

K U]V`]b[Yb`Yf\`À`h`bYi Yg` <Ui g`XYf`
A i g]_ `ZØf`7\`ÒfY`i bX`C fW`YghYf`°

K U]V`]b[Yb`d`Ubh`Y]b`bYi Yg` <Ui g`XYf`A i g]_ `ZØf`7\`ÒfY`i bX`
C fW`YghYf`ž`i a `X]Y`_i `hi fY`Y`J`J]Y`ZU`h`ni `ZØfXYfb`"



K]`XhUi VYbk Y[`` +ž`+%` ' (`K U]V`]b[Yb`ž`8Yi hgW`UbX`!
K U]V`]b[Yb`d`Ubh`X]Y`9ff]W`hi b[`Y]bYg`bYi Yb` <Ui g`XYf`A i g]_`
ZØf`7\`ÒfY`ž`C fW`YghYf`i bX`6UbXg`"8]YgYg`]bbc] Uh]j`Y`J`cf\`UVYb`]gh`
HY`Y]bYg`i a`ZUggYbXYb`i`a`ghfi`_hi`f]Yfi`b[`gdfc`Y`_hgž`XUg`gck`c`\`
XUg`gcbXYfd`AXU[`c[`]gW`Y`6]`Xi`b[`g!`i`bX`6YfUhi`b[`gnYbhfi`a`U`g`
Ui`W`X]Y`Òfh`]W`Y`A`i`g]_`gW`i`Y`]b`XYf`7ca`Yb]i`ggW`i`Y`
i`bhYfvf]b[`Yb`k`]fX`"8]Yg`_Òbbh`Y`X]Y`a`i`g]_`U`]gW`Y`@UbXgW`UZh`]b`
XYf`GhUXh`Yf\`YV`]W`VYfY]W`Yfb`i`bX`ZØf`Y]bY`nYbhfU`Y`5b`Ui`ZghY`Y`
gcf[`Yb`ž`X]Y`XUg`_i`hi`fY`Y`@YVYb`ZØfXYfh`"

5_hi`Y`Y`g][`bU`]g]Yfh`XYf`6YXUfZ`Ub`F`Ài`a`]W`_Y]hYb`ZØf`X]Y`
A`i`g]_`gW`i`Y`i`bhYfYg`F`Ya`ghU`ž`X]Y`[`Y[`Ybk`Àfh][` ``)`
I`bhYff]W`hgf`Ài`a`Y`Ub`%`GhUbXcfhYb`bi`mh`"8`Ug`Gh`Xh]gW`Y`

C fWk YghYfz`XUg`a`cbhU[g`]b`XYf`5i`U`XYf`GhUi`ZYf!FYU`gWk i`Y`
dfcVh`z`bi`hnh`VYfY]hg`nY`b`F`Ai`a`Y`Ub`g]YVYb`j`YfgWk]YXYbYb`
Gd]Y`gh`AhYb`z`k`Ug`XYb`K`i`bgWk`b`UWk`Y]bYa`nYb`hfU`Yb`GhUb`Xcfh`
k`Y]hYf`j`Yfgh`Af`h`@Ui`h`nj`k`"XY`_`ObbhY`XUg`bYi`Y`NYb`hfi`a`Y]bY`
@Ogi`b[`Zof`X]YgY`f`Ai`a`]Wk`Yb`<`YfUi`gZc`fXYfi`b[`Yb`V]YhYb"

A i g]_`i`bX` ;`Ya`Y]bgWk`UZh

9]b`k`Y]hYfYf`k`]Wk`h[`Yf`5gdY`_`h`XYf`a`i`g]_`U`]gWk`Yb` ;`Ya`Y]bgWk`UZh`]b`
K`U]V`]b[`Yb`]gh`XYf`J`YfY]b`ni`f` :`OfXYfi`b[`XYf`G]bZcb]YhhU`]a`
Gh`Xh]gWk`Yb`C`fWk`YghYf`K`U]V`]b[`Yb`Y`"J`" `z`XYf`%-`\$`+`i`fgdf`0b[`]Wk`
U`g`A`i`g]_`j`YfY]b`K`U]V`]b[`Yb`[`Y[`f`0b`XYh`k`i`fXY`"i`b`hYf`XYf`@Y]hi`b[`
j`cb` :`fUi`9`U!`A`Uf]Y` :`Ygga`Ubb` \`Uh`g]Wk`XUg`C`fWk`YghYf`0VYf`X]Y`
>U`fY`k`Y]hYfYb`hk`]W`_`Y`h`8]Y`i`a`[`Y`Zc`fa`hYb`GhY]Wk`Yf`ni`f`
G]bZcb]YhhU`_`Obb`Yb`Ui`Z`Y]bY`Ub[`Y` ;`YgWk`]Wk`hY`ni`f`0W`_`V`]W`_`Yb`i`b`X`
[`Yb]Y`»`Yb`Y]bYb`Z`Y`ghYb`D`Uhm`]a`_`i`h`i`fY`Yb`@YVYb`XYf`GhUXh`G]Y`
hfY`hYb`fY[`Y`a`A`»][`a`]h`UVk`YWk`g`i`b[`gfY]Wk`Yb`Dfc[`fUa`a`Yb`Ui`Z`
i`bX`VYn]Y`Y`b`Ui`Wk`^`b[`Y`Gc`]ghYb`Ui`g`XYf`F`Y[`]cb`]b`]fY`
?`cbnY`fhY`Y]b`"8]Y`6Y`_`Ubb`h`Y]h`XYg`C`fWk`YghYfg`]gh`b]Wk`h`bi`f`c`_`U`
[`Ygh]Y[`Yb`z`gc`b`XYfb`fY]Wk`h`a`]h`hYfk`Y]Y`Ui`Wk`]b`XYb`g`0XX`Yi`hgWk`Yb`
F`Ui`a` \`]b`Ui`g"

A`]h`Y]bYa`Dfc`VYbnY]hfUi`a`j`cb`&\$.`\$\$`V]g`&&.`\$\$`i` \`f`Ua`A`cbhU[`
]gh`X]Y`G]bZcb]YhhU`Zof`U`Y`5`hYfg[`fi`dd`Yb`c`ZYb`i`b`X`hf`A[`h`ni`f`
_`i`h`i`fY`Yb`HY`] \`UVY`]b`K`U]V`]b[`Yb`VY]"`K`Y]hYfY`>Zc`fa`Uh]cb`Yb`ni`
XYb`5`_`hj`]h`AhYb`i`b`X`5`bgd`fYWk`d`Uf`hb`Yf]b`XYg`J`YfY]bg`g]b`X`Ui`Z`\`fYf`
K`YVgY]hY`ni`Z]b`XYb`z`X]Y`j`cb`XYb`J`YfY]bga`]h[`]Y`XYfb`[`Yd`ZY[`h`
k`]fX"

?`i`h`i`fY`Y`6]`X`i`b[`gh`Af`_`Y`b`

8]Y`6Y`XYi`hi`b[`XYf`a`i`g]_`U`]gWk`Yb`6]`X`i`b[`k`]fX`Ui`Wk`Ui`Z`
bUh]cb`U`Yf`9VYbY`VYhc`b`h`z`k`]Y`VY]a`fYW]Yb`hY`
A`i`g]_`gWk`i`_`cb[`fYgg`&\$\$`&`)`]b`8`fYg`XYb`z`XYf`j`ca`i`-`"V]g`%"`A`U`
gh`Uhh`ZUb`X`"i`b`hYf`XYa`A`c`h`c`K`]f`Y`VYb`A`i`g]_`gWk`i`Y`
j`Yfg`Ua`a`Y`hYb`g]Wk`0VYf`%"`+`\$\$`HY]`b`Y`a`Yb`XY`z`i`a`Ub`K`cf`_`g`c`dg`
i`b`X`J`c`fh`A[`Yb`hY]`ni`b`Y`a`Yb`"8`Yf`?`cb[`fYgg` \`c`V`X]Y`
[`YgY`g`Wk`UZh]Wk`Y`F`c`Y`j`cb`A`i`g]_`gWk`i`Yb`]b`XYf`

8Ya c_fUh]YV]`Xi b[`i bX`_i `hi fY`Yb`HY]`UVY`Yfj cf`i bX`ZcfXYfhY
Y]bY`bUW`U`h][Y`:]bUbn]Yfi b[`X]YgYf`9]bf]W`hi b[Yb`"

8]Y`9hUV`]Yfi b[`Y]bYg` <Ui g`XYf`A i g]_ `]b`K U]V`]b[Yb`_ÖbbhY
b]W`h`bi f`X]Y`c_U`Y`A i g]_i `hi f`gh`f`Yb`ž`gcbXYfb`Ui W`U`g
6Y]gd]Y`ZØf`UbXYfY`Gh`XhY`X]YbYbž`k]Y`k]W`h][`Y]bY`gc`]XY
a i g]_U`]gW`Y`6]`Xi b[`ZØf`X]Y`; Ya Y]bgW`UZh`]gh`" ðk]YZYfb`g]W`X]Y
D`ÀbY`]b`XYb`_ca a YbXYb`A cbUhYb`_cb_fYh]g]YfYb`k YfXYbž`V`Y]Vh
UVni k UfhYbž`XcW`X]Y`J cfZfYi XY`Ui Z`Y]b`bYi Yg`NYbhfi a `ZØf`X]Y
A i g]_`]gh`gdØfVUf`"

8YhU]`g	
C fh	K]`XhUi VYbk Y[`` +ž+%` ' (`K U]V`]b[Ybž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "nj k "XY• k k k "k U]V`]b[Yb"XY• k k k "a i g]_gW`i `Yb"XY

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