

< cW\gW\i `Y`7cVi f[. `HfY]VYbXY `? fUZh`ZØf
=bbcj Uh]cb`i bX`Ni _i bZh`]b `C VYfZfUb _Yb`°

8]Y`< cW\gW\i `Y`7cVi f[`VYfU[h`A]hUfVY]hYf`ni f
5fVY]h[YVYfei U`]h`h`i bX`VYhcbh`]\fY`Fc`Y`U`g
=bbcj Uh]cbga chcf`]b `C VYfZfUb _Yb`"



7cVi f[ž`8Yi hgW\`UbX`!`= `C VYfZfUb _Yb`XfY`h`g]W\`U`Yg`i a
: cfhgW\ f]hh`i bX`=bbcj Uh]cbž`]bgVYgcbXYfY`Ub`XYf`< cW\gW\i `Y`
7cVi f[" `a` : fØ`U`f`&\$&)`k`i fXYb`fi bX`%\$\$`6YgW\`ÄZh][hY
VYfU[hž`X]Y`Y]bY`_`UfY`@]b]Y`ni f`5fVY]h[YVYfei U`]h`h`n]Y`Yb`"8]Y
9f[YVb]ggY`g]bX`Xi fW\k`Y[`dcg]h]j . `8]Y`A`]hUfVY]hYf`gW\`ÄhnYb`XYb
cZYbYb`l`a` [Ub[ž`X]Y`ni _i bZhgc f]Ybh]YfhY`@Y`fY`i bX`XUg
dfU`]gVYnc[YbY`@Y`fi a`ZY`X`" =bgVYgcbXYfY`X]Y`hYW\ b]gW\Y
5i gghUhh`i b[`i bX`X]Y`Ui g[Y[`]W\YbY`K`cf`!`@ZY`!6U`UbW`gW\Y]bYb
\cW\`]a` `?`i fg`ni`ghY`Ybž`k`]Y`]b: fUb`_Yb`VYf]W\hYh`"

8cW`XUg`]gh`b]W\h`U`Yg`"8]Y`< cW\gW\i `Y`7cVi f[ž`a`]h`ØVYf`) \$ \$
6YgW\`ÄZh][hYb`]b`j`YfgW\]YXYbYb`HÄh][_Y]hgZY`XYfbž`g]Y`h`g]W\`U`g
A`chcf`ZØf`XYb`fY[]cbU`Yb` : cfhgW\ f]hh`"9]b`Yb[Yf`?`cbhU`_h`ni

`c_U`Yb`i` bhYfbY`a` Yb`i` bX`[` YgY`gW`UZh`]W`Yb``bgh]hi`h]cbYb
VY`_f`ÅZh][`h`X]YgYb`5bgdfi`W`"8Ug`:`Øf`X]W`":`Øf`a`cf[`Yb`":`Øf`X]Y
FY[`]cb" `!A`chhc`nY][`h`XYi`h`]W`ž`XUgg`X]Y`<`cW`gW`i``Y`Ui`W`XUg`N]Y`
j`YfZc`[`hž`Y]bYb`6Y]hfU[`ni`f`fY[`]cbU`Yb`9bhk`]W`_i`b[`ni``Y]ghYbž`gc`
K`]ggYb`"XY"

Ni`_i`bZhgc`f]Y`b`h]Y`f`hY`5`b`g`Å`hnY`

8]Y`<`cW`gW`i``Y`]gh`b]W`h`bi`f`Ui`Z`@Y`fY`Zc`_i`gg]Yfhž`gcbXYfb
Zc`fgW`h`Ui`W`i`a`ZUggYbXž`Yhk`U]a`7cVi`f[`i`b]j`Yfg]hm`F`YgYUfW`
7YbhYf`Zc`f`F`Ygdc`bg]V`Y`5fh]Z]W`U``b`hY`][`YbW`f`f7`F`5`ž`<`]Yf`k`]fX
]bhYfX]gn]d`]b`Å`f`Ub`j`YfUbhk`cfhi`b[`gj`c`Yf`?`=[`YUfVY]hYhž`X]Y
Xi`fW`Ui`g`X]Y`b`Å`W`ghY`:`YbYfUh]cb`j`cb`5fVY]hgd`Å`hnYb
VYY]bZi`ggYb`_`Ø`bbhY`"8Yf`9]bZi`gg`j`cb`8][`hU`]g]Yfi`b[`ž
;`cVU`]g]Yfi`b[`i`bX`XYa`c[`fUZ]gW`Ya`K`UbXY`][`gh`Yj`]XYbh`i`ž`b[`Y
A`YbgW`Yb`k`YfXYb`X]Y`5fVY]hg`_i`h`i`f`i`a`ZUggYbX`j`Yf`Å`bXYfbž`XUg
dcghi`]Yfh`XUg`Ni`_i`bZhgc]bgh]hi`h`8]YgY`9bhk`]W`_i`b[`Yb`YfZc`fXYfbž`
XUgg`X]Y`<`cW`gW`i``Y`ZYI`]VY`ž`j`]Y`Z`Å`h][`i`bX`]bbcj`Uh]j`Ui`ZX]Y
ghY][`YbXYb`5bZc`fXYfi`b[`Yb`fYU[`]Yfh"

