

HfUa `]b]Y`&%)b`6Yf`]b.`Gh]``Y[i b[`Xfc\h`
BYi Yg`_ca a h`Yfgh`&\$&* °

6Yf`]b`d`Ubh`X]Y`HY]`gh]``Y[i b[`XYf`HfUa `]b]Y`&%)b
: f]YXf]W\g\U]b`i bX`Fi a a Y`gVi f[`V]g`9bXY`&\$&) "'K]W\h][Y
l a VUi a U»bU\ a Yb`Zc`[Yb"



: f]YXf]W\g\U]bž`6Yf`]bž`8Yi hgW\`UbX`!`b: f]YXf]W\g\U]b`i bX
Fi a a Y`gVi f[`ghY\Yb`Y]bgW\ bY]XYbXY`J Yf`AbXYfi b[Yb`Z0f`X]Y
GhfU»YbVU\ b`]b]Y`&%`VYj`cf``8]Y`6J; `U`h`VYgW\`cggYbž`HY]`Y`XYf
6cl`U[YbYf`GhfU»Y`gck]Y`XYf`A Uf`ghfU»Y`V]g`ni a`U\`fYgYbXY
gh]`ni`Y[Ybž`XU`Y`g`gck`c\`X]Y; `Y]gY`]b`Y]bYa`Ni ghUbX`g]bXž`XYf
_Y]bY`k`Y]hYfY`6Ybi hni b[`a`Y`f`ni``Àggh``Ni XYa`k`]fX`X]Y
K]YXYf]bVYhf]YVbU\ a Y`XYf`@]b]Y`Yfgh`a`]h`XYf`Ub[`YfgY\`bhYb
BYi VUi ghfYW`Y`0VYf`XYb`6U\`b`c`ZC`gh`fYi n`a`0[`]W\`gY]bž`X]Y
`Y]XYf`bcW\`c\`bY`_cb`fYhYg`8Uhi a`Ui Z`XYf`5[YbXU`ghY\`h`K]Y`
**B 8`U`_hi`Y`VYf]W\hYhž`gcf[h`X]Y`U`_hi`Y`Y`G]hi Uh]cb`Z0f`Y]bYb
[Yk]ggYb`l`ba`i`hi`bhYf`XYb`5bk`c\`bYf.]bbYb`i`bX`: U\`f[`ÀghYb`**

8]Y; f0bXY`Z0f`X]Y`Gh]``Y[i b[`g]bX`j]Y`Z`A`h][``5b`XYf`<`U`hYghY`Y`

K]ga Ufd`Uhn'gc`Y]bY`bYi Y`K Y]WY`Y]b[YVUi h`k YfXYbž`i a`XYb
K Y]hYfVYhf]YV`Ui Z`HY]Yb`XYf`6cl \U[YbYf`GhfU»Y`ni`Yfa`Ò[`]WYb`
Ni XYa`d`Ubh`X]Y`6J ; ž`V]g`ni a`š`fYgYbXY`Y]bY
Nk]gWYbYbXghY`Y`Ui Z`XYf`6cl \U[YbYf`GhfU»Y`]b`F]W`hi b[
<c`hY]ghfU»Y`Y]bni f]W`hYb`"

8]Y`F c`Y`XYg`6U`b`c Zg`C gh_fYi n

C gh_fYi nž`XYf`j Yf`Y`f`g`f`Y]WY`6U`b`c Z`k]fX`Y]bY`G`W`Ø`ggY`fc`Y`]b
XYb`D`À`b`Y`b`gd]Y`Yb`"HÀ[`]W`bi hnYb`Y`k U`&`) "\$\$\$` : U`f[`À`ghY
X]YgY`nYbhfU`Y`l a` ghY][YghU]cb`"8 Yf`D`Ubž`X]Y`GhfU»YbVU`b`]b]Y
a]h`XYa`6U`b`c`Z`ni`j YfV]bXYbž`k i fXY`VYfY]hg`j c`f`Y]b][Yb`š`f`Y`b
j ca`GYbUh[YZUggž`XcW`X]Y`i fgd`f`Ø`b[`]WYb`N]Y`Y`X`Ug`<U`hYb
XYf`Y`f`ghYb`HfUa`g`Ua`C`gh_fYi n]a`š`f`&`\$`*`i bX`X`Uf`Ui Z`Zc`[YbX
]a`š`f`&`\$`*`i`k i fXYb`b]W`h`k]Y`[Yk`Ø`bgW`h`i a`[YgY`h`h`"5`_`hi`Y`
[]V`h`Y`g`bi`f`j U[Y`DY`fgd`Y`_`h]j Yb`Z`Ø`f`X]Y`l a`g`Y`h`ni`b[ž`k`U`g`X]Y
6`Ø`f[Yf.]bbYb`ni bY`a`YbX`Z`fi`gh]Y`f`h`ž`k]Y`6`Y`f`]b`@]j`Y`V`Y`f]W`h`Y`h`"

