

L]Uca]'VY[Y]ghYfh'a]h'5 ≠6f]`Yb.
F Yj c`i h]cb`XYf': chc [fUZ]Y`VY[]bbh°

L]Uca]'Vf]b[h']bbcj Uh]j Y`5 ≠6f]`Yb`Ui ZXYb`A Uf_hž`X]Y
ZfY)\ÅbX][Y': chc [fUZ]Y`i bX`5F!: i b_h]cbYb`V]YhYb"
9bhXYW_Yb`G]Y`X]Y`bYi YghYb`HfYbXg°



DY_]b[ž'7\]bU`!`8]Y`K Y`h`XYf`HYW`bc`c []Y`]gh`gh`ÅbX][`]b
6Yk Y[i b[ži bX`]b`XYb`Y`h`h`Yb`K cW`Yb`\Uh`L]Uca]`Ui ZfY[YbXY
BYi][_Y]hYb`[Y`]YZf`h`8]Y`Yf`ghYb`5 ≠6f]`Yb`XYg`I bhYfbY`a Ybg
g]bX`Ui ZXYb`A Uf_h`[Y_ca`a Yb`"8]YgY`6f]`Yb`g]bX`Y]b`HY]`XYg
g]W`fUgUb`h`Yb`hk]W_Y`b`XYb`A Uf_h`Yg`ZØf`_Øb`gh`]W`Y`b`h`Y`][Yb`n`]b
7\]bU`i bX`\UVYb`VYfY]hg`X]Y`5i Za Yf_gUa _Y]h]]Y`Yf`YUf`m
UXcd`h`Yfg`Ui Z`g]W`[Ync[Yb`"K]Y`Gci h\`7\]bU`A`cfb]b[`Dc`gh
VYf]W`h`Y`ž`k]fX`L]Uca]`j`cf`Ui`gg]W`h`]W`j`cb`gY]b`Yf`i`a`ZUggYb`XYb
²`_cg`m`gh`Ya`ghf`UhY[]Y`i`bX`XYf`gh`Uf`_Yb`@]YZf`_Y`h`Y`d`fc`Z]h]YfYb`"8]Y
FYU_h]cbYb`XYf`Bi`h`h`Yf`g]bX`d`c`g]h]j`ž`VYgcb`XYfg`k`Ug`X]Y
dfU_h]g]W`Yb`i`b_h]cbYb`ZØf`d`Yfg`Øb`]W`Y`8`c`_i`a`Yb`h`U]cbYb`i`bX
6Øfc`Ui`Z[UVYb`VYhf]Z`h`"

8cW`k Ug`_Ubb`X]Y`bYi`Y`6f]`Y`k`]f`_]W`3`Df`Ag`Ybh]Yfh`k`i`fXY`b`g]Y
Ua`&*"`đ`b]`&\$&)`k`À`fY`bX`Y]bYg`9j`Ybhg`a`]h`XYa`H]hY`<`i`a`Ub`l
7Uf`l`<`ca`Y`"8]Yg`a`Uf`_]Yfh`L`]Uca`]g`Yfbgh`UZh`Yb`9]bgh]Y[`]b`XYb
A`Uf`_h`Z0f`Ga`Ufh;`UggYg`"HYW`b]gW`Y`<`][`\\`][`hg`g]bX`i`bhYf
UbXYfYa`Y]bY`cW`Ui`Z0gYbXY`%*`A`D!`?`Ua`YfU`a`]h`5`±
GhUV]`g]Yfi`b[`ž`]bhY`][`YbhY`C`V`Y`_`hYf`_`Ybbi`b[`]i`bX`gc[`Uf`Y]b
5i`[`a`YbhY`X`F`YU`]hm`f`5`F`Ł`A`cXi`g`Z0f`B`Uj`][`Uh]cb`"8]Y`6f]`Y`
Yfa`Ò[`]W`h`Ygž`ZfY`\\`À`bX][`:]`c`hcg`i`bX`J]XYcg`Ui`Zni`bY`a`Yb`Y]b
J`cfhY]`ž`XYf`VYgcbXYfg`VY]a`F`UXZU`fYb`[`YgW`À`hnh`k`]fX`"9]b
Bi`hYf`Yf`_`À`fhY`ž`X`Ugg`Yf`]b`DY`_]b[`]X]Y`6f]`Y`Y]bZUW`a`]h`XYa
GdfUW`VYZ`\\`ghUfh`fYW`cfX]b[`]U`_hj`]YfYb`_`cbbhY`"9]b`:]`c`hc[`fUZ
`cVhY`gc[`Uf`X]Y`Y]bn][`Ufh][`Y`DYfgdY`_hj`Y`ž`X]Y`X]Y`6f]`Yb`V]YhYbž
k`Ug`X]Y`Bi`hYfYfZU`fi`b[`]Ui`Z`Y]b`bYi`Yg`@Yj`Y`\\`YVh"

