXY[Ub[`k Uf`b]W\h`ja a Yf`Y]W\h`5i Z[Yk UW\gYb`c`bY
J UhYfž`a i gghY`7]bWUj U``]ZfØ\`J YfUbhk cfhi b[`ØVYfbY\`a Yb`i bX
gY]bY`Y][YbYb`9bhgW\Y]Xi b[Yb`hfYZZYb``a `GYa]bUf`YfbhY`Yfž
gY]b`Y][YbYg`W\`ni fØW`ni ghY`Yb`i bX`X]Y`Gi W\Y`bUW\`Ygi g
7`f]ghi g]b`XYb`A]hhY`di b`h`gY]bYg`@VYbg`ni `ghY`Yb``9f`k]fX`U`g
Y]bn][Yf`Df]YghYfk Y]\Y`UbX]XUh]a `9fnV]ghi a `?`Ø`ZØf`&\$&)
\Yfj cf[Y\cVYb``8Ug`nY][hž`k]Y`k Yfhj c``gY]b`K Y[`i bX`gY]bY
6Yfi Ž b[`g]bX`

9fZU\ fi b[Yb`]b`K cfh`i bX`HUh

W`gY]bYf`V]g\Yf][Yb`@Ui ZVU\`b`\Uh`7]bWUj U``]A]gg]cbgY]bgÅhnY`]b
HUbGUb]U`i bX`7\Ya b]hn`Xi fW\ [YZØ\fh`W`HUbGUb]U`VY[Y[bYhY`Yf
Y]bYa `Y]bZUW\Yb`@VYbž`XUg`nk Uf`c`bY`@`I`i g`Ui g`Ua ž`YXcW\
j cb`h]YZf`@VYbgZfYi XY`[YdfÅ[h`k Uf``W`7\Ya b]hn`k Uf`XYf
9a dZUb[`[Ya]gW\h`Yf`Yf`YVhY`Y]bYfgY]hg`G`Ydg]g[Y[YbØVYf`XYf
?]fW\Yž`ZUbX`YXcW\`Ui W\`C`ZYb\Y]h`i bX`:`fYi bX`]W\`Y]h`GY]h
GYdhYa VYf`&\$&`UfVY]hYh`Yf`U`g`DfU`h]_Ubh`i bX`8]U`cb`]b`XYf
DZUffY]`Gh``5bXfYUg`]b`@Yj Yf`_i gYb`i bX`\Uh`XUg`Dfc`Y`h`D][Yf`XYf
<cZbi b[`a]h[YghU`hYhž`k Y`W\Yg`g]W\`a]h[Y]gh]W\Yb
6Yk Y[i b[Yb`i bX`6Y[Y[bi b[Yb`VYgW\`Zh][h`

7]bWUj U``]gY\h`X]Y`<Ui dhUi Z[UVY`XYf`?]fW\Y`XUf]bž`<cZbi b[`ni
gdYbXYb`i bX`ni ni \ØfYb``9f`]gh`XYf`A Y]bi b[ž`XUgg`XYf`k U\fY
5i ZhfU[`b]W\h`XUf]b`VYghY`hž`Y]b`DfYggYgdYfW\Yf`XYf`?]fW\Y`ni
gY]bž`gcbXYfb`XUg`9j Ub[Y`]i a `ni `j Yf`_ØbXYb``9]b`k Y]hYfYf
k YgYbh]W\Yf`5gdY`h`gY]bYf`6Yfi Ž b[`]gh`X]Y`Yb[Y`J YfV]bXi b[`ni f
A UXcbbU`j cb`@ci fXYgž`X]Y`\b`ghYhg`VY[`Y]hYh`i bX`a`chj]YfhY`
B UW\`gY]bYf`Df]YghYfk Y]\Y`d`Ubh`Yf`Y]bYb`8Ub`_YgVYgi W\`]b
@ci fXYg`

8Yf`BYc`_UhYW\i a YbU`Y`K Y[

8Yf`BYc`_UhYW\i a YbU`Y`K Y[`]gh`Y]bY`VYXYi hYbXY`6Yk Y[i b[
]bbYf\U`V`XYf`fØa]gW\!`_Uh\c`]gW\Yb`?]fW\Yž`X]Y`%-`*(`j`cb`?)`_c
5f[ØY``cž`7Ufa Yb`<Yfb`W\XYn`i bX`A Uf]c`DYnn`]bg`@VYb`[Yfi ZYb
k i fXY``8]YgY`; fi dd]Yfi b[`Uh`Y]b`gdYn]Y`Yg`? UhYW\i a YbUh
Ybhk]W`_Y`hž`XUg`g]W\`Ui Z`X]Y`fK]YXYf!`Ł9]bZØ\fi b[`[YhUi ZhYf

