HfU[]gW\ Yg' =bZYfbc`]a
A Uf]Yb_fUb_Yb\Ui g. `8fY]`HchY`bUW\`
6fUbX`°

8fY]`HchY`bUW\`6fUbX`]a `A Uf]Yb\_fUb\_Yb\Ui g`<Ua Vi f[/
+&!`Ä\`f][Yf`J YfXÄW\h][ Yf`ZYgh[Ybca a Ybž`9fa ]h`i b[Yb
`Ui ZYb"

A Uf]Yb_fUb_Yb\Ui gž`<Ua Vi f[ ž`8Yi hgW\`UbX`!`#`XYf`BUW\h
ni a`%"`*`b]`&\$&)`YfY][ bYhY`g]W\`]a `A Uf]Yb_fUb_Yb\Ui g`]b
<Ua Vi f[`Y]b`j Yf\YYfYbXYf`6fUbXž`VY]`XYa`XfY]`A`ÄbbYf`]a`5`hYf
j`cb`,`(ž`,`)`i`bX`,`+`#`Ä\`fYb`i`a`g`@`YVYb`_Ua`Yb`"8]Y`<Ua Vi f[Yf
:Yi Yfk Y\`f`k`Uf`a`]h`Yhk`U`%`\$`9]bgUhn_fÄZhYb`j`cf`C`f`h`i`b`X`\_`c`b`b`h`Y
XUg`:`Yi`Yf`b`UW`fi`b`X`&\$`A`]bi`hYb`"ÖgW\Ybž`bUW\XYa`Yg`g]W\`]a
9fX[YgW\cgg`XYf`[Yf]Uhf]gW\Yb`GhU]cb`Ui`g[ YVfY]hYh`UhhY`i`b`X
F`Ui`W`]b`U`Y`j`]Yf`9`hU[ Yb`XYg`;`YVÄi`XYg`nc["`#`g[YgUa`h`k`i`f`X`Y`b
`(`A`YbgW\Yb`j`Yf`Y`h`h`ž`X`U`f`i`b`h`Y`f`Y]b`Y`D`Y`f`g`c`b`ž`X]Y`g]W\`]b
@YVYbg[YZU\`f`VYZ]bXYhž`gc`XUgg`Y]b`Y`g`W\`b`Y`Y`i`b`X`i`a`ZUggYbXY
B`chZU`j`Y`f`g`c`f[`i`b[ `b`Ö`h][`k`U`f`"8]Y`9]bgUhn\_fÄZhY`\`UhhYb`a`]h
Yi`hf`Ya`Yb`6`Y`X]b[`i`b[Yb`ni`_`Ä`a`d`Z`Y`b`ž`X`U`X]Y`G]W\`h`Ui`Z[`fi`b`X`j`cb
E`i`U`a`i`b`X`K`UggYfXUa`d`Z`g`h`U`f`\_`Y]b[YgW\`f`Ä`b`_`h`k`U`f`ž`k`Ä`\`f`Y`b`X
DUh]Yb`h`Y`b`i`a`<`]Z`Y`f`]Y`Z`Y`b`",`V`Y`f`Y]b][Y`:`Y`b`g`h`Y`f`i`b`X`:`i`f`Y`k`i`f`X`Y`b
nU\`f`Y]W\`Y`DUh]Yb`h`Y`b`[Yf`Y`h`Y`h`ž`k`Ä`\`f`Y`b`X`U`b`X`Y`f`Y`ni`b`Ä`W\`g`h]b`j`\`f`Y`b
N]a`a`Y`f`b`j`Y`f`V`]Y`V`Y`b`a`i`g`g`h`Y`b"

8]Y`[ YgUa`hY`[ Yf]Uhf]gW\Y`GhU]cb`k`i`f`X`Y`Y`j`U`\_`i`]Y`f`h`ž`X`Y`f`Ø`V`f][Y
6Yhf]YV`]a`?`f`U`b`_`Y`b`\`U`i`g`i`Ä`i`Z`h`Y`X`c`W\`k`Y]h`Y`f`"8]Y`j`Y`f`Y`h`h`Y`b
D`Y`f`g`c`b`Y`b`k`i`f`X`Y`b`]b`X`Y`f`B`c`h`U`i`Z`b`U`a`Y`j`Y`f`g`c`f[`h`i`c`X`Y`f`]b
i`a`]Y[YbXY`?`f`U`b`\_`Y`b`\`Ä`i`g`Y`f`[YVfUW\`h`"8`Y`f`;`Y`g`W\`Ä`Z`h`g`ZØ`\`f`Y`f`X`Y`g
A`U`f`]Y`b`\_`f`U`b`\_`Y`b`\`U`i`g`Y`g`ž`7`\`f]g`h`c`d`\`G`W\`a`]h`n`ž`V`Y`g`h`Ä`h][`h`Y`X`]Y
Ni`g`U`a`a`Y`b`U`f`V`Y]h`a`]h`X`Y`b`6`Y`\`Ö`f`X`Y`b`ž`i`a`X]Y`i`f`g`U`W\`Y`b`X`Y`g
6`f`U`b`X`Y`g`ni`_`Ä`f`Y`b`i`b`X`X]Y`G]W\`Y`f`\`Y]h`X`Y`f`DUh]Yb`h`Y`b`ni

[Yk Å\ f`Y]ghYb" 5i W\`XYf; Ygi bX\Y]hggYbUhc f]b`A Y`Ub]Y
GW\`chn\Ui Yf`XfØW_hY`]\f`A]h[YZØ\`ZØf`X]Y`CdZYf`i bX`XYfYb
5b[Y\Øf][Y`Ui gi bX`XUb_hY`XYb`FYhhi b[g_fÅZhYb`ZØf`\fYb
i bYfa ØX`]W\Yb`9]bgUhn"

J YfXUW\h`Ui Z`6fUbXgh]Zhi b[

æZc`[ Y`XYg`6fUbXYg`k i fXY`Y]b`+&! Å\ f][Yf`DUh]Ybh
ZYgh[Ybca a Ybž`XYf`j YfXÅW\h][h`k ]fXž`XUg`i Yi Yf`UVg]W\h`]W\`
[Y`Y[ h`ni `UVYb" 8]Y`Dc`nY]`i bhYfgi W\h`XYfnY]hž`cV`XYf
6YgW\i`X][ hY`ni a`NY]hdi b\_h`XYg`JcfZU`g`]b`Y]bYa`dgmW\]gW\Yb
5i gbU\`a Yni ghUbX`k Uf" 5a`A`cbhU[`k ]fX`VYgW\`cggYbž`cV`Yf`]b
l bhYfgi W\i b[g\UZh`\_ca a h`6fUbXYfa]hh`Yf`XYg
@UbXYg_f]a]bU`Ua hYg`\UVYb`VYfY]hg`Gdi fYb`Ua`6fUbXcfh
[Yg]W\Yfhž`XYf`i bhYfXYggYb`VYgW\`U[bU\`a h`k i fXY" 8]YgY
i a ZUggYbXYb`9fa ]hhi b[ Yb`g]bX`YfZcfXYf`]W\ž`i a`X]Y`[YbUi Yb
l a ghÅbXY`XYg`JcfZU`g`ZYghni ghY`Yb"

8]Y`G]hi Uh]cb`]a`A`Uf]Yb`\_fUb`_Yb\`Ui g`\Uh`b]W\h`bi f`X]Y
6YhfcZZYbYbž`gcbXYfb`Ui W\`X]Y`[YgUa hY`i; Ya`Y]bXY`YfgW\ØhhYfh"
8Ug`9fnV]ghi a`<Ua Vi f[`Uh`X]Y`i; Åi V][ Yb`ni`i; YVYhYb`ZØf`X]Y
CdZYf`Ui Z[ Yfi ZYb" 8]Y`HfUi Yf`ØVYf`X]Y`HcXYgZÅ`Y`i bX`X]Y
JYf`Yhni b[ Yb`k]fX`j cb`XYb`6Y\ØfXYb`i bX`XYf`i; Ya`Y]bgW\UZh]b
<Ua Vi f[`YhY`h" ægVYgcbXYfY`æbYbgYbUhc f`5bXm; fchY`i bX
9fnV]gW\cZ`GhYZUb`<Y»Y`\UVYb`g]W\`VYhfcZZYb`[YÅi »Yfhi bX`XYb
9]bgUhn_fÅZhYb`ZØf`\fYb`a`i h[Yb`9]bgUhn`[YXUb`_h"

8Ug`A`Uf]Yb`\_fUb`_Yb\`Ui gž`XUg`ØVYf`fi bX`\*`\$\$`6YhhYb`j YfZØ[h`i bX
Å\ f`]W\`Yhk U`-` "\$\$\$`DUh]YbhYb`VY\UbXY`hž`g]Y\`h`g]W\`bi b`Y]bYf
gW\k]Yf][Yb`D\UgY`[Y[YbØVYfž`]b`XYf`X]Y`G]W\Yf\Y]hi bX`XUg
K`c\`XYf`DUh]YbhYb`]a`JcfXYf[ fi bX`ghY\Yb`a`ØggYb"

æg[YgUa h`V`Y]Vh`X]Y`G]hi Uh]cb`\YfUi gZcfXYfbXž`i bX`X]Y
5i Z`Åfi b[ `XYg`JcfZU`g`k ]fX`a`]h`<cW\Xfi W`\_j`cfUb[Yhf]YVYb" "
**F Ya gnY]hi b[`VYf]W\hYhž`XUgg`X]Y`F`ØW`ZFU[Yb`Ub`U`Y`
fY`Yj UbhYb`GhY`Yb`Zcfh[YgYhnh`k YfXYbž`i a`Y]b`i a`ZUggYbXYg`6]`X
XYf`i; YgW\Y\`b]ggY`ni`Yf`U`hYb" 5i W\`X]Y`HU[YggW\Ui
h\Ya Uh]g]Yfh`XYb`JcfZU`i bX`\YVh`X]Y`F`Y`Yj Ubn`XYf`9fa]hhi b[Yb**

\Yfj cfžk Å\fybX`XYf`HU[Yggd]Y[Y`X]Y`Ya ch]cbU`Y`8]a Ybg]cb
 XYg`bchZU`a YX]n]b]gWYb`9]bgUhnYg`i bX`X]Y` : c`[ Yb`ZØf`X]Y
 DUh]YbhYb`i bX`]\fY` : Ua `]Yb`VY`Yi W`hYh"

8YhU]`g	
J cfZU``	6fUbXgh]Zhi b[
I fgUWXY	J YfXUW`h`Ui Z`6fUbXgh]Zhi b[
C fh	A Uf]Yb`_fUb`_Yb`Ui gž`< Ua Vi f[ž`8Yi hgW`UbX
J Yf`YhnhY	' (
: YghbU`a Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fYa gnY]hi b["XY • k k k "hU[YggW`Ui "XY</li> <li>• k k k "hU[ Yggd]Y[ Y`"XY

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