8]Y`hY`W`b]gW`Y`b`8`Y`hU]`g`

B`U`h`0f`]W`g]bX`Ui`W`X]Y`hY`W`b]gW`Y`b`GdYn]Z`_`Uh]cbYb`b]W`h`c`\\`bY`°
8]Y`L`]Uca`]`5`=;`UggYg`_`ca`a`Yb`a`]h`Y]bYa`E`i`U`W`a`a
GbUdXfU[`cb`5`F`%`;`Yb`%`Dfc`nYggc`fž`Y]bYa`A`]W`c`!`C`@`98
K`Y`Y`b`Y]hYf!8]gd`Um`ia`]h`Y]bYf`5i`Z0gi`b[`]j`cb`Y`hk`U`(`)`\$`³`(`)`\$
D]l`Y`b`i`bX`Y]bYf`a`U`l`]a`U`Y`b`<`Y`][`_]Y]hj`cb`%`&`\$`\$`b]hg`"A`]h`Y]bYa
;`Yk`]W`h`j`cb`bi`f`,`\$`[`]g]bX`g]Y`Ub[`YbY`a`ni`hfU[`Yb`i`bX`XYf`5`__i
\\`h`v]g]ni`i`,`ž`Ghi`bXYb`VY]`U`_hj`Yf`Bi`hni`b[`]8`Ug]bhY[`]f]YfhY
5i`X]c!GmghYa`a`]h?bcW`Y`b`Y]hi`b[`]g`Ui`hgd`fYW`Y`fb`gck`]Y`Y]bYa
A`_]`fc`Z`cb`gc`f[`]h`Z0f`Y`fgh`_`Ugg][`Yb`?`_`Ub[`"

8]Y`6f]`Y`i`bhYfgh`0`hnh`Ui`W`_`cb`hU`_`h`cgY`NU`\\`i`b[`]Yb`Xi`fW`
]bhY[`]f]YfhY`B`:`7`ž`X]Y`a`]h`k`Y`7`\\`Uh`DU`mi`bX`5`]dUm`_`ca`dUh]VY`gh"
;`Yg]W`hgYf`_`Ybbi`b[`]Yfa`Ò[`]W`h`Y]bY`g]W`Y`fY`5i`h`Y`bh]Zn]Yfi`b[
i`bX`X`Ug`9`bhgdYffYb`j`cb`L`]Uca`]`Ga`Ufh`@`W`gž`k`Ug`X]Y`Bi`hni`b[
]a`5`hU[`]bcW`V`Yei`Ya`Yf`a`UW`h`"5`Y`fX]b[`]g[`]Vh`Yg`bcW`
J`YfV`YggYfi`b[`]gk`0`bgW`Y`j`cb`Bi`hYfbž`X]Y`Ui`Zni`g`À`h`n]W`Y
:]`i`b`_`h]cbYb`]b`_`ca`a`YbXYb`J`Yfg]cbYb`c`ZZ`b"

