

: `c f]XU`9mYg`%\$h\`9I YW`h]c b`H\`]g`MYUf`Ug
7c b h f c j Y f g m`Gi f f c i b X g`8 Y U h\`F c k

: `c f]XU`]g`gYh`hc`YI YW`hY`? UmY`6Uff]b[`h c b`6UhYgž`a Uf_]b[
]hg`%\$h\`YI YW`h]c b`cZ`h\Y`mYUf`Ua`]X`f]g]b[`W c b W f b g`c j Y f
h\Y`XYUh\`dYbU`hm"



: `c f]XU`GhUhY`Df]g c b ž: `c f]XUž`I G5`!`5g`cZ`ħ`m`%-`ž`&\$&) ž
: `c f]XU`Z]bXg`]hgY`Z`]b`U`d c][`bUbh`UbX`gca VYf`d`UW``]b`h\Y`fYU`a
cZ`WUd]hU`di b]g\`a Yb h`K`]h\`h\Y`]a dYbX]b[`YI YW`h]c b`cZ`? UmY
6Uff]b[`h c b`6UhYg`gWXYXi`YX`Zc f`5i`[`i gh`%-`ž`h\Y`ghUhY`]g`UVci`h`h c
a UhW`U`a cXYfb!YfU`fYW c fX`V m`WUffm]b[`ci`h]hg`hYb h\`YI YW`h]c b
h\]g`mYUf``H\Y`YI YW`h]c b`dUW`Ug`fYUWXYX`i b d fYW`XYb hYX
`Yj`Y`gž`k`]h`Y][`h]bX]j`]Xi`U`g`U`fYUXm`YI YW`hYX`]b`&\$&) ž`UbX`h\Y
bi`a VYf`W c i`X`g c c b`gi fdUgg`\]gh c f]WU`fYW c fXg`]Z`6UhYg`]g
YI YW`hYX`Ug`d`UbbYX``Ħ`dUfh]W`Ufž`h\Y`UW`W c i b h`cZ`6UhYg
\[`\][`\hg`h\Y`W c a`d`YI`]h]Yg`gi f f c i b X]b[`h\Y`XYUh\`dYbU`hm]b
: `c f]XU`U`gi V`YWh`h\Uh`W c b h]bi Yg`h c`gh]f`Ya`c h]c b g`UbX`XYVUhYg
UW`c g g`h\Y`ghUhY"

6UhYgž*+žk Ug`Wcbj]WYX`]b`WcbbYWh]cb`k]h`h`Y`Vfi hU`%- , &
a i fXYf`cZ`JbYh`K \]hYž`U`Wf]a Y`h`Uh`g`c`W`YX`h`Y`Wc`a`a`i`b]hm`H`Y`
XYhU]`g`cZ`h`Y`WUgY`UfY`\Uffck]b[/6UhYg`UVXi`WYX`K \]hY`Zfca
\Yf`k`cf_d`UW`ž`k`YfY`\Y`dfcW`YXYX`hc`VYUhž`ghfUb[`Yž`UbX
UhhYa`dh`hc`fUdY`\Yf`@Uk`YbZcfW`a`Ybh`Zci`bX`6UhYg`Uh`h`Y`Wf]a`Y
gW`bYž`k]h`h`Y`j]Wh]a`g`V`ccX`cb`\]g`Wch\]b[`UbX`\Yf`f]b[`]b`\]g
dcW`Yh`<]g`Wcbj]Wh]cb`]bWi`XYX`W`Uf[Yg`cZ`a`i`fXYfž`_]XbUdd]b[ž
UhhYa`dhYX`gYI`i`U`VUhYfmž`UbX`Ufa`YX`fcV`VYfmž`UbX`h`Y`]b]hU`
XYUh`gYbhYbW`k Ug`\UbXYX`Xck`b`]b`%- , ' "`<ck`Yj`Yfž`U`bYk
gYbhYbW]b[`Y`Uf]b[`]b`%- -)`fY]bghUhYX`h`Y`XYUh`\dYbU`hm`Xi`Y`hc
j`Uf]ci`g`↑X]W]U`Wc`a`d`YI`h]Ygž`]bWi`X]b[`U`XYb]YX`UddYU`hc
]bhYfj]Yk`U`↑fcf`Zfca` \]g`hf]U`h`Uh`h`Y`:`cf]XU`Gi`dfYa`Y`7ci`fh
XYYa`YX` (\$`mYUfg`UhY`**B`Y`k`g`<`Y`f`U`X`"**

H`Y`8YUh`K`UffUb`h`UbX`@Y[`U`6Uh`Yg`

H`Y`Y[`U`^ci`fbYmZcf`6UhYg`\Ug`VYYb`hi`a`i`hi`ci`gž`dUfh]W`Uf`m
Zc`ck`]b[`\]g`UddYU`hc`h`Y`I`"G"`Gi`dfYa`Y`7ci`fhž`k`\]W`XYW]bYX
hc`\YUf`\]g`WUgY`cb`š`bY`" \$`H`Y`fYdYUhYX`fY`YWh]cbg`Zfca`h`Y
Wci`fhg`fYZYWh`U`dUhYfb`cVgYfj`YX`]b`:`cf]XUž`k`YfY`WUd]hU`
di`b]g`a`Ybh`dc`]W]Yg`UfY`cZhYb`Wc`bhYghYX`Ua`]Xgh`Y[`U`W`U`Y`b[`Yg`
š`gh]U`dc]bhg`ci`h`h`Uh`]bX]j]Xi`U`g`Wcbg]XYf]b[`g]a`]Uf`UddYU`g
g`ci`X`hU`Y`WU`i`h]cbž`Ug`h`Y`cd]b]cbg`dfcj]XYX`Vmigca`Y`Wci`fh
WUgYg`WU`b`j`Ufm]b`U`W`W`fU`W`m`UbX`Wc`a`d`Y`hYbYgg`**š`gh]U`"**

