

I bVY_UbbhYf`A Ubb`VY`Àgh][h`A`ÀXWXYb`]b
I !6U\b` `Dc`]nY]`gi W`h`NYi [Yb`°

8]Y`6Yf`bYf`Dc`]nY]`gi W`h`NYi [Yb`bUW`gYI i Y`Yb
, VYf[f]ZYb`]b`XYf`I !6U\b`"<]bk Y]gY`ni a`H`hYf`V]hYb
YfVYhYb"



I !6U\b`XYf`@]b]Y`I +`]b`F]W`hi b[`F`Uh\`Ui`g`Gd`Ub`X`Ui`ž
8Yi`hg`W`U`b`X`!`8]Y`6Yf`bYf`Dc`]nY]`\`Uh`Ua` `&)"'† b]`&\$&)
, VYfk`UW`i`b[`g`Ui`Zb`U`a`Yb`j`Yf`Ò`ZY`bh`]W`h`ž`i`a` `VY]`XYf
=XYbh]Z]n]Yfi`b[`Y]bYg`a`i`ha`U»`]W`Yb`GYI`i`U`ghf`U`Z`h`h`Y`fg`ni` `Y`Y`Z`b`"
8Yf`J`cf`ZU`ž`XYf`g]W`Ua` `&)"`B`cj`Ya`VYf`&\$&(`nk`]g`W`Yb`%&.)`\$`i`b`X
%`.'`\$`I`\`f]b`XYf`I`!6U\b`]b]Y`I`+`nk`]g`W`Yb`XYa` `6`Um`Yf]g`W`Yb`D`U`hn
i`b`X`XYf`?`cb`gh`Ub`n`Yf`G`hf`U»`Y`Y`f`Y][`b`Y`h`Y`ž`V`Y`hf]Z`h`X]Y`g`YI`i`Y`Y`Y
6Y`Àgh][`i`b[`Y]bYg`Y`Z`À`f][`Yb`A`À`X`W`Y`bg`"9`fa`]h`h`Y`f`g]b`X`Y`h`h`Ui`Z
XYf`Gi`W`Y`b`U`W`<]bk`Y]g`Yb`ni`XYa`H`h`Yf`"æ`5`i`Z`fi`Z`ni`f`A`j`h`]\`ZY
k`f`X`X]Y`6Y`j`Ò`_Yfi`b[`[`Y`V`Y`h`Y`b`ž`g]W`U`b`X]Y`:`U`W`X]Y`b`g`h`g`Y`Y`Y`Z`Ø`f
GYI`i`U`XY`]\`h`Y`j`cb`A`]b`XYf`À`f][`Yb`ni`k`Yb`XYb`ž`X]Y`]\`f`Y`6`Ø`fc`g]b
XYf`?`Y]h`gh`f`U»`Y`" ` \$`]b`6Yf`]b!`H]Yf[`U`f`h`Yb`\`Uh`"H`Y`Y`Z`cb]g`W`]\`gh`X]Y
?`cb`h`U`_`h`Ui`Zb`U`a`Y`i`b`h`Yf`f`\$` \$`Ł`(`**`(!`-`%`((`(`c`XYf`d`Yf`9`!`A`U]`U`b

@? 5%' (4 dc`nY]"VYf`b"XY`a Ò[`]Wk""5i Wk`Ui » Yf\U`V`XYf
6ØfcnY]hYb`_ÒbbYb`<]bk Y]gY`Ub`YXY`Dc`nY]X]YbghghY``Y`cXYf`X]Y
≠hYfbYhk UWXY`XYf`Dc`nY]`6Yf`]b`j Yfa]hY`h`k YfXYb""@Ui h`
6Yf`]b"XY`]gh`X]Y`≠Ybh]Z]n]Yfi b[`XYg`i bVY`UbbhYb`A UbbYg`ZØf
X]Y`9fa]hYf`j cb`\c\Yf`Df]cf]hÅh`

8cWk`X]Yg`]gh`b]Wk`h`XYf`Y]bn][Y`J`cfZU``ž`XYf`X]Y`6Yf`]bYf`Dc`nY]`]b
XYb`Y`hnhYb`HU[Yb`VYgWk`ÅZh][h`\Uh`K]Y`HU[Yggd]Y[Y`VYf]Wk`hYhž
k]fX`Ui Wk`Y]b`UbXYfYf`U``j cb`gYI i Y``Yb` , VYf[f]ZYb`j cb`XYf
6Yf`]bYf`Dc`nY]`i bhYfgi Wk`h`5a`&%"`ž`b]`&\$&) `i a`Yhk U`%-`.'`\$`I`\f
gc``Y]b`A Ubb`Y]bY` : fUi`Ui`ZY]bYf`HfYddY`j YfZc`[h`i bX`[Y[Yb
]\fYb`K]``Yb`j cb`\]bhYb`i a`ZUggh`\UVYb""5i Wk`\]Yf`[]Vh`Yg`Y]bY
XYhU]``YfhY`HÅhYfVYgWk`fY]Vi b[`XYf`[Ygi Wk`hY`A Ubb`\Uh`Y]bY
gWk`Ub`_Y`GhUhi`fž`a`]ggh`nk`]gWk`Yb`%ž+\$`i bX`%ž-`\$`A`YhYfž`\Uh
Xi b`_Yž`gWk`i`hYf`Ub[Y`<`UUFY`i bX`k`Uf`ni a`NY]hdi b`h`XYf`HUh`]b
\Y``Yf`<`cgY`i bX`V`Ui`Yb`Hi`fbgWk`i`\Yb`[Y`_Y]XYh""9]b`a`Uf`UbhYg
gWk`k`UfnYg`H!G\]fh`a`]h`XYa`5i`ZXfi`W_`5a`cb`5a`Ufh`\`i bX`Y]bY
?ca`V]bUh]cb`Ui`g`6UgYWUd`i bX`GcbbYbVf]`Y`fi bXYb`gY]b`Y`i » YfYg
UV""<]bk Y]gY`X]YgVYnØ[`]Wk`gc``hYb`YVYbZU``g`Ub`XUg`@?`5`6Yf`]b
X]fY`_h`[Yf]Wk`hYh`k`YfXYb`fHY`YZcb`.'`\$`\$`(*`*(`!`-`%`))`ž`9!A`U]`.
`_U%'`) 4 dc`nY]"VYf`b"XYŁ`

6Ygcf[b]gYffY[YbXY`HfYbXg

8Yf`5bgh]Y[`j cb`gYI i Y``Yb` , VYf[f]ZYb`]gh`_Y]b`9]bnY`ZU``ž`k]Y`XUg
U`hi`Y``Y`6i bXYg`U[YV]`X`XYg`6i bXYg`_f]a`]bU`Ua`hYg`fb?`5Ł`nY][h"
8]YgYg`k`i`fXY`j`cb`6i bXYg]bbYba`]b]ghYf]b`B`UbWni`UYgYf`i bX`XYa
6?`5!J`nYdf`Āg]XYbhYb`A`Ufh]bU`@]b`_`Ua` , "ž``]&\$&(`df`ĀgYbh]Yfh
i bX`VYn]Y`h`g]Wk`Ui`Z`8`UhYb`ni`gYI i Y``Yb`A`]ggVfUi`Wk`gXY`_`hYb
[Y[Yb`?]bXYf`i bX`ž`[YbX`]Wk`Y""9fgWk`fYW`_YbX`]ghž`XUgg`X]Y`NU`\`Yb
g]Wk`]b`XYb`Y`hnhYb`ZØbZ`≠\fYb`a`Y`f`U`g`j`YfXfY]ZUWk`h`\UVYbž`i bX
]a`≠\f`&\$&`fY[]ghf]YfhY`X]Y`Dc`nY]`%*`"`)` :`Å``Y`gYI i Y``Yb
A`]ggVfUi`Wk`gž`k`Ug`Y]bYa`5bgh]Y[`j cb`)`ž`i`]a`J`Yf[`Y]Wk`ni`a
J`cf`U`f`Y`bhgd]f]Wk`h`6YgcbXYfg`U`Ufa`]YfYbX`]gh`X]Y`F`c``Y`XYg
≠hYfbYhgž`XUg`gck`c`\`U`g`HUha`]hY``U`g`Ui`Wk`U`g`HUhc`fh`Zi`b[]Yfhž
]bgVYgcbXYfY`Xi`fWk`D`\`Ābca`YbY`k`]Y`7mVYf!;`fcc`a`]b[``8Ug`6?`5
UfVY]hYh`]bhYbg]j`XUfUbž`nU`\fY]Wk`Y`i bYb`hXYW`_hY`HUhYb`[YfUXY`]a
ZUa`]]ĀfYb`i`a`ZY`X`Ui`Zni`_`ĀfYb`i bX`X]Y`i bhYfghØ`hYb`XYb

Ghfi _hi fYb`Ui gni VUi Ybž`i a `X]Y`G]WXYf\Y]h]j cb`?]bXYfb`ni
 [Yk Å\`f`Y]ghYb``8 UVY]`]gh`X]Y`9f\`Ø\`i b[`XYf`A]hUfVY]hYfnU\`Yb`]b
 XYb`YhnhYb`XfY]`š\`fYb`Y]b`YfghYf`GW`f]hž`i a ` [Y[Yb`X]YgY
 VYgcf[b]gYffY[YbXYb`9bhk]W`i b[Yb`Ubni _Åa dZYbž`k]Y`Ui Z`
 6? 5 "XY`bUW`ni`YgYb`]gh"

⇒`Y]bYf`NY]hž`]b`XYf`j]Y`Y`J cfZÅ`Y`]a `8i b`Y`ZY`X`j YfVcf[Yb
 V`Y]VYbž`]gh`X]Y`5i Z`_Åfi b[`i bX`GYbg]V]`]g]Yfi b[`XYf`6Yj Ø`_Yfi b[
 j cb`YbhgW`Y]XYbXYf`6YXYi hi b[``8]Y`6Yf`]bYf`Dc`]nY]`i bX`XUg`6? 5
 fi ZYb`XU\Yf`U`Y`6Øf[Yf]bbYb`i bX`6Øf[Yf`XUni`Ui Z`
 Ui Za Yf_gUa Yf`ni`gY]b`i bX`j YfXÅW`h][Y`6YcVUW`hi b[Yb`gcZcfh`ni
 a Y`XYb``8]Y`G]WXYf\Y]h]i bgYfYf`?]bXYf`gc``hY`ZØf`i bg`U`Y`\ØW`ghY
 Df]cf]hÅh`UVYb`i`Y]Yf`]gh`[Ya Y]bgUa`XUg`N]Y`ž`ZØf`Y]bY`g]WXYfY
 I a [YVi b[`ni`gcf[Ybž`]b`XYf`YXY.f`9]bnY`bY`ZfY]`i bX`c`bY`5b[gh
 `YVYb`_Ubb"

8YhU]`g	
Cfh	I !6U\`b`XYf`@]b]Y`l +`]b`F]W`hi b[`FUh\Ui g GdUbXUi ž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "hU[Yggd]Y[Y`"XY • k k k "V_U"XY

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