

5`i a b]`Ui g`7chhVi g`ZY]Yfb`*`%`>U\ fY
: fYi bXgW\ UZh`a]h`bYi Yf`7\ fcb]_`°

5a " " ' ě b] &\$&) `ØVYf[UV`5`i a bi g`: f]m!K U`hYf`9f`Yf`Y]bY
, \$!gY]h][Y`7\ fcb]_`Ub`XYf`6HI `7chhVi gž`X]Y`*`%`>U\ fY
Ghi X]YfYbXYbZfYi bXgW\ UZh`Xc_i a Ybh]Yfh"



7chhVi gž`8Yi hgW\`UbX`!`5a " " ' ě b] &\$&) `k i fXY`Y]b`k]W\h][Yf
A Y]`YbghY]b`]b`XYf`; YgW\]W\hY`XYf`6fUbXYbVi f[]gW\Yb
HYW\ b]gW\Yb`i b]j Yfg]h`h`7chhVi g!GYbZhYbVYf[`][YZY]Yfh`8]Y
, VYf[UVY`Y]bYf`i a Zub[fY]W\Yb`5`i a b]!7\ fcb]_`ž`X]Y`X]Y
9f`YVb]ggY`i bX`X]Y`J YfVi bXYb\Y]h`Y]bYf`GYa]bUf[fi ddY
Xc_i a Ybh]Yfhž`X]Y`j cf`*`%`>U\ fYbž`]a `>U\ f`%-`*` ž`a]h`]\fYa
Ghi X]i a `]a `6YfY]W\`GhfU»Yb!`i bX`6fØW`YbVUi `VY[Ub b"8]Y
XUa U][Y`&[Yb]Yi fgW\i `Y`ZØf`6Ui`!`i bX`GhfU»Ybk YgYb`7chhVi gž
\Yi hY`HY]`XYf`6HI ž`k Uf`XYf`5i g[Ub[gdi b`h`ZØf`Y]bY`Ub[Y
: fYi bXgW\ UZh`i bX`nU\`fY]W\Y`Ni gUa a YbhfYZZYb`XYf`5Vgc`j YbhYb"

: f]m!K U`hYf`9f`Yfž`5`i a bi g`XYf`YfghYb`Ghi bXYž`ØVYf[UV`X]Y
7\ fcb]_`Ub`8Ub]Y`9VYfhž`XYf`U`g`FYZYfYbh`ZØf`5`i a b]!5fVY]h

Zi b[]Yfh"8]Y'7\fc b]_i a ZUgghVYY]bXfi W_YbXY', \$\$:GY]hYb'i bX']gh
]b'Z0bZ6AbXYb'\UbXgWf]Zi]W'j YfZUggh"G]Y'ghY'h'b]W'h'bi f'Y]bY
7\fc b]_ 'XYf' [YhfcZZYbYb'9bhgWY]Xi b[Yb'i bX'j Yf[Ub[YbYb
9f'YVb]ggY'XUfz'gcbXYfb'\Uh'Ui W'Y]bYb'VYXYi hYbXYb
\]ghcf]gWYb'K Yfh"8]YgY'8c_i a YbhUh]cb'k]fX'_0bZi]['XYf
<cW'gW'i '!i bX': cfgW'i b[gUfVY]h'ni f'J YfZ0[i b['ghY\Ybž'i a 'X]Y
; YgW]W'hY'XYg'Ghi X]Yb[Ub[g'i bX'XYf'<cW'gW'i 'Y'k Y]hYf'ni
VY'Yi W'hYb"

9]bV`]W_Y`]b`X]Y`J Yf[Ub[Yb\Y]h

8]Y'GYa]bUf[fi ddYž'X]Y'j cb'%- * ('V]g'%- * +]b'XYb'\Yi h][Yb
FÄi a `]W'_Y]hYb'XYg'@Y\ f[YVÄi XYg'%i bX'XYg'<Ui dh[YVÄi XYg
ghi X]YfhYž'YVhY'k Ä\fybX']\fyf'5i gV]'Xi b[gnY]h[f0» hYbhY]'g']b
6UfUW_Yb""8]YgY'i a ghÄbXY'Z0\fhYb'ni 'Yb[Yb': fYi bXgW'UZhYb
i bX'Y]bYf'VYgcbXYfYb'J YfVi bXYb\Y]h'i bhYf'XYb'Ghi X]YfYbXYbž
X]Y'Ui W'bUW'XYa '9bXY']\fyf'Ghi X]YbnY]h'VYghY\Yb'V']YV""Hfch
XYf'W'fc bUVYX]b[hYb'DUi gY'hfYZZYb'g]W'X]Y'5'i a b]'V]g'\Yi hY
Ä\ f`]W'"

8]Y'; f0bXi b['XYf'0b[Yb]Yi fgW'i 'Y'i bX'X]Y'Yb[Yb'6]bXi b[Yb
i bhYf'XYb'Ghi X]YfYbXYb'g]bX'HY]'XYf'HfUX]h]cbž'X]Y'X]Y'\Yi h][Y
6HI 'dfÄ[h""8Yf'5i ghUi gW' i bX'X]Y'9fZU\ fi b[Ybž'X]Y'X]Y'5'i a b]
a]hY]bUbXYf'hY]'Ybž'k YfXYb'Xi fW'X]Y'7\fc b]_ 'Xc_i a Ybh]Yfh'i bX
nY][Yb'X]Y'6YXYi hi b['XYf'<cW'gW'i 'Y'j]b']\fYa 'dYfg0b`]W'Yb'i bX
VYfi Z]W'Yb'K YfXY[Ub[""

6]`Xi b[ggmgHYa `i bX`X]Y`F c``Y`XYf <cW'gW'i `Y

8]Y'6YXYi hi b['XYf'6HI 'ja '@YVYb']\fyf'Ghi X]YfYbXYb'ghY'h'a
?cbhYi h'XYg'6]`Xi b[gk YgYbg']b'8Yi hgW'\UbXž'XUg'ghUf'_Z0XYfU'
[YdfÄ[h']gh"K Ä\fybX'X]Y'<cW'gW'i 'UfhYb'Y]bY'J]Y'nU'\`Ub
U_UXYa]gW'Yb'A 0[`]W'_Y]hYb'V]YhYbž'\Uh'X]Y'6HI 'Y]bYb
VYgcbXYfYb': c_i g'Ui Z'0b[Yb]Yi fk]ggYbgW'UZhYbž'k]Y'X]Y
9bhk]W'_i b[Yb'ja 'GhfU» Yb!'i bX'6f0W_YbVUi 'nY][Yb""6]`Xi b[`]b
8Yi hgW'\UbX'j YfZc`[h'XUg'N]Y'ž'K c'\ghUbX'i bX'7\UbW'b[`Y]W'\Y]h

ni `Z0fXYfbž`k cVY]`6]`Xi b[gYfZc`[`b]W`h] cb`XYf`gc]U`Yb`<Yf`_i bZh
 UV\`Ab[Yb`gc`hY"8]YgY`K YfhY`Z]bXYb`g]W`Ui W`]b`XYf`D\]`cgcd\]Y
 XYf`6HI `k]XYfž`X]Y`]\fYb`5Vgc`j YbhYb`i a ZUggYbXY`6]`Xi b[`i bX
 ?ca dYhYbnYb`j Yfa]hhY`b`a ÖW`hY"

8]Y`9bhk]W`_i b[`i bX`9fZc`[Y`XYf`Ghi X]YfYbXYbž`X]Y`Ub`XYf`6HI
]\fY`5i gv]`Xi b[`Yf\U`hYb` \UVYbž`_ÖbbYb`Xi fW`j YfgW`]YXYbY
 Ghi X]Ybdfc[fUa a Y`i bhYfgh`hnh`k YfXYb" `Gh]dYbX]Yb`i bX
 Z]bUbn]Y`Y`<]`ZYb`k]Y`65Z0; `Yfa Ö[`]W`Yb`Yg`j]Y`Yb`Ghi X]YfYbXYbž
]\fY`U`UXYa]gW`Yb`N]Y`Y`ni `YffY]W`Ybž`k Ä`fYbX`XUg`VfY]hY
 GdY`_hfi a `Ub`6]`Xi b[gUb[YVchYb`Yg`]\bYb`Yf`Ui Vhž`]\fY`HU`YbhY
 i bX` ðhYfYggYb`ni `YbhZU`hYb"

ð`Y]bYf`NY]hž`]b`XYf`g]W`X]Y`6]`Xi b[g`UbXgW`UZh`gh`AbX][
 k Y]hYfYbhk]W`_Y`hž`V`Y]Vh`X]Y`6fUbXYbVi f[]gW`Y`HYW`b]gW`Y
 l b]j Yfg]h`h`7`chhVi g!GYbZhYbVYf[`Y]b`UbYf`_UbbhYg`NYbhfi a `Z0f
 ð[Yb]Yi fk]ggYbgW`UZhYb`i bX`Y]bY`E i Y`Y`Z0f`]bbcj Uh]j Y` ðYb
 i bX`DYfgdY`_hj] Yb"

8YhU]`g	
Cfh	7chhVi gž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V!hi "XY • U`i a b]i g"bYh • k k k "g`]XYgYfj Y"Wca

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["bYh