Df]cf`hc`6UhYgž`:`cf]XU`YI`YW`hYX`A`]W`UY`6Y`cb`š`m`&, ž`a`Uf_]b[
h`Y`Y][`h`h`YI`YW`h]cb`Zcf`h`Y`mYUf`5g`cZ`bck`ž`9Xk`UfX`NU`fnYk`g_
]g`gYh`Zcf`YI`YW`h]cb`cb`š`m`%ž`dYbX]b[`Y[`U`a`UbYi`j`Yf]b[`Zfca
\]g`Uh`h`fbYmg`Ug`h`Y`m`\Uj`Y`fYei`YghYX`h`Y`:`cf]XU`Gi`dfYa`Y`7ci`fh
hc`]bhYfj`YbY`<]ghcf]WU`mž`:`cf]XU`YI`YW`hYX`Y][`h`]ba`UhYg`]b`Vch`
%- , (`UbX`&\$%(ž`h`Y`a`cgh`fYWcfXYX`g]bW`h`Y`XYUh`\dYbU`hm`ik`Ug
fY]bghUhYX`]b`%- +*"

H`Y`6fc`UXYf`7cb`hYI`h`cZ`:`cf]XU`g`8YUh`
DYbU`hm`

:`cf]XU`g`\]ghcfm`k]h`h`Y`XYUh`\dYbU`hm]g`f]W`mYh`ZfUi[`h`k]h`

WŁa d`jWU]cbgž'Ug]h\Ug'Yj c`j YX'g][b]Z]WUbh'mig]bW'`]hg']bWdh]cb"
BchUV`mž'YI YW h]cbg'k YfY`cbW'WŁbXi W'YX`Uh'h\Y`WŁi bhm`Yj Y`
i bh]'h\Y`ghUHy`hcc`c'j Yf']b`%- &' ž'UbX'a Yh\cXg'hfUbg]h]cbYX`Zfca
\Ub[]b[`hc`Y`YW'fcW h]cb"H\Y`ghUHy`k Ug`U`gc`h\Y`Z]fgh'hc`fY]bghUHy
h\Y`XYUh\`dYbU`hm'UZhYf']h'k Ug`XYWUfYX`i bWŁbgh]hi h]cbU`']b
ł: i fa Ub'j "": Ycf[]Uł '8 YUh\`DYbU`hm'`bZcfa Uh]cb`7YbhYf"

H\]g'mYUf g`YI YW h]cbg'\][\'][\h'VfcUXYf`X]gW gg]cbg`UVci h'h\Y
a cfU`]hm'UbX`YZZ]WUW'nicZ'WUd]hU`di b]g\`a Ybhž'YgdYW]U`m'Ug': `cf]XU
[fUdd`Yg'k]h\`cb[c]b[``Y[]g`Uh]j Y`W\Ub[Yg": cf`YI Ua d`Yž'fYW'bh
`Uk g`\Uj Y`U'hYfYX`h\Y`W'f]hYf]U`Zcf`XYUh\`gYbhYbW'gž']bWi X]b[`h\Y
fYei]fYa Ybh'Zcf`U`i bUb]a ci g`↑fm'fYWŁa a YbXUh]cb`8 YUh\
DYbU`hm'`bZcfa Uh]cb`7YbhYf"H\Uh'gU]Xž': `cf]XU`\Ug
a U]bhU]bYX`U`\][\`bi a VYf`cZ`XYUh\`fck`YI cbYfUh]cbg ` '\$]b
hc'hU` k \]W\Zi fh\Yf`WŁa d`jWUhyg'h\Y`bUffUh]j Y`gi ffc'ci bX]b[`h\Y
XYUh\`dYbU`hm"

5g'h\Y`WŁW`h]W`g`Xck b'hc`6UhYg`ja dYbX]b[`YI YW h]cbž'a Ubm
: `cf]X]Ubg'UfY`YZh'hc`dcbXYf. `g'WUd]hU`di b]g\`a Ybh']bXYXX`U
Z]hh]b[`Zcfa`cZ`↑gh]W'ž'cf`XcYg']h'f]g_`WŁbXYa b]b[`h\Y`]bb'cW'bh3
K]h\`h\Y`YmYg`cZ'h\Y`bUh]cb`cb': `cf]XUž'h\YfY`g`gca Yh\]b[`hc`VY
gU]X`Zcf`XYXd`fYZYW'h]cb`cb'h\Y`WŁbgYei YbW'g`cZ'ghUHy!gUbW'h]cbYX
XYUh\`"

8 YhU]`g	
C fh	: `cf]XU`GhUHy`Df]gcbž': `cf]XUž'I G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "bYk g\YfU`X"WŁa• `Uk "i gh]U"WŁa• XYUh\`dYbU`hm]bZc"cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh