

K]YXYfVY`YVi b[`XYg`B UWX h`YVYbg. `BYi Yg
? i `hi fnYbhfi a `]b`8]b[c`Z]b[`[Yd`Ubh`

8]b[c`Z]b[!@UbXUi `d`Ubh`X]Y`Bi hni b[`XYg`K UggYfVi f[Yf
5fYU`gž`i a `XUg`ghU[b]YfYbXY`B UWX h`YVYb`i bX`X]Y
š [YbX`_i `hi f`ni `VY`YVYb"



8]b[c`Z]b[ž`8Yi hgWX`UbX`!`8]b[c`Z]b[ž`Y]bY`GhUXhž`X]Y`Y]bgh`U`g
di`g]YfYbXYg`NYbhfi a `XYg`B UWX h`YVYbg[U`hž`g]Y`h`g]WX`gY]h
Y]b][Yb`š\`fYb`a `]h`ghU[b]YfYbXYb`J Yf`À`hb]ggYb`_cbZfcbh]Yfh`8]Y
GWX`]Y»i b[`XYf`8]gWc`h`Y`_5hf]i a `i bX`XYf`5Vf]gg`XYg`VY`]YVhYb
J YfUbghU`hi b[gc`fhYg`Ghf]WX`, `UVYb`VY]š [YbX`WX`Yb`Y]bY
gdØfVUfY`@ØW`Y`Y`]bhYf`UggYb`"8]YgY`Gi`WX`Y`bUWX`bYi`Yb
: fY]nY]ha`Ö[`]WX`_Y]hYb`]gh`Àb[gh`ni a `H\Ya`U`[Yk`cfXYbž`k`]Y`
dbd`"XY`VYf]WX`hY`h"

8 Ug`Ghf]WX`, ž`k`Y`WX`Yg`%-`-`'`gY]bY`DZc`fhYb`ÖZb`YhY`i bX`V]g`&\$\$`+
Y]b`VY`]YVhYf`5b`Ui`Zdi`b`_h`ZØf`↑`b[Yg`Di`V`]i`a`k`Ufž`Vch`Y]b
i`b`_cbj`Ybh]cbY`Y`g`?`cbnYdh`a`]h`U`hYfbUh]j`Yf`?`i`hi`f`i`bX`]Y»
ghf]_hY`?`Y]XYf`cfXbi`b[Yb`_Y]bhYf`g]WX`"8Yf`J`Yf`i`gh`X]YgYg`C`fhYgž

XYf'Z0f'j]Y'Y'U'g'HfYZZdi b_h'X]YbhYž'\Uh'h]YZY'Ya ch]cbU'Y'Gdi fYb
\]bhYf'UggYbž'VYgcbXYfg'VY]'XYf'ž [YbX'XYf'FY []cb''8]Y''YhnhY
BUW'h]a 'Ghf]W', 'k i fXY'a]h'5VgW]YXggh]a a i b['[YZY]Yfhž'VYj cf
XYf'D'Uhn'Z0f'bYi Y'Dfc'Y_hY'k]Y'6A K 'i bX'6Umk U'k Y]WYb
a i gghYž'k]Y'j]bWb'hVUi Yf"Wca 'fYZY_h]Yfh"

8 Ug'K UggYfVi f[Yf'5fYU'. 'B Yi Y DYfgdY_h]j Yb

9fZFYi 'j]WY'BUWf]W'hYb'Z0f'U''Yž'X]Y'Ui ZY]bY'K]YXYfVY'YVi b[
XYg'BUW'h'VYbg'\cZZb.'8]Y'GhUXh'8]b[c'Z]b['\Uh'XUg
K UggYfVi f[Yf'5fYU'Yfk cfVYb''8]Yg'_0bbhY'XYf'YfghY'GWf]hh]b
F]W'h i b['Y]bYg'bYi Yb'_i 'hi fY''Yb'NYbhfi a g'gY]bž'XUg'U'g
0VYffY[]cbU'Yg'5i g\Àb[YgW]X'Z' b[]YfYb'_Ubb''b'Y]bYf'_0fn`]W
ghUhh[YZ' bXYbYb'GhUXhfUhg]hni b['VfUW'hY'A]WUY''@]a a Yf'j cb
XYf'60f[Yf']ghY'i bX': 8D'Y]bYb'5bhfU['Y]bž'i a 'XUg'5fYU'
XUi Yf\UZh'Z0f'_i 'hi fY''Y'Nk YW_Y'ni 'bi hnYb"