9]bY`Ni`_`i`b`Zh`a`]h`K`UW`gh`i`a`

8Yf`A`Uf`_`h`Z0f`5`F`!`i`bX`J`F`!`Ga`Ufh!6f]`Yb`]gh`XYfnY]h]b`j`c`Yf`6`0`hY`"
@Ui`h`A`Uf`_`Y`h`F`Y`g`Y`U`f`W`:]`i`hi`fY`k`i`fXY`XYf`[`]c`VU`Y`A`Uf`_`h`&`\$`&`"

Ui Z%* ž* 'A]`]UfXYb`l G8` [YgWÅhnh`i bX`_ÖbbhY`V]g`&\$' &`Ui Z`)) ž*
 A]`]UfXYb`l G8` Ubk UW`gYb``8]Y`dfc[bcgh]n]YfhY`Å\`f`]WXY
 K UW`ghi a gfUhY`j cb`%) ž* \$i` `nY][hž`k]Y`U_hi Y``XYf`6YXUfZUi g
 j YfgW`j]YXYbYb`6YfY]W`Yb`k]Y`gcn]U`Yb`BYhmk Yf`_Ybž`9!7ca` a YfW`
 i bX` ; Ygi bX`Y]hgk YgYb`]gh``L]Uca`]_ÖbbhY`U`gc` [YbUi` `ni f
 fYW`hYb`NY]h`Ua` `f]W`h][Yb`Cfh`gY]b`"

8]Y` ðbcj Uh]cbg`_fUZh`j cb`l bhYfbY`a Yb`k]Y`L]Uca`]ž` ; cc[`Y`i bX
 GUa` gi b[`k]fX`a U» [YV`]W`XUni` `VY]hfU[Ybž`XYb`A Uf`_h
 j cfUbni hfY]VYb``8]Y`6f]``Y`j cb`L]Uca`]ž`X]Y`ZØf`Yhk U`%- - - `M Ub
 fYhk U`&` +`9! F`Ł`ni` `UVYb`gY]b`k]fXž`]gh`ni bÅW`gh`bi f`]b`7`\]bU
 j YfZØ[VUfž`UVYf`Y]b` [`cVU`Yf`@Ui bW` `ZØf`9i fcdUž`@UhY]bUa` Yf`_U
 i bX`5g]Yb`ghY`h`VYfY]hg`]a` FUi` a ``8]Y`?cb`_i ffYbn`gW`ÅZh`b]W`hž
]bgVYgcbXYfY`]a` `6YfY]W`XYf`F Um`6Ub`A YhU`Ga Ufh` ; `UggYgž`XcW`
 X]Y`ØVYf`Y[YbY`?Ua` YfU`i bX`X]Y`Åb[YfY`5__i `Ui ZnY]h`XYf`L]Uca`]!
 6f]``Y`_ÖbbhYb`XYb`5i ggW`U[` [YVYb`"

ðg[YgUa` h`nY][hg]W` `Y]b`gdUbbYbXYg`6]X`ZØf`X]Y`Ni` _i bZi`XYf
]bhY``][YbhYb`6f]``Yb``A]h`]bbcj Uh]j Yb` : i b_h]cbYb`i bX`Y]bYa` `g]W`
 gW`bY``Yb`hk]W`_Y`bXYb`A Uf`_h`_ÖbbhY`L]Uca`]g]W`U`g`ZYghYf
 6YghUbXhY]``XYf`5F!`i bX`J`F!HYW`bc`c[]Y`YhUV`]YfYb``8]Y`Bi` hnYf
 g]bX` [YgdUbbh`Ui Z`X]Y`bÅW`ghYb`GW`f]hhY`i bX`Ui Z`k Y`W`Y`K`Y]gY
 X]YgY`HYW`bc`c[]Yb`i bgYf`@YVYb`VYfY]W`Yfb`k YfXYb`"

8YhU]`g	
Cfh	DY_]b[ž7`]\]bU
EiY``Yb	<ul style="list-style-type: none"> • Ua`d`gW`Á`d`"W`Ł`a • l]Uca`]ZcfU``"W`Ł`a • k k k "a Uf`_YhfYgYUfW`Zi`hi`fY"W`Ł`a

6Ygi W`XYb`G]Y`i bg`Ui Z.`k ca` , +`XY