

; U`ck Um!F]bXYf`]a `8cbUi a ccg.
9l dYfhYb`hUi gWYb`H]ddg`]b`≡`XcfZ`Ui g°

6]cVYhf]YV`?`ÒgW #@Ub[Yf`]b`≡`XcfZ`dfÀgYbh]Yfh; U`ck Um!
<U`hi b[.`9]bV`]W_Y`i bX`J YfbYhni b[`ni a `@UbXgW UZhggW`i hn
Ua`%) "\$+`&\$&)"



≡`XcfZ`8Yi hgW`UbX`!`8Yf`5fVY]hg_fY]g`6Yk Y]Xi b[`XYg
8cbUi a ccg!HYUa g`Uh]g]W`Ua`6]cVYhf]YV`?`ÒgW #@Ub[Yf`]b
≡`XcfZ`i a [YgWUi h`N]Y`XYg`6Ygi W`g`k Uf`Ygž`k Yfhj c`Y`9]bV`]W_Y
]b`X]Y`; U`ck Um!<U`hi b[`ni`Yf`U`hYb`i bX`dfU_h]gWY`H]ddg
Ui gni hUi gWYb`"8]Y`≡]h]Uhj Y`ni`X]YgYb`<cZVYg]W`h][i b[Yb`_Ua
[Ubn`_Uf`j cb`XYb`6Yk Y]XYfb`gY`Vghž`X]Y`VY]`XYb`V]g`Yf][Yb
J YfbYhni b[ghfYZYb`j cf`U`Ya`Xi fW`≡ZcUVYbXY`i bX`9l`_i fg]cbYb
]b`?cbhU`h[YfhYhYb`g]bX`"8cbUi`_i f]Yf`VYf]W`hYhž`XUgg`GUa`]f
?`ÒgW`i bX`7`f]gh]bY`@Ub[Yf`Ui Z`&`<Y`hUf`]bg[YgUa h`*`%
; U`ck Um!F]bXYf`U`hYb`ž`j YfhY`h`Ui Z`nk Y`j YfgW]YXYbY`6YfY]W`Y"

?`ÒgW ž`XYf`gY]bYb`6]cVYhf]YV`gY]h`&\$%%`dUfU`Y`ni`gY]bYf
HÀh][`_Y]h`U`g`6i W`U`hYf`Z0`fhž`U`h`XYb`6Ygi W`Yfb`k`À`fYbX`Y]bYf

; YfÅhYj cfZØ\fi b['gY]b'NUi b_cbfhc`gmghYa 'bÅ\Yf[YVfUW'h" K]f
\UVYb'Y]bYb'k c`Zgg]WXYfYb'NUi bžXYf'Ui Zghc`nY'j]Yf'?'`ca YhYf
_ca a h' žgc'?'`ØgW" "8]Y': i hhYfZÅWYb'Ua '@Y]hYbVUWž'X]Y
hY]`k Y]gY'fYbUhi f]Yfh'k i fXYbž'V]YhYb'ni XYa 'Y]bY
UVk YWg'i b[gfY]WY'?'cgh'ZØf'X]Y'fcVi ghYb'; U`ck Umf]bXYfž'X]Y
ni f'@UbXgWUZhgZYZ[Y'Y]b[YgYhnh'k YfXYb"

F cVi ghY '@UbXgWUZhgZYZ[Yf

8]Y'ncchY`][Yb'; U`ck Umf]bXYf'g]bX'b]W'h'bi f`Y]W'h'ni '\U'hYbž
g]Y'g]bX'Ui W'Åi »Yfgh'k]XYfghUbXgZÅ\]["A]h]\fYf'GW'i 'hYf\Ø\Y
j cb'fi bX'%ž \$'A YhYfb'g]bX'g]Y'fY'Uhj '_Y]bžUVYf'XUZØf'fcVi gh
i bX'\Yfj cffU[YbX'ZØf'X]Y'; Ubn'U\fygVYk Y]Xi b['[Y]Y][bYh"G]Y
ZfYggYb'b]W'h'bi f'; fUgž'gcbXYfb'Ui W'K]XdZUbnYb'k]Y'8]ghY'bž
6fYbbbYggY'b'i bX'GW]Z'GØX_i f]Yf'\YVh'\Yfj cfžXUgg'X]Y
; U`ck Umg'b]W'h'_Ugg]gWY'GhU`U'hi b[gh]YfY'g]bX'i bX'g]W
k Y]h[Y\YbX'gY'Vghj Yfgcf[Yb'_ØbbYb"

9]b'6Y]gd]Y`ZØf'XYb'9]bgUhn'X]YgYf'VYgcbXYfYb'F]bXYf'gh'X]Y
@]ddYfhgfYi hYf'K Y]\Yf'UbXgWUZh]b', VYf']b[Ybž'k c'g]Y'ni f'DZY[Y
XYf'K]YgYb'i bX'I ZYfVYfY]WY'VY]hfU[Yb"<]Yf'\Y'ZYb'X]Y
; U`ck Umgž'@YVYbgfÅi a Y'ZØf'gY'hYbY'i bX'[YZÅ\fXYhY'5fhYb'ni
gWUZZYb"8]YgYg'6Yk Y]Xi b[gdfc'Y_h'k i fXY']b'Ni gUa a YbUfVY]h
a]h'XYf'<Y]bn'G]Y'a Ubb'Gh]Zi b[]bg'@YVYb'[Yfi ZYbž'i a 'X]Y
UfhYbfY]WY'B'Uhi f'ni 'ZØfXYfb'i bX'ni 'Yf\U'hYb"

@Ub[Zf]gh][Y'Ni gUa a YbUfVY]h'i bX'D`Ubi b[

B UW'XYa ']bZcfa Uh]j Yb'5i ghUi gW']b'≡XcfZ'ghY\Yb'VYfY]hg'X]Y
bÅWghYb'HYfa]bY'XYg'5fVY]hg_fY]gYg'6Yk Y]Xi b[]b'D`Ubi b["
≠hYfYgg]YfhY'6Yk Y]XYf'g]bX'Y]b[Y'UXYbž'g]W'dYf'9!A U]'Ub'XUg
8cbUi a ccg!HYUa 'ni 'k YbXYbž'i a 'k Y]hYfY'≠Zcfa Uh]cbYb'ni
Yf\U'hYb"8]Y'6YXYi hi b['XYf'; U`ck Umf <U'hi b['U'g'HY]'XYf
@UbXgWUZhgZYZ[Y']gh'b]W'h'ni 'i bhYfgW'ÅhnYb"A]h'Y]bYa
[Yn]Y'hYb'9]bgUhn'XYf'H]YfY'_Ubb'b]W'h'bi f'X]Y'@UbXk]fhgWUZh
[YZØfXYfh'k YfXYbž'gcbXYfb'Ui W'Y]b'k]W'h][Yf'6Y]hfU['ni a
B'Uhi fgW'i hn'[Y'Y]ghYh'k YfXYb"

9g'nY][h'g]W\`Y]ba U`a Y\`f. '8U`Y[h'k Ug`Ub`]b`XYf`FY[]cbž'i bX`X]Y
 ; U`ck Um`F]bXYf`g]bX`Y]b`[Ub`n`k]W`h][Yf`HY]`XUj cb`"8]Y
 6Yk Y]Xi b[`a]h`X]YgYb`fcVi ghYb`F]bXYfb`]gh`\cW`]a `?i fg`i bX
 V]YhYh`nU`\`fY]W\`Y`7\`UbW`b`ZØf`X]Y`bUW\`U`h][Y`DZY[Y`i bgYfYf
 @UbXgW`UZhYb"

8YhU]`g	
C fh	≡`XcfZž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XcbUi _i f]Yf"XY • k k k "gi YX_i f]Yf"XY

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