

B Yi Y`I !6U\bYb`ZØf`6Yf`]b.`?ca Zcfh`i bX
< c ZZbi b[`Ui Z`DØb`_h`]W\`_Y]h`°

8]Y`6J; `Vf]b[h`UV`GYdhYa VYf`&\$&) `bYi Y`I !6U\bYb`XYf
6Ui fY]\Y`& `]b`6Yf`]b`]b`6Yhf]YVž`i a `?ca Zcfh`i bX
Ni j Yf`Àgg][`_Y]h`ni `ghY][`Yfb`"



6Yf`]bž`8Yi hgW\`UbX`!`8]Y`6Yf`]bYf`I !6U\b`ghY`\`h`j`cf`Y]bYa
K UbXY`ž`XYbb`UV`5bZUb[`GYdhYa VYf`&\$&) `k YfXYb`bYi Y`NØ[Y
XYf`6Ui fY]\Y`& `]b`6Yhf]YV`[Ybca a Yb``8]YgY`&]h]Uh]j Y`_ca a h
b]W\`h`j`cb`i`b[`YZ\`f.`8]Y`?`i`bXYbni`Zf]YXYb\Y]h`XYf`:`U\`f[`ÀghY`]gh
gY]h`&]\`fYb`]a`?`Y`Yfž`j`cf`U`Ya`Xi`fW`nU\`fY]W\`Y`5i`gZ\`Y`i`bX
J Yfgd`Àhi`b[`Yb`Ui`Z[`fi`bX`Y]bYg`j`YfU`h`Y`h`Yb`K`U[`YbdUf`_gž`XYf
hY]`k`Y]gY`ØVYf`*`\$`&]\`fY`U`h`]gh`;`Ya`À»`**VYf`]b!`]]`Y`d`Ub`h`X]Y`6J;`ž
X]Y`bYi`Yb`NØ[`Y`ni`b`ÀW`gh`Ui`ZXYf`I`&`nk`]gW\`Yb`DUb`_ck`i`bX
Fi`\`YVYb`Y]bni`gYh`Yb``I !6U\b!`7\`YZ`GhY`ZUb`?`Àf[`Y`\`YVh`X]Y
j`]Y`Yb`J`cfhY]`Y`XYf`bYi`Yb`6Ui`fY]\Y`\`Yfj`cfž`X]Y`Y]bYb`Yf\`YV`]W\`Yb
?ca`Zcfh[`Yk`]bb`]a`J`Yf[`\`Y]W\`ni`X`Yb`V]g\`Yf][`Yb`NØ[`Yb`V]Y`h`Yb`"**

K Ug[`YbUi`Yfk`UfhY`h`X]Y`:`U\`f[`ÀghY`a`]h`X`Yb`bYi`Yb`NØ[`Yb`3`8]Y`&`!

GYf]Y'k]fX'Y]bY'Xi fW [Y\YbXY'6Y[Y\Uf_Y]h'V]YhYbž'k Ug'XUg
FUi a [YZØ\`Yf\YV']W' j YfVYggYfh"6YgcbXYfg'Fc`ghi`ZU\fyfž
9'hYfb'a]h'?]bXYfk U[Yb'i bX'F UXZU\fyf'k YfXYb'j cb'XYb'VfY]hYfYb
8i fW [Åb[Yb'nk]gWYb'XYb'K U[[cbg'dfcZ]h]YfYb"<U'hYghUb[Yb
g]bX'bYi '[YghU'hYh'k cfXYb.'GhUhh'gYb_fYW'hYf'GhUb[Yb'[]Vh'Yg
'Yhnh[YVc[YbY'A cXY`Yž'X]Y'a Y\f'D'Uhn'gW'UZZYb""Ni XYa '[]Vh'Yg
gdYn]Y`Y'A Y\fnk YW_VYfY]WY'\]bhYf'XYb': U\fyf_UV]bYb'ZØf
: U\ffÅXYf""8]Y'NØ[Y'gYhnYb'Ui Z'Y]b']bbcj Uh]j Yg
6Y'Yi W'hi b[g_cbnYdh'XUg'g]W'Y'bUW'HU[YgnY]h'UbdUggh'i bX
ZØf'a Y\f'; Ya Øh]W_Y]h'gcf[Yb'gc`""9]bY'?`]a UUb'U[Y'\]b[Y[Yb
ZY\hž'XU'X]YgY'X]Y'Hi bbY'i bX'6U\ b\ÖZ'ni 'gY\f'Ui ZY]nYb
k ØfXYb""GhUhh'X'ggYb'_ca a Yb'j YfVYggYfhY'6Y'ØZhi b[ggmghYa Y
ni a '9]bgUmž'X]Y'ZØf'Y]b'Ub[YbY\ a Yg'?`]a U'gcf[Yb'gc`Yb"

9]b'GW f]hh]b'X]Y'Ni _i bZh

B]W'hini 'j YfbUW'Ågg][Yb'g]bX'X]Y'\UfhYb': U_hYb.'8]Y'6J; '\Uh
]bg[YgUa h(, ('bYi Y'K U[Yb'VYghY`hž'XUj cb'(%(\$?'Y]bdfcZ]'nØ[Y
i bX'' (('ZØf'; fc»dfcZ]!@]b]Yb""8]Y'YfghYb'(%(\$'NØ[Y'XYf'ž!
6Ui fy]\Y'a ØggYb'V]g'9bXY'8YnYa VYf'[Y']YZf'h'k YfXYb'': Øf'X]Y
l &'k YfXYb'YXcW'&%'X]YgYf'NØ[Y'VYbØh][hž'Y]b'_Ufyf'<]bk Y]g
Ui ZX]Y'8f]b['W_Y]hž'X]Y'j Yf_Y\fg]bZfUghfi _hi f'ni 'YfbYi Yfb""5i Z
XYb'; fc»dfcZ]!@]b]Yb'fl) 'V]g'l -Ł'gc`Yb'X]Y'bYi Yb'A cXY`Y'Yfgh
]a 'Gca a Yf'&\$&'ni a '9]bgUm'_ca a Yb""8]Yg']gh'XYf[fØ»hY
6YgW'UZZi b[gUi ZhfU[']b'XYf'; YgW]W'hY'XYf'6J; ž'k]Y'
HU[Yggd]Y[Y`Uba Yf_h"

8]Y'Bchk YbX][_Y]h'ZØf'X]YgY'bYi Yb'NØ[Y'nY][h'g]W'Ui W']b'XYb
U'Ufa]YfYbXYb'GhUh]gh]_Yb.'æ'ž\ f'&\$&('[UV'Yg
fy_cfXj YfXÅW'h][Y'NU\Yb'Ub'Ni [Ui gZ`Yb'i bX'j YfgdÅhi b[Ybž
gcXUgg'a Y\f'U'g'YXY'%'+'!6U\ b'Y]bY': Y\ZU\fh'\UhhY""@Ui h'
fVV&('gUb_X]Y'DØb_h]W_Y]hgei chY'Ui Z-, ž' DfcnYbh""8]Y
; fØbXY'ZØf'X]Y'gW'YW'hYb'K YfhY''Y[Yb'Ui Z'XYf'<UbX.
: UW_fÅZhYa Ub[Y'ž'žZfUghfi _hi fdfcV`Ya Y'i bX'Y]b'a UfcXYf
K U[YbdUf'_gYhnYb'XYf'6J; 'ni ž'k Å\fybX'X]Y'5i gV]Xi b['XYf
: U\fyf'ZØf'X]Y'bYi Yb'NØ[Y'ni gÅhn]W'dYfgcbY`Y'6Y'Ughi b[Yb'a]h
g]W'Vf]b[h"

8]Y`J Yf_Y\fggYbUhc f]b`l hY`6cbXY`f7 8l Ł:g]Y\h`XYbbcW`_Y]bYb
; fi bX`ni f`DUb]_ž`g]Y`VYnY]W`bYh`X]Y`6J; `U`g` Ui g_Òa a `]W`
Z]bUbn]Yfh`i bX`U`g` \cW`UhhfU_h]j Yb`5fVY]h[YVYf`"K Ybb`U`Yg
bUW`D`Ub``Ài Zhž`XØfZhYb`X]Y`bYi Yb`NØ[Y`V]g`9bXY`XYg`š\`fYg
Ui W`Ui ZXYb`@]b]Yb`l %`V]g`l (`ni a `9]bgUhn`_ca a Ybž`k Ug`ZØf`X]Y
: U\`f[ÀghY`Y]bY`k]`_ca a YbY`9f`Y]W`hYfi b[`XUfghY`Yb`XØfZhY`"CV
XYf`Ub[Y_ØbX][hY`?ca Zcfhi bX`X]Y`bYi Yb`8Yg][bg`XUni
VY]hfU[Yb`k YfXYbž`X]Y`Ni Zf]YXYb\Y]h`XYf: U\`f[ÀghY`bUW`U`h][`ni
ghY][Yfbž`V`Y]Vh`UVni k UfhYb"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b!`]j Y"XY • k k k "hU[Yggd]Y[Y`"XY • k k k "fVV&("XY

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