8]Y`b`Yi`[Yd`Ubh`Y`HfUa`]b]Y`k]fX`X]Y`@]b]Y`&%]j ca`K`Ø`l`]gW`d`U`hn
Ø`VYf`<c`hY]!`i bX`G`c`b`b`h`U[ghfU»Y`ni`f`A`Uf`_`h`ghfU»Y`Z`Ø`f`Y`b`"
;`Y]W`nY]h[`]gh`Y]bY`b`Yi`Y`@]b]Y`&&]b`D`U`bi`b[ž`X]Y`XYb`5`bgW`i`gg
ni`XYb`G`h`U`X`h`Y]Y`b`: f]Y`X`f]W`g`l`U]bž`F`i`a`a`Y`g`Vi`f[`]i`b`X`?`U`f`g`l`c`f`g`h
j`Y`f`V`Y`gg`Y`fb`gc`""9]b`i`a`Z`U`gg`Y`b`X`Y`g`D`U`b`Z`Y`gh`gh`Y`i`b[gj`Y`f`Z`U`f`Y`b
`À`i`Z`h`g`Y]h`&`\$`%`+`ž`U`V`Y`f`X]Y`l a`g`Y`h`ni`b[`gh`Ø`gg`h`Ui`Z[fi`b`X`X]j`Y`fg`Y`f
D`f`c`V`Y`a`Y`Ui`Z`<Ø`f`XYb`"

DfcV`Ya`Y`i`bX`<`YfUi`gZc`fXYfi`b[`Yb

9]b`[fc»Yg`5`b`]Y[Yb`XYf`5`bk`c`l`b`Y`f.]bbYb`Ui`g`XYf`G`c`b`b`h`U[ghfU»Y
g]bX`X]Y`Y`fk`U`f`h`Y`h`Y`b`@`À`fa`!`i`b`X`9`fg`W`Ø`h`h`Y`fi`b[gd`f`c`V`Y`a`Y`ž`X]Y
Xi`f`W`X]Y`b`Yi`Y`G`h`f`Y`W`_`Y`b`h`g`h`Y`l`Y`b`_`Ø`b`b`h`Y`b`"HÀ[`]W`ni`f
: Yi`Y`fk`Y`l`fa`U»b`U`l`a`Y`b`a`Ø`gg`Y`b`Ui`W`6`f`U`b`X`g`W`i`h`nd`f`c`V`Y`a`Y
V`Y`U`W`h`Y`h`k`Y`f`X`Y`b`ž`k`U`g`X]Y`D`U`bi`b[`ni`g`À`h`i]W`V`Y`U`gh`Y`b`_`Ø`b`b`h`Y`"
@`Ui`h`6`J ;`a`Ø`gg`h`Y`Z`Ø`f`X]Y`g`Y`<`Y`f`Ui`g`Z`c`f`X`Y`fi`b[Yb`bc`W`Y]b`Y
@`Ø`gi`b[`]Y`Z[b`X`Y`b`k`Y`f`X`Y`b`"

8]Y`6`J ;`l`U`h`J`c`f`g`W`À[Y`Z`Ø`f`Y]bY`G`c`b`X`Y`f`_`c`b`gh`fi`_`h]c`b`X`Y`f
C`V`Y`f`Y]h`i`b[Yb`Y]b[YV`f`U`W`h`ž`X]Y`Y`X`c`W`b`c`W`U`V[Y`gh]a`a`h`k`Y`f`X`Y`b`"

a ØggYb" 5i » YfXYa 'ghY\h'Y]bY': i » [Åb[YfncbY']b'XYf
 <c`hY]ghfU» Y'Ubž'X]Y'bi f'a]h'5i gbU\ a Y[YbY\ a] [i b[Yb'VYZU\ fYb
 k YfXYb'XUfZ": Øf'Y]bYb'fY]Vi b[g'cgYb'J Yf_Y\ f']gh'X]YcfXYbh']WXY
 5VgdfUWXY'a]h'XYf'J Yf_Y\ fgj Yfk U'hi b['i bYf`Ägg']Wž'XcW
 a ca YbhUb'V'Y]Vhi b_Ufž'k]Y'X]Y'GWk]Yf][_Y]hYb'[Y`Ògh'k YfXYb
 gc``Yb"

5``Yg']b'U``Ya ']gh'X]Y'@U[Y'fi bX'i a 'X]Y'GhfU» YbVU\ bYb']b
 : f]YXf]W\g\U]b'i bX'Fi a a Y`gVi f['_ca d`n]Yfh"8]Y'6J; 'i bX'XYf
 GYbUh'g]bX'Ui ZY]bYa 'K Y[ž'XYf'nk Uf'j]Y'j YfgdfYWXYbX'Ui gg]Y\hž
 UVYf'XYfnY]h'a]h'j]Y'Yb' l bk Å[VUf_Y]hYb'VY\UZhYh']gh"8]Y
 5bk c\ bYf.]bbYbž'X]Y'Ui Z'gW\ bY``Y'@Øgi b[Yb'\cZZYbž'V`]W_Yb
 [YgdUbbh']b'X]Y'Ni _i bZh"

8 YhU]`g	
C fh	: f]YXf]W\g\U]bž'6Yf`]bž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bX!U_hi Y``XY • k k k "VYf`]b!`j Y"XY • k k k "Vj ["XY

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