9fk UWXgYbYf`]b`XYb`Wf]gh]WXYb` ; `Ui VYb`_cbnYbhf]Yfh`A]h[`]YXYf
 X]YgYg`K Y[Ygž`Ui WX`U`g`BYcg`VY`Ubbhž`hfYZZYb`g]WX`]b`_Y]bYb
 ; Ya Y]bgWXUZhYbž`X]Y`XUfUi ZUVn]Y`Ybž`Y]b`Yj Ub[Y`g]YfhYg`i bX
 [Y]gh]WX` [YdfÄ[hYg`@VYb`ni`ZØ\fyb`"G]Y`ZØfXYfb`X]Y
 K]YXYfYb`hXYW`i b[`WXf]gh]WXYf`K YfhY`i bX`ghÄf`_Yb`X]Y
 ; Ya Y]bgWXUZh`Xi fWX`XYb`5i ghUi gWX`j cb`9fZU\fi b[Yb`"

8]Y`V]g`\Yi hY`[YgUa`a`Y`hYb`9fZc`[Y`nYi [Yb`j cb`XYf
 VYY]bXfi W`YbXYb`J YfVfY]hi b[`XYg`BYc`_UhYWX`i a`YbU`Yb`K Y[Ygž
 XYf`]bnk`]gWX`Yb`k`Y`hk`Y]h`a`Y`\f`U`g`&\$\$\$\$\$` ; Ya Y]bgWXUZhYb`nÄ`\h
 i bX`nU`\fY]WXY`Df]YghYfgYa`]bUfY`[Y[fØbXYh`\Uhž`XUfi bhYf`XUg
 YfghY`GYa`]bUf`FYXYa`dhcf]g`A`UhYf`]b`F`ca`ž`XUg`Ui ggWX`]Y»`]WX
 GYa`]bUf]ghYb`XYg`BYc`_UhYWX`i a`YbU`Yb`K Y[g`Ui`gV`]XYh`DUdgh
 : fUbn]g`_i`g`\Uh`X]Y`6Yk`Y[i b[Yb`i bX`X]Y`a`]gg]cbUf]gWX`Y`5fVY]h
 X]YgYf` ; Ya Y]bgWXUZhYb`a`Y`\fZUWX`[Yk`ØfX][h`i bX`i bhYfghØhnh`"

7]bWUj`U``]ZUggh`gY]bY`6c`hgWXUZh`Ub`X]Y`A`YbgWX`Yb`Y]bZUWX`i bX
 _`Uf`ni`gUa`a`Yb.`8Yf` ; `Ui VY`]gh`XUg`<YfnghØW`_XYg`@VYb`g`" `9f
 k`Y]gh`ni`XYa`_XUfUi Z`\]bž`XUgg`Df]YghYf`A`YbgWX`]WX`_Y]hž`<i`a`cf
 i bX`X]Y` : Ä`\[_Y]h`ni`a`Ni`\ØfYb`VYg]hnYb`gc`hYbž`i`a`]\fYf
 5i Z[UVY`[YfYWX`h`ni`k`YfXYb`"8]YgY`9]bghY`i b[`k`]fX`g]WXYf`]WX
 Ui WX`HY`]`gY]bYg`df]YghYf`]WX`Yb`8]YbghY`g`gY]bž`XYb`Yf`VU`X
 UbhfYhYb`k`]fX`"

A]h`6`]W`_Ui Z`X]Y`_ca`a`YbXY`Df]YghYfk`Y]\Y`i bX`U``X]Y
 9fZU\fi b[Ybž`X]Y`]\b`[YdfÄ[h`\UVYbž`ghY`h`ZØf`7Uf`c`7]bWUj`U``]
 Y]bY`VYXYi hgUa`Y`F`Y]gY`VYj`cfž`X]Y`b]WX`h`bi`f`gY]b`Y][YbYg`@VYb`
 j`YfÄbXYfhž`gc`bXYfb`Ui`WX`XUg`@VYb`j`]Y`Yf`A`YbgWX`Yb`VYfY]WXYfb
 _ØbbhY`"

8YhU]`g	
Cfh	@Yj Yf`_i`gYbž`8Yi`hgWX`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "Xca fUX]c"XY • bYcWWhYWX`i a`YbU`Y]hYf`"cf[• XY"k`_]dYX]U"cf[

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