

9]bVfi W\ `]b `J YfY]bg\Y]a . `HÄhYf \]bhYf`UggYb `&\$\$\$ `9i fc `GW\ UXYb `]b ? Uf`gZY`X`

9]bVfØW\Y `]b `8 UW\Ui `i bX`? Uf`gZY`X. `Dc`nY]`Yfa]hhY`h`bUW\
a Y\fyfYb`j Yfgi W\hYb`8]YVghÄ\`Yb"NYi [Yb`[Ygi W\h`



? Uf`gZY`X`ž`8Yi hgW\ `UbX`!`b`? Uf`gZY`X`\Uh`g]W\ `]b`XYf`B UW\hj`cb
A`cbhU[`Ui`Z`8]YbghU[`Y]b`J`cfZU``YfY][`bYhž`XYf`X]Y`c`_U`Y
;`Ya`Y]bgW\UZh`]b`5`Ufa`VYfY]hgW\UZh`j`YfgYhnh`!`bVY`_`UbbhY`HÄhYf
VfUW\Yb`]b`Y]b`J`YfY]bg\Y]a` `Ub`XYf`»\`bghfU»`Y`Y]b`"8]Y
9]bVfYW\Yf`j`YfgW\UZhYb`g]W\`[`Yk`U`hgUa` `Ni`hf]hh`Xi`fW\`Y]b`:`YbghYf
i`bX`Xi`fW\k`Ø\`hYb`X]Y`F`Äi`a` `]W\`_Y]hYb`Ui`Z`XYf`Gi`W\Y`bUW\
K`Yfh[`Y[`YbghÄbXYb`"B`UW\`YfghYb`9f`_Yb`bh]ggYb`XYf`Dc`nY]`k`i`fXY
YXcW\`b]W\hg`Yb`hk`Yb`XYh`8Yf`j`Yfi`fgUW\hY`GW\`UXYb`VY`Äi`Zh`g]W\
Ui`ZYhk`U`&\$\$\$`9i`fc`"8]Y`Dc`nY]`]bgdY`_h]cb`8`UW\Ui` `Uh]`bnk`]gW\Yb
9fa`]hh`i`b[`Yb`k`Y[`Yb`Y]bYg`j`Yfgi`W\hYb`VY`gcbXYfg`gW\k`YfYb`:`U`g
XYg`8]YVghU\`g`Ui`Z[`Ybca`a`Yb`i`bX`gi`W\h`NYi`[`Yb`"J`YfXÄW\h][`Y
6YcVUW\hi`b[`Yb`_ÖbbYb`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`\$,`%`%`#`

) *% \$ [Ya Y`XYh'k YfXYbž'k]Y`X]Y`GØXXYi hgWXY`NY]hi b [VYf]W`hYh"

8]YgYf`9]bVfi W`fY]\`h'g]W`]b`Y]bY`GYf]Y`j`cb`9]bVfØW`Yb`i`bX`
j`Yfgi`W`hYb`9]bVfØW`Yb`Y]bž`X]Y`g]W`]b`XYb`Y`h`hYb`HU[`Yb`]a`
F`Ui`a`'8`UW`Ui`i`bX`?`Uf`gZY`X`YfY][`bYh`\`UVYb`"Gc`[`UV`Yg`
VY]gd]Y`gk`Y]gY`nk`]gW`Yb`XYa`'&\$`"i`bX`&(`"5i`[`i`gh`&\$&(`a`Y`\`fYfY`
J`cfZÄ`Yž`X]Y`j`cb`XYf`Dc`nY]]b`gdY`_h]cb`8`UW`Ui`i`[`Ya`Y`XYh`k`i`fXYb`"
=b`?`Uf`gZY`X`k`i`fXYb`nk`Y]]`Yfgi`W`hY`9]bVfØW`Y`Ua`'A`Ui`!`æ`gYd`\`!
D`Um`j`YfnY]W`bYhž`VY]`XYbYb`X]Y`HÄ`hYf`j`Yfgi`W`hYbž`HØfYb`
Ui`Zhi`VfYW`Yb`"5i`W`]\`Yf`V`]YV`Yg`VY]`XYa`'J`Yfgi`W`ž`gc`XUgg`X]Y`
GW`Ä`XYb`]a`'a`]h`YfYb`XfY]ghY`][`Yb`6YfY]W`V`]YVYb`"9]b`k`Y]hYfYf`
J`cfZU`Y`fY][`bYh`g]W`]b`Y]bYa`'A`Y`\`ZUa`]`]Yb`\`Ui`g`Ub`XYf`
ghY]bYfbYb`6fØW`Yž`k`c`Y]b`?`Y`YfUVhY]`Ui`Z[`YVfc`W`Yb`k`i`fXYž`
U`YfX]b[`g`b]W`hg`Y`bhk`YbXYh`k`i`fXY`"5a`'8`cbbYfghU[`ž`XYb`&&"`
5i`[`i`ghž`k`i`fXY`]b`XYf`A`]hYfa`UmYfghfU»`Y`]b`8`UW`Ui`Y`]b`
?`Y`YffUi`a`'Ui`Z[`YVfc`W`Ybž`k`Ug`k`]YXYfi`a`ni`Y]bYa`'GW`UXYb`]a`
a`]h`YfYb`XfY]ghY`][`Yb`6YfY]W`ZØ`fhY`"5i`W`X]YgYf`J`cfZU`V`]YV`
c`bY`8]YVghU`\`ž`gc`k`]Y`j`]Y`Y`UbXYfY`X]YgYf`GYf]Yž`k`]Y`XYf`
A`Yf`_`i`f`VYf]W`hYhY"

