

I b k YhhYf!5`Ufa °'; Yk]hhYf`i bX`< U[Y`
Xfc\Yb`]b`6Yf`]b`i bX`6fUbXYbVi f[

I bUb[YbY\ a Yg`K YhhYf`]b`6Yf`]b`Ua`%) "\$+ "&\$&) . ; Yk]hhYfž
GhUf_fY[Yb`i bX`< U[Y`Yfk UfhYh`<c\Y`HYa dYfUhi fYb`V]g`&)
; fUX"



6Yf`]bž`8Yi hgW\`UbX`!`<Yi hYž`Ua`%) " ' ð '] & \$ &) ž`]gh`XUg`K YhhYf
]b`6Yf`]b`i bX`6fUbXYbVi f[`i b[Ya Øh`]W\`" `@Ui h`HU[Yggd]Y[Y`
k]fX`VYfY]hg`UV`XYa`J cfa]hhU[`a]h`GW\Ui Yfbž`GhUf_fY[Yb`i bX
; Yk]hhYfb`[YfYW\ bYh`<YZh][Y`Ghi fa VÖYb`i bX`gc[Uf`< U[Y`g]bX
b]W\h`Ui g[YgW\`cggYb`"8]Y`B]YXYfgW\`À[Y`n]Y\Yb`[Y[Yb`5VYbX`]b
F]W\h`i b[`CghYb`UVž`k `À`fYbX`X]Y`HYa dYfUhi fYb`hU[gØVYf`V]g`ni
&) ; fUX`YffY]W\Yb`_ÖbbYb"

K]Y`X]Y`U`_hi Y`Y`J cf\YfgU[Y`XYg`8Yi hgW\Yb`K YhhYfX]YbghYg
nY][hž`ghf`Öa`h`a`À»][`k`Ufa`Y`A`YYfYg`i`Zh]b`X]Y`FY[]cbž`k`À`fYbX
Y]bY`?`U`hž`fcb`h`Ui`g`F]W\h`i b[`XYf`6f]h]gW\Yb``b`gY`b`ØVYf`X]Y
; Y[YbX`n]Y\h`5V`XYa`gd`ÀhYb`J cfa]hhU[`]gh`a`]h`hY]g`ghUf`_Yb
; Yk]hhYfb`ni`fYW\ bYbž`c`_U`_Ubb`Yg`ni`ghUf`_Ya`fY[Yb`j`cb`V]g

ni `&) `@]hYfb`dfc`E i UXfUha`YhYf`]b`Y]bYf`Ghi`bXY`_ca`a`Yb`" `a
gØX`]WXYb`6fUbXYbVi`f[`gck`]Y`]a`6Yf`]bYf`FUi`a`_Ubb`Yg`gc[`Uf
di`b_hi`Y`ni`i`l`bk`YhhYfb`a`]hØVYf`" `\$`@]hYfb`_ca`a`Yb`"

5VYbX`]WXY`5V_Ø\`i`b[

⊕`XYf`B`UW`h`Ui`Z`A`]hk`c`W`g]b`_Yb`X]Y`HYa`dYfUhi`fYb`Ui`ZYhk`U`%%
;`fUX`"8]Y`k`Y]hYfYb`5i`gg]W`hYb`nY][`Ybž`XUgg`]b`XYf`B`UW`h`bc`W`
`Y`h`hY`G`W`Ui`Yf`i`bg`VYg`W`U`hYbž`UVYf`UV`A`]hYfb`UW`h`k`]fX`Yg`]b
XYb`a`Y]ghYb`C`fhYb`fY[`YbZfY`]gY]b`"5a`A`]hk`c`W`gY`V`gh`ghY`h`i`bg
Y]bY`À`b`]WXY`K`Y`hYf`U[`Y`VYj`cf`K`Y`W`gY`b`X`V]g`ghUf`_`VYk`Ø`_h`a`]h
k`]YXYf`c`h`Yb`G`W`Ui`Yfb`i`bX`_i`fnYb`;`Yk`]hYfbž`i`bX`XUg`;`UbnY
VY[`Y]hYh`j`cb`K`]bXVØYb`i`bX`_Y]b_Øfb][`Ya`<`U[`Y`"8]Y
HU[`Yg\ØW`ghY`a`dYfUhi`fYb`YffY]WXYb`bi`f`bc`W`i`&&;`fUX`"