60f[Yfa Y]ghYf'5fa]b'; fUgg]b[Yf'VYhcb'h]b'X]YgYa
Ni gUa a Yb\Ub['X]Y'K]W'h][_Y]h'Y]bYf'i a ZUggYbXYb
6YghUbXgUbU'mgY'XYg'5fYU'g'XYf'Y\Ya U'] [Yb'6fUi YfY]
K UggYfVi f[Yf''9]b'k Y]hYfYf'K i bgW'XYf': fU_h]cb']gh'Ygž'XYb
7\Ufa Y'XYf'U'hYb'6fUi YfY]'ni 'VYk U\fyb'i bX'[fc»Y
BYi VUi dfc'Y_hY'ni 'j Yfa Y]XYb''b'XYb'_ca a YbXYb'A cbUhYb'gc''
Y]bY'5fVY]hg[fi ddY [YV]'XYh'k YfXYbž'X]Y'g]W']bhYbg]j 'a]h'XYb
Bi hni b[ga 0['j]W_Y]hYb'XYf': 'ÀWY'Ui gY]bUbXYfgYhnh'A]WUY'
@]a a Yf'nY][h'g]W'Ub[Yg]W'hg'XYg'6YgW'i ggYg'YfZFYi hž'XU'bi b
_cb_fYhY'GWf]hhY']b'F]W'h i b['Y]bYg'bYi Yb'_i 'hi fY''Yb'@VYbg]b
8]b[c'Z]b['Y]b['Y'Y]hYh'k YfXYb'_0bbYb"

9]b' C fh'XYf'9f]bbYfi b[

8]Y'GW']Y»i b['i bX'XYf'5Vf]gg'XYg'Ghf]W', '\UVYb'b]W'h'bi f'XYb
J Yf'i gh'Y]bYg'J YfUbghU'hi b[gc fhYg'a]h'g]W' [YVfUW'hž'gcbXYfb
Ui W'Y]bY'h]YZ[fY]ZYbXY'BcghU'[]Y'YfnYi [h'J]Y'Y'ž [YbX']WYž'X]Y
Xcfhi bnÀ\]['Y'i bj Yf[Ygg]WY'BAW'hY'j YfVfUW'h\UVYbž
Ya dZ]bXYb'XYb'J Yf'i gh'0VYfUi g'gW'a Yfn`]W''9f]bbYfi b[Yb'Ub

[Ya Y]bgUa Y '9f'YVb]ggY`YVYb'gc'gWk bY`b]Wk h'Ui gž'i bX'j]Y`Y
 \cZZYbžXUgg'XUg'K UggYfVi f[Yf'5fYU`VU`X'k]YXYf'Y]b'C fh'XYf
 6Y[Y[bi b['i bX'?i 'hi f'k YfXYb' _Ubb"

8Yf'K Y['ni f'K]YXYfVY`YVi b['XYg'BUWk h'YVYbg']b'8]b[c`Z]b[
 gWk Y]bh'j]Y`j YfgdfYWk YbX"K Ybb'X]Y`D`Ubi b[Yb'ZØf'XUg
 K UggYfVi f[Yf'5fYU`]b'X]Y`HUhi a [YgYhnh'k YfXYbž`_ØbbhY`VU`X
 Y]b'bYi Yg'?Ud]hY`ZØf'X]Y`GhUXh'Ui Z[YgWk`U[Yb'k YfXYb'`Y]bYgž
 XUg'b]Wk h'bi f'XYb'7\Ufa Y`XYf'J Yf[Ub[Yb\Y]h'k U\fhž'gcbXYfb
 Ui Wk`bYi Y`DYfgdY_h]j Yb'ZØf'X]Y`Ni _i bZh'V]YhYh"8]Y`ž [YbX'k]fX
 Yg'a]h'G]Wk Yf\Y]h'ni`gWk`ÅhnYb'k]ggYbž'k Ybb'VU`X`bYi Y
 A Ø[`]Wk`_Y]hYb'ni f'J YfZØ[i b['ghY\Ybž'i a`XUg'BUWk h'YVYb']b
 8]b[c`Z]b['k]YXYf'Ui ZYVYb'ni`UggYb"

8YhU]`g	
C fh	8]b[c`Z]b[ž'8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • j]bWk bhVUi Yf"Wk a

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