

5 fnhd fUI]g!: À`Y. `ÿ fnh]b`bUW\`HcX`nk Y]Yf DUh]YbhYb`j Yfi fhY]`h°

9]bY`ÿfnh]b`k i fXY`k Y[Yb`ZU\`f`Àgg][Yf`HÒhi b[`j Yfi fhY]`hž
bUW\XYa`nk Y]`DUh]YbhYb`bUW\`6Y\UbX`i b[Yb`ghUfVYb``8 Ug
l fhY]`]gh`bcW\`b]W\h`fYW\hg_`f`ÀZh]["



5i [gVi f[ž`8Yi hgW\`UbX`!`9]bY`*`!`À\`f][Y`ÿfnh]b`k i fXY`k Y[Yb
ZU\`f`Àgg][Yf`HÒhi b[`ni`UW\`h`A`cbUhYb`<`UZh`Ui`Z`6Yk`À\`fi b[
j`Yfi`fhY]`h``8]YgYg`l`fhY]`Yf[]b[`j`ca`'5a`hg[Yf]W\`h`5i [gVi f[`i`bX
ghY\`h]a`Ni`gUa`a`Yb\`Ub[`a`]h`XYa`'HcX`nk Y]Yf`DUh]YbhYb`ž`X]Y
bUW\`6Y\`UbX`i b[Yb`]b`]\`fYf`DfUI]g`ghUfVYb``8]Y
GhUUhgUb`k`U`hgW\`UZh`\`UhhY`]b`VY]XYb`:`À`Yb`'5b`_`U[Y`Yf\`c`VYb`ž`XU
g]Y`ZU\`f`Àgg][Y`HÒhi b[`j`Yfa`i`hYhY``@Ui`h`DBD`_`Ua`'Yg`VY]`Y]bYf
6Y\`UbX`i b[`ni`f`hfU[]gW\`Yb`?`ca`d`]_`Uh]cb`ž`U`g`Y]b`A`U[Yb`VU``cb`ž
XYf`Y]bYf`DUh]Ybh]b`Y]b[YgYhnh`k`YfXYb`gc``hY`ž`j`Yffi`hgW\`hY`i`b`X`X]Y
5ha`i`b[`V`c`W_]YfhY``Hf`chn`gc`Zc`fh`Y]b[Y`Y]hYhYf`B`chZU``a`U»`b`U\`a`Yb
Yfgh]W\`hY`X]Y`:`fUi`"

F]W\`hYf]b`G]`_`Y`?`b][[Y`_`f]h]g]YfhY`]b`]\`fYa`i`l`fhY]`X]Y

J cf[Y\Ybgk Y]gY`XYf`Yfnh]bž`X]Y`XUg`9bXcg_cd`ni`ZfØ\`YfUi`gnc[ž
k cXi fW`X]Y`6YZØ`i b[`XYg`6U`cbg`b]W`h`a`Y`f`Ui`gfY]W`Y`b`X
ØVYfk`UW`h`k`YfXYb`_`c`b`b`h`Y`"B`UW`X`Ya` `J`cfZU`Y`f`_`À`fh`Y`X]Y`Y`fnh]bž
_Y]bY`A`U[`Y`b`V`U`c`b`g`a`Y`f`Y]bgY`h`n`Y`b`ni`k`c`Y`b`"Æ`Y]b`Ya`nk`Y]h`Y`b
:`U`k`i`f`X`Y`g]Y`k`Y[`Y`b`X`Y`f`ZU`f`À`gg][`Y`b`H`Ø`h`i`b[`Y]b`Y`g`k`Y]h`Y`f`Y`b
DUh]Y`b`h`Y`b`Ub[`Y`_`U[`hž`X`Y`f`k`À`f`Y`b`X`Y]b`Y`f`9`b`X`c`g`_`c`d]Y`V`Y`\`U`b`X`i`b[
_`c`UV]Y`f`h`Y`i`b`X`U`b`<]f`b`g`W`U`X`Y`b`g`h`U`f`V`"Æ`X]Y`g`Ya` :`U`gd`f`U`W`X]Y`
F]W`h`Y`f]b`X]Y`Y`fnh]b`Y`X`c`W`Z`F]ž`X`U`X`Y`f`DUh]Y`b`h`g`W`k`Y`f`Y`
J`cf`Y`f`_`f`Ub`_`i`b[`Y`b`\`U`h`h`Y`ž`j`c`b`X`Y`b`Y`b`X]Y`Y`fnh]b`b]W`h`g`k`i`g`g`h`Y`ž`X`U
k`Y`X`Y`f`X`Y`f`<`U`i`g`U`f`n`h`b`c`W`X`Y`f`DUh]Y`b`h`X`U`f`Ø`V`Y`f`j`b`Z`c`f`a`]Y`f`h`Y`b`"

?`c`b`h`Y`I`h`i`n`i` `6`Y`\`U`b`X`i`b[`g`Z`Y`\`Y`f`b`

6Y`U`b`X`i`b[`g`Z`Y`\`Y`f`g]b`X`i`a` `a`Y`X]n]b]g`W`Y`b`5`h`U[`\`À`i`Z][`i`b`X
_`Ø`b`Y`b`g`W`k`Y`f`k`]Y[`Y`b`X`Y`?`c`b`g`Y`e`i`Y`b`n`Y`b`Z`Ø`f`DUh]Y`b`h`Y`b`i`b`X`Y`fnh`Y
\`U`V`Y`b`"@`U`i`h`Y]b`Ya` `6`Y`f]W`h`X`Y`f`5`C`?`[`]V`h`Y`g`À`f`]W`Y`h`k`U`%`-`"\$`\$\$`
h`Ø`X`]W`Y`6`Y`\`U`b`X`i`b[`g`Z`Y`\`Y`f`b`8`Y`i`h`g`W`U`b`X`ž`k`c`V`Y]`V`Y]`Y`X`Y`f`
\`i`b`X`Y`f`h`g`h`Y`b`6`Y`\`U`b`X`i`b[`Y]b` :`Y`\`Y`f`U`i`Z`h`f]h`"8]Y`i`b`h`Y`f`g`W`Y]X`i`b[
n`k`]g`W`Y`b`Y]b`Z`U`W`Y`b`i`b`X`[`f`c`V`Y`b`6`Y`\`U`b`X`i`b[`g`Z`Y`\`Y`f`b`]g`h
Y`b`h`g`W`Y]X`Y`b`X/[`f`c`V`Y` :`Y`\`Y`f`g]b`X`g`c`W`Y`ž`X]Y`U`i`g`c`V`Y`_`h]j`Y`f`G]W`h`
b]W`h`a`Y`f`b`U`W`j`c`n]Y`\`V`U`f`g]b`X`"8]Y`f`Y`W`h]W`Y`b` :`c`[`Y`b`_`Ø`b`Y`b`
j`c`b`G`W`U`X`Y`b`g`Y`f`g`U`h`n`Z`c`f`X`Y`f`i`b[`Y`b`V]g`\]b`ni`g`h`f`U`Z`f`Y`W`h]W`Y`b`
J`Y`f`i`f`h`Y]i`b[`Y`b`k`Y[`Y`b`?`Ø`d`Y`f`j`Y`f`Y`h`n`i`b[`c`X`Y`f`Z`U`f`À`gg][`Y`f`
H`Ø`h`i`b[`f`Y]W`Y`b`ž`k`]Y`H`Y`a`Y`Y`f`_`À`fh`"

9]b`k`]f`_`g`U`a`Y`g` :`Y`\`Y`f`a`U`b`U[`Y`a`Y`b`h`i`b`X`i`a`Z`U`g`g`Y`b`X`Y`G`W`i`i`b[`Y`b`
Z`Ø`f`a`Y`X]n]b]g`W`Y`g`D`Y`f`g`c`b`U`g]b`X`k`Y`g`Y`b`h]W`Y`5`b`g`À`h`n`Y`ni`f`
J`Y`f`a`Y]X`i`b[`g`c`W`Y`f` :`Y`\`Y`f`"Ni`X`Y`a`_`Ø`b`b`h`Y`b`
G]W`Y`f`\`Y]h`g`a`U»`b`U`\`a`Y`b`k`]Y`d`Y`f]c`d`Y`f`U`h]j`Y`7`\`Y`W`_`]g`h`Y`b`X`U`n`i`
V`Y]h`f`U[`Y`b`ž`X]Y`DUh]Y`b`h`Y`b`g]W`Y`f`\`Y]h`Y`f`\`Y`V`]W`Y`ni`Y`f`\`Ø`Y`b`"

DUh]Y`b`h`Y`b`f`Y`W`h`Y`i`b`X`F`Y`U`_`h]c`b`Y`b`V`Y]

6Y`U`b`X`i`b[`g`Z`Y`\`Y`f`b`

6Y]Y]b`Ya` `J`Y`f`X`U`W`h`U`i`Z`6`Y`\`U`b`X`i`b[`g`Z`Y`\`Y`f`\`U`V`Y`b`6`Y`h`f`c`Z`Y`b`Y`
j`Y`f`g`W]Y`X`Y`b`Y`A`Ø[`\]W`_Y]h`Y`b`ž`i`a`i`\`f`Y`5`b`g`d`f`Ø`W`Y`ni`_`_`À`f`Y`b`"9]b`
k`]W`h][`Y`g`6`Y`X`Ø`f`Z`b]g]g`h`c`Z`h`Y]b`_`_`À`f`Y`b`X`Y`g` ;`Y`g`d`f`À`W`a`]h`X`Y`a`

j YfUbhk cfh]WYb`5fnh"5bgdfYWXdUfhbYf'g]bX`]b`XYf`FY[Y`XUg
 ?fUb_Yb\Ui g`cXYf`XYf`VY\UbXY`bXY`5fnhž`k À\fybX`Ui W`X]Y
 ?fUb_Yb_UggY`Y]bY`k]W`h][Y`f`c`Y`gd]Y`h"8]YgY`i bhYfghØhnh
 A]h[`]YXYf`_cghYb`cg`VY]`GW`UXYbgYfgUhnUbghdfØWYb`Ui g
 6Y\UbX`i b[gZY\`Yfbž`k]Y`XUg`6i bXYg[Ygi bX\Y]hga]b]ghYf]i a
 XUfghY`h"

8UfØVYf`\]bUi g`UVYb`YfnhYgW`UZhYb` ; i hUW`hYf`_ca a]gg]cbYb
 i bX`GW`]W`hi b[gghY`Yb`[Y[fØbXYhž`X]Y`DUh]YbhYb`VY]`J YfXUW`h
 Ui Z6Y\UbX`i b[gZY\`Yf`i bhYfghØhnyb`_ØbbYb"8]YgY
 9]bf]W`hi b[Yb`dfØZYb` : À`Yž`X]Y`b]W`h; Y[YbghUbX`Y]bYg
 [Yf]W`h]WYb`J YfZU\fybg`g]bXž`k Ug`j cf`U`Ya` j cb`J cfhY]`]ghž`XU
 X]Y`J Yf`À\fi b[gZf]ghYb`k À\fybX`XYg`J YfZU\fybg`i bhYfvfcWYb
 k YfXYb"

8Ug`i fhY]`[Y[Yb`X]Y`Yfnh]b`]gh`bcW`b]W`h`fYW`hg_`fÀZh][ž`i bX`X]Y
 8]g`i gg]cb`i a`X]Y`J YfUbhk cfhi b[`j cb`YfnhYb`VY]
 6Y\UbX`i b[gZY\`Yfb`gck]Y`X]Y`XUa`]hj YfVi bXYbYb
 ?cbgYei YbnYb`k]fX`k Y]hYf\]b`j cb`[fc»Ya` `bhYfYggY`gY]b"

8YhU]`g	
J cfZU`	ZU\f`Àgg][Y`HØhi b[
I fgUW`Y	?ca`d`]_Uh]cbYb`VY]`6Y\UbX`i b[ž` a`Ub[Y`\UZhYg`B`chZU`a`UbU[Ya`Ybh
C fh	5i [gVi`f[ž`8Yi`hgW`UbX
J Yf`YhnhY	&
: YghbU`a`Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "h\]Ya`Y"XY • k k k "Vi`bXYg[Ygi`bX\Y]hga`]b]ghY`f]i`a`"XY

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