9]bVfi W`gYf]Y`i`bhYfgi`W`h`

8]Y`Dc`nY]`g]Y`\`h`Y]bYb`a`Ò[`]W`Yb`Ni`gUa`a`Yb`\`Ub[`nk`]gW`Yb`
X]YgYb`9]bVfØW`Yb`i`bX`\`Uh`X]Y`9fa`]h`i`b[`Yb`]bhYbg]j`]Yfh`"5a`
:`fY]hU[`ž`XYb`&`"5i`[`i`ghž`[`UV`Yg`ni`a`6Y]gd]Y`nk`Y]k`Y]hYfY`
9]bVfØW`Y`]b`?`Y`YfUVhY]`Y`]b`XYf`K`Øa`ghfU»`Y`i`bX`XYf`5`hYb`
F`Øa`YfghfU»`Y`]b`8`UW`Ui`"K`Ä`fYbX`]b`Y]bYa`i`U`Y]b`i`Ug[`f`]"a`
K`Yfh]j`cb`Yhk`U`"\$`\$`9i`fc`Ybhk`YbXYh`k`i`fXYž`V`]YV`Yg`]a`UbXYfYb`
:`U`VY]a`'J`Yfgi`W`'8`Ug`J`cf`\`Ä`b[`YgW`c`gg`Y]bYg`?`Y`YfUVhY]`g`
k`i`fXY`Ub[`Y[`Ub[`Ybž`Y`Xc`W`_`Ua`Yg`ni`_`Y]bYa`'8]YVghU`\`ž`gc`XUgg`
X]Y`GW`Ä`XYb`bi`f`]a`'a`]h`YfYb`nk`Y]ghY`][`Yb`6YfY]W`Y`]Y[`Yb`"8]Y`
Dc`nY]`fi`Zh`X]Y`6Yj`Ø`_`Yfi`b[`X`Uni`Ui`Zž`Ui`Za`Yf`_`gUa`ni`gY]b`i`bX`
Y[`]W`Y`j`YfX`Ä`W`h][`Yb`5`_h]j`]h`hYb`ni`a`Y`XYb`"

8]YgY`J`cfZÄ`Y`nY][`Yb`XYi`h]W`ž`XUgg`XUg`G]W`Yf`\`Y]hg[`YZØ`\`]b`XYf`
F`Y[`]cb`Xi`fW`gc`W`Y`9]bVfØW`Y`YfgW`Ø`hYfh`k`]fX`"8]Y`5bk`c`b`Yf`
g]bX`Ui`Z[`Y`Zc`fXYfhž`k`UW`gUa`ni`gY]b`i`bX`VY]`5i`ZÄ`][`_`Y]hYb`

i bj YfnØ[`]Wk`X]Y`Dc`nY]ni ` _cbhU_h]YfYb"; Ya Y]bgUa ` _Ubb`a Ub
 a Ò[`]Wk`Yfk`Y]gY`k`Y]hYfY`9]bVfØWk`Y`j`Yf\]bXYfb`i`bX`X]Y`HhYf`ni`f
 F`YWk`YbgWk`UZh`n]Y\`Yb``8]Y`Dc`nY]]bgdY_h]cb`8`UWk`Ui`ghY`h`XYb
 6Øf[`Yfb`ZØf`: fU[`Yb`i`bX`b`Zcfa`Uh]cbYb`YXYfnY]h`ni`f`J`YfZØ[`i`b["`

8YhU]`g	
Cfh	?Uf`gZY`Xž`8Yi`hgWk`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "gi`YXXYi`hgWk`Y"XY • k k k "a`Yf`_i`f"XY

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