ž`XYb`6Yfi`ZgZY`XYfb`j`cb`XYf`J`Yfk`U`hi`b[`ØVYf`H`V]g`g`b`ni`a
A`Uf`_Yh]b[`i`k`]fX`ni`XYa`Ui`Z:`Ua`j]YbZFYi`bX`]W`_Y]h[`YUW`hYh
A`cV]Yg`5fVY]hYb`]gh`Ub`V]g`ni`XfY]`HU[`Yb`]b`XYf`K`cW`Y`a`Ø[`]W`"
5i`W`ZØf`K`]YXYfY]bghY][`Yf]bbYb`k`]fX`i`bhYfghØ`hni`b[`]YV`chYb`"
æ`a`Yf`a`Y`f`5b[`YghY`hY`UVYb`bYi`Y`9fk`Ufhi`b[`Yb`Ub`]fY
5fVY]hgi`a`[`YVi`b[`]9]b[`]i`hYg`6Y]gd]Y`][`gh`X]Y`:`ØfXYfi`b[`]j`cb
:`fUi`Yb`ni`f`Gh`Å`f`_i`b[`]XYf`8]j`Yfg]h`h]b`XYf`6Y`Y[`gW`UZh"

J`Y`f`U`b`h`k`c`f`h`i`b[`]ZØf`X]Y`F`Y[`]c`b`

8]Y`<`cW`gW`i``Y`j`YfZc`[`h`XfY]`<`Ui`dm]Y`Y`k`Yb][`Yf`]gh`a`Y`f`ž`XYbb
g]Y`a`ØW`hY`X]Y`Ni`_i`bZi[`YghU`hYbž`X]Y`FY[`]cb`df`Å[`Yb`i`bX
[`]Y]W`nY]h][`a`Y`f`U`g`bi`f`Y]b`C`fh`XYg`@YfbYbg`i`bX`5fVY]hYbg`gY]b`"
8]YgY`5bgdfØW`Y`Zc`fa`i`]Yfh`Ui`W`<`cW`gW`i``_`Ub`n`Yf`8f`"A`Uhh`]Ug
>`?`U]gYfž`]bXYa`Yf`Ui`ZX]Y`J`YfUbhk`cfhi`b[`]XYf`A`]hUfVY]hYbXYb
i`bX`X]Y`Yb[`Y`J`Yf`_bØdZ`b[`]ni`f`ž`Xi`ghf]Y`h`]bk`Y]gh`8]YgY`GmbYf[`]Y
ZØfXYfh`b]W`h`bi`f`X]Y`5i`gV]`Xi`b[`]j`cb`:`UW`_f`ÅZhYbž`gcbXYfb`Vf]b[`h
Ui`W`Gd]hnYbZc`fgW`i`b[`]b`X]Y`FY[`]cb"

5VYf`UggYb`G]Y`i bg`b]W`h] Yf[YggYb.`J YfbYhnhYž`\mVf]XY
 5fVY]hga cXY`Y`i bX`XYf`XYa c[fUZ]gW`Y`K UbXY`ZØ\ fYb`XUni ž
 XUgg; Ygi bX`Y]hgZØfXYfi b[`i bX`Df`Aj Ybh]cb`i]b`XYf
 5fVY]hg[YghU`hi b[`]a a Yf`k]W`h][Yf`k YfXYb``8Yf`Gi dd`Ya Ybh!
 9]bgUhm`j cb`? =i bX`X][]hU`Yb`HYW`bc`c[]Yb`gck]Y`bYi Y
 5fVY]hgj Yf`À`hb]ggYž`X]Y`:`YI]V`]h`Àhi bX`J]Y`ZU`h`YfZcfXYfbž`df`À[Yb
 XUg`bYi Y`; Yg]W`h`XYf`5fVY]hž`k]Y`XUg`6i bXYga]b]ghYf]i a `ZØf
 : cfgW`i b[`Ui gXfØW`_]W`Yf`Ài hYfh"

8YhU]`g	
C fh	7cVi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • Ua d`]bZfUb`_Yb"XY • k k k "k]ggYb"XY • k k k "Va VZ"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY