

A i g_ `` ÒgW h' V f] gUb hY b ' L ! Dc gh' ØVYf Hfi a d' i bX ' 9dghY] b! G_ Ub XU ` °

9`cb`A i g_ `` ÒgW h' i a ghf] hY b Y b ' L ! 6Y] hfU [' ØVYf`Hfi a d' i bX
9dghY] b! 5_ hY b ž k À \ fY b X` X Y f` GhfY] h' nk] gW Y b` VY] X Y b
Dc`] h]_ Y fb` Y g_ U`] Y fh"



: `cf] XU ž' i G5 ' ! 9`cb`A i g_ `` Uh' _Øfn`] W` Y] b Y b` 6Y] hfU [' Ui Z L ž
Y \ Ya U`g` Hk] hY f ž' [Y` ÒgW h ž'] b` X Ya` Y f` Y] b Y` J Y fV] b Xi b [` nk] gW Y b
8cbU` X` Hfi a d' i bX` X Ya` 9dghY] b! G_ Ub XU `` \ Y fghY `` h` ` ð` X] Y g Ya
6Y] hfU [` VY \ Ui dhY hY` A i g_ ž` Hfi a d' gY]] b` X Y b` [Y \ Y] a Y b` 5_ hY b ž` X] Y
a] h` X Ya` j Y fghc fV Y b Y b` :] b U bn] Y f` i b X` G Y I i U` ghfU Zh` hY f` ` X Z f Y m
9dghY] b`] b` Ni gUa` a Y b \ Ub [` ghY \ Y b ž` Y f k À \ b h` ` 8 Y f` G_ Ub XU `` i a
9dghY] b ž` X Y f` & \$ % - ` h c h`] b` g Y] b Y f` ; Y Ž` b [b] gnY `` Y` Ui Z [Y Ž` b X Y b
k i f X Y ž` \ Uh` k Y` h k Y] h` Ž` f` 5 i Z g Y \ Y b` [Y g c f [h ž`] b g V Y g c b X Y f Y` k Y]`
9dghY] b` i b h Y f` X Y a` J Y f X U W h` g h Y \ h ž` n U \ ` f Y] W Y` ` t b [Y` : f U i Y b` i b X
A` X W Y b` g Y I i Y `` a] ggV f U i W h` ni ` \ U V Y b` " A i g_ `` Y [h Y] b` g Y] b Ya
Dc gh` _ Y] b Y` 6 Y k Y] g Y` Ž` f` g Y] b Y` 6 Y \ U i d h i b [Y b` j` c f` i b X` Y f` _` À f h Y
b] W h ž` U i Z k Y` W Y` 8 c _ i a Y b h Y` Y f` g] W` [Y b U i` V Y n c [ž` k U g` ni` Y] b Y f
\ Y ž] [Y b` 8 Y V U h h Y` Ž` \ f h Y` " K` Y` h` V Y f] W h Y h ž` X U g g` X Y f` B U a Y` Hfi a d g

]b`ZfY][Y[YVYbYb`8c_i a YbhYb`ni f`9dghY]b!5ZZÄfY`nk Uf
Ui ZhUi Wk hž]\a`YXcWk`_Y]b` : Y\`j Yf\U`hYb`j cf[Yk cfZYb`k]fX"

8]YgY`9bhk]W_`i b[Yb`g]bX`HY`Y]bYg`g]Wk`ni gd]hnYbXYb`?cbZ]_hg
nk]gWkYb`A i g_`i bX`Hfi a džXYf`j cf`U`Ya`Xi fWk`A i g_g
ÖZZYbh`]WkY`?f]h]_`Ub`Y]bYa`j cb`Hfi a d`i bhYfghØhnhYb
6i bXYgghYi Yf[YgYhn`Ub[Y\Y]nh`k i fXY`"A i g_`VYgWk`fY]Vh`X]YgYg
; YgYhn`U`g` Y_Y`UZh`i bX` 5VgWkYi`]Wk`_Y]h`"Hfi a d`i bX`9dghY]b
\UhhYb`]b`XYb`%- - \$Yf`Δ\`fYb`Y]bYb`?cbhU`hž`Zc[Yb`a`]bXYghYbg
g]YVYb`A U`ni gUa`a Ybž`k Ug`A i g_g`6Y\Ui dhi b[`k Y]hYf`VYZYi Yfh
\Uh`"Hfi a d`VYghf]hh`YXcWk`YXY`J YfV]bXi b[`ni`XYb`J cfk ØfZYb
[Y[Yb`9dghY]bž`i bX`gck c`\`XUg`K Y]»Y`<Ui g`U`g`Ui Wk`Hfi a d
gY`Vgh`Y\`bhYb`Yg`UVž`A i g_g`J cfk ØfZY`ni`_ca`a Ybh]YfYbž`k Ug`X]Y
Gh]a`a i b[`nk]gWkYb`XYb`VY]XYb`k Y]hYf`j Yf[]ZhYh`"Dc`h]ZUWh
ZØ\fh`Ui gž`XUgg`Hfi a d`9dghY]b`&\$&`U`g` hc`\`Yb`HmdYb
VYnY]Wk`bYhYž`g]Wk`YXcWk`gdÄhYf`j cb`\a`X]ghUbn]YfhY`"A i g_
gY`Vgh`\UhhY`YVYbZU`g`?cbhU`h`ni`9dghY]bž`VYgi Wk`hY`YXcWk`
XYggYb`VY`_UbbhYghY`ϕgY`b]Wk`h"

F YU_h]cbYb`i bX` : c`[Yb

8]Y`F YU_h]cbYb`Ui ZA i g_g`[Y`ÖgWk`hYb`6Y]hfU[`g]bX`[Ya`]gWk`h`8Yf
J]nYdfÄg]XYbh`>8`"J UbWk`VYnY]Wk`bYhY`A i g_g`J cfk ØfZY`U`g
i bk U\`f`i bX`cVhY`gck c`\`Hfi a d`U`g`Ui Wk`A i g_"J UbWk`f]Yh`A i g_ž
g]Wk`ni`YbhgdUbbYbž`i bX`VYnY]Wk`bYhY`gY]bY`Dcghg`U`g`[fc»Yb
: Y\`Yfž`k Ä\`fYbX`Yf`Hfi a d`U`g`Ya`UbXYb`XUfghY`hYž`XYf`b]Wk`hg
: U`gWk`Yg`[YhUb`\Uh`"A i g_ž`XYf`Ui Wk`ϕ\UVYf`j cb`GdUWk`L`i bX
HYg`U`]ghž`\UhhY`ni j cf`]a`K U\`_Ua`dZ`Hfi a d`a`]h`VYhfÄWk`h]Wk`Yb
Gi`a`a Yb`i bhYfghØhnhž`k Uf`UVYf`bUWk`Hfi a dg`K U\`g]Y[`i bX
gY]bYf`9fbYb`bi b[`ni`a`GcbXYfVYfU`hYf`ghUf`_Yf`?f]h]_`XYf
GhYi Yfd`ÄbY`XYg`9I`!DfÄg]XYbhYb`Ui g[YgYhnh`"G_m`B`Y`k`g`ZØ[h
\]bni ž`XUgg`X]YgY`?cbhfcj YfgYb`Ui Wk`5i`gk]f_i b[Yb`Ui ZXYb
5_h]Yb_i fg`j cb`HYg`U`\UhhYbž`XYf`i a`%(`ž`i`Z]Y`i bX`XUa`]hfi bX
%) \$`A`j`]UfXYb`8c`\Uf`Ub`K`Yfh`j`Yf`cf"

8Yf`GhfY]h`nk]gWkYb`XYb`VY]XYb`A`ÄbbYfb`YbhnØbXYhY`g]Wk
ni`gÄh`]Wk`k`Ä\`fYbX`Y]bYg`6Ygi Wk`g`j cb`6i bXYg`_Ubn`Yf` : f]YXf]Wk
A Yfn`]b`K`Ug\]b[`hcbž`U`g`Hfi a d`A i g_`ÖZZYbh`]Wk`VYgWk`i`X][`hYž

XYb`J YfghUbX`j Yf`cfYb`ni` \UVYb"8]YgY`bYi Yb`GdUbbi b[Yb
 gcf[hYb`ZØf`ni` gÅh`]WY`l` bg]WYf\Y]h`VYnØ[`]WY`XYf`dc`]h]gWYb
 i bX`k`]fhgWUZh]WYb`9]bZØggYž`X]Y`X]Y`6Yn]Y\i b[`nk`]gWYb`A i` g_
 i bX`Hfi` a` d`bi` b`VY`UghYh`K` Å\`fYbX`A i` g_`k` Y]hYf\`]b`9]bZi` gg`]b`XYf`
 HYW!K` Y`h`\Uhž`V`Y]Vh`UVni` k` UfhYbž`k`]Y`g]WY`X]YgY`?`cbhfcj` YfgYb`
 Ui`ZgY]bY` ;` YgW`ÅZh]bhYfYggYb`Ui`gk`]f_`Yb`k` YfXYb`"

8YhU]`g	
J`c`f`ZU``	G_`Ub`XU`
C`f`h`	:`c`f]XUž`l` G5
E`i`Y``Yb`	<ul style="list-style-type: none"> • k`k`k` "k`Y`h"XY • k`k`k` "dc`]h]ZUWh"WŁa • bYk`g`g_`m"WŁa

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