6YgcbXYfg`VY`a`Yf`_Yb`gk`Y`fh`g]b`X`X]Y`K`]bXj`Yf`À`h`b]ggY`"@Ui`h`XYb
J`cf`Y`f`gU[`Yb`k`Y`f`XYb`6ØYb`j`cb`V]g`ni`i`,`\$`_a`#`]b`XYb`gh`À`f`_ghYb
;`Yk`]hYfb`Y`ffY]W`h`"8]Yg`À`ggh`Y`fk`U`fhYbž`XUgg`X]Y`;`Yk`]hYf`b]W`h
bi`f`B]YXYfg`W`À[`Yž`gcbXYfb`Ui`W`ghUf`_Yb`K`]bX`]bg`Gd]Y`Vf]b[`Ybž
k`Ug`j`]Y`Y`Ui`Z`XYf`<`i`h`U`hYb`gc`hY`"

5i`gg]W`hYb`ZØf`X]Y`b`À`W`ghYb`HU[`Y`

K`Yf`XYb`_hž`X]Y`F`Y[`YbnY]h`gY]`V`U`X`j`cf`VY]ž`XYf`]ffh`g]W`"5i`W`ZØf
XYb`8`cb`b`Y`f`ghU[`g]b`X`k`]YXYf`c`h`G`W`Ui`Yf`c`XYf`;`Yk`]hYf`]a`GØXYb
Ub[`YgU[`h`"8]Y`<`ØW`ghY`a`dYfUhi`fYb`VYk`Y[`Yb`g]W`X`U`V`Y]
nk`]g`W`Yb`&%`i`bX`&(`;`fUX`"8`Ua`]h`V`Y]V`h`X]Y`6`Umf]g`W`Y`6`f]g`Y`i`bg
k`Y]hYf`]b`Yf`U`hYbž`k`Ug`g]W`Yf`]W`j`]Y`Y`XYf`6`U`_`cb`VYg]h`nYf
Yb`h`À`i`g`W`Yb`k`]fXž`X]Y`g]W`Ui`Z`X]Y`G`ca`a`Y`fa`cb`U`hY`[`Y`Z`f`Y`i`h
`U`h`Y`b`"

⊕`XYf`B`UW`h`ni`a`i`fY]hU[`k`c`_][`a`]h`Y]bYf`5V_Ø\`i`b[`Ui`Z
nk`]g`W`Yb`%*`i`bX`%(`;`fUX`"5i`W`Ua`i`fY]hU[`V`Y]V`h`Y`g
k`Y`W`gY`U`Z`ž`j`]Y`Y`F`Y[`]cbYb`XØfž`hYb`Y`X`c`W`h`f`c`W`_Yb`V`Y]VYbž`XU
bi`f`j`Y`fY]bnY`h`G`W`Ui`Yf`a`Ø[`]W`g]b`X`"8]Y`HYa`dYfUhi`fYb`ghY][`Yb
X`U`V`Y]i`a`X]Y`&(`;`fUX`"⊕`XYf`Zc`[`Yb`XYb`B`U`W`h`k`]f`X`Y`g`k`]Y`X`Y`f
_`U`f`Y`f`"

Ni gUa a YbZUggYbX`Āggh'g]W`gU[Ybž'XUgg'XUg'K YhhYf']b'X]YgYf
 K cWY'Y\Yf'i bVYghĀbX]['V'Y]Vh"CV'GcbbY'cXYf'FY[Yb' 'XUg
 K YhhYf'nY][h'g]W`i]b'XYb'bĀW ghYb'HU[Yb'j cb'gY]bYb
 ZUW`hhYbfY]W`Yb'GY]hYb"8UfUi Z'gc`hYb'g]W`X]Y'?Ò'bYf'Y]bghY`Ybž
 XYbb'XU`Y[h'k Ug'Ub' 'X]Y'Ui Zn]Y\YbXYb'; Yk]hhYf°

8YhU]`g	
C fh	6Yf`]bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "Xk X"XY

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