

6cgW!GhUbXcfh<]`XYg\Y]a`]b` ; YZU\ f.
; Yk Yf_gW UZh'gW`À[h'5`Ufa °

8Yf'6cgW!GhUbXcfh<]`XYg\Y]a`ghY\h'k Y[Yb'a Ugg] Ya
GhY`YbUVVUi`i bX'ZY\`YbXYf'5i ZhfÀ[Y'Ui ZXYf'?]ddY""÷
A YhU``k Ufbhj cf'GW`Y»i b["



<]`XYg\Y]a ž'8Yi hgW`UbX`!`8Yf'GhfY]hi a`XYb'GhUbXcfh
<]`XYg\Y]a`]a`6cgW!`?`cbnYfb`\Uh'g]W`j YfgW`ÀfZh'XU`XYf
6Yhf]YVgfUh'i bX'X]Y` ; YgW`ÀZhgz0\fi b[`_Ui a`a`Y\`f'a`]hY]bUbXYf
_ca`a`i`b]n]YfYb""K`À\`fYbX'X]Y`÷`A`YhU``X]Y`GW`Y»i`b[`XYg
K`Yf_g`VYZ0fW`hYhž'ghY\h'X]Y`[`Yd`UbhY`i`a`k`UbX`i`b[`XYf`:`UVf`_]b
Y]b`@Y]hk`Yf`_Z0f`9`Y`hfca`cV]`h`h'Ui`ZXYf'?]ddY""8`Ug`VYf]W`hYh`
A`Yf`_i`f`"

6cgW`d`Ubh'Y]bYb`[`cVU`Yb`GhY`YbUVVUi`j`cb`ØVYf`%&""\$\$\$
5fVY]hgd`ÀhnYbž'XUfi`bhYf'a`Y\`f`U`g`*""\$\$\$]b`8Yi`hgW`UbX`"
÷gVYgcbXYfY`]b`<]`XYg\Y]a`gc`Yb`Ui`Z[`fi`bX`XYf`gW`YW`hYb
5i`ZhU[`g`U[`Y`Yhk`U`+)`\$`j`cb`]bg[`YgUa`h`%)`\$\$`GhY`Yb`V]g`9bXY
&\$&*`[`Yghf]W`Yb`k`YfXYb""9]b`nYbhfU`Yg`5b`Y[`Yb`XYf`÷`A`YhU``]gh

X]Y`J Yf`Ab[Yfi b[`XYg`5i ggW`i ggYg`VYhf]YVgVYX]b[hYf
?ØbX][i b[Yb`V]g`9bXY`&\$&+`gck]Y`X]Y`6YfY]hghY``i b[
j YfV]bX`]W`Yf`5i ZhfÀ[Y`ZØf`XYb`GhUbXc fh"

K]fhgW`UZh`]W`Y`< YfUi`gZc fXYfi b[Yb

8]Y`gW`k]Yf][Y`A Uf`h`U[Y`\Uh`Ui W`6cgW`XUni`[Ynk i b[Ybž`Y]bY
XfUgh]gW`Y`?cghYbgYb_i b[`j c fni bY`a Yb"6cgW`!7\YZ`GhY ZUb
<Ufhi b[`VYhcbh`X]Y`Bchk YbX][_Y]hž`g]W`Ui Zk YhVYk YfVgZÀ\][Y
; YgW`ÀZhgZY`XYf`ni`_cbnYbhf]YfYb" `A Ub`d`UbYž]b`XYb`bÀW`ghYb
»\fYb`j`cf`U`Ya`GhY`Yb`]a`6YfY]W`9`Y`hfca`cV]`]h`h`i`bX
GcZhk UfY`UVni`VUi`Ybž`k`cVY]`X]Y`5i`hca`cV]`ni`]YZYfgdUfhY`gW`k`Yf
VYhfcZZYb`]gh"Ni`XYa`]gh`XYf`cdYfUh]j`Y`;`Yk`]bb`XYg
I bhYfbY`a`Ybg`&\$&(`i`a`Y]b`8f]hY`Ui`Zbi`f`bcW`" ž%A`]`]UfXYb
9i`fc`[`Ygi`b`_Ybž`k`]Y`HU[YggW`Ui`VYf]W`hYh"

8]Y`k]fhgW`UZh`]W`Y`G]hi`Uh]cb`k`]fX`b]W`h`Y]bZUW`Yfž`XU`XYf`A`Uf`h
ZØf`9`Y`hfca`cV]`]h`h`g]W`bi`f`Ub[`gUa`Ybhk`]W`Y`hi`bX`X]Y
BUW`ZfU[`Y`bUW`:`U`fUgg]ghYbngmghYa`Yb`\]bhYf`XYb`9fk`Ufhi`b[`Yb
ni`fØW`V`Y]Vh`K`Y]hYfY`9]bgW`b]hY`g]bX`ni`VY`ZØfW`hYbž`XU`6cgW`
k`Y`hk`Y]h`VYfY]hg`%`%)`\$\$`5fVY]hgd`ÀhnY`[`Yghf]W`Yb`\Uh`i`bX`X]Y
9bhk`]W`i`b[`Yb`]a`5i`hca`cV]`gY`hcf`Xi`fW`XYb`XYa`c[`fUZ]gW`Yb
K`UbXY`i`bX`\c`Y`DYfgcbU`_cghYb`]b`8Yi`hgW`UbX`ni`g`Àhn`]W`
VY`UghYh`k`YfXYbž`k`]Y`N8:`Uba`Yf`h"

Dc`h]gW`Y`:`c fXYfi b[Yb

8]Y`b]YXYfg`ÀW`g]gW`Y`@UbXYgfY[]Yfi b[ž`i`bhYf`A`]b]ghYfd`f`Àg]XYbh
C`UZ`@Ygž`Zc fXYfh`Y]bY`g]W`YfY`Ni`_i`bZhgdYfgdY`_h]j`Y`ZØf
<]XYg`Y]a`" <Ufhi b[`d`Ubh;`Ygdf`ÀW`Y`a`]h`XYa
A`]b]ghYfd`f`Àg]XYbhYbž`i`a`X]Y`k`]fhgW`UZh`]W`Y`@U[`Y`XYg`K`Yf`_g`ni
Yf`ØfhYfb"8Yf`6Yhf]YVgfUhj`c`fg]hnYbXY`:`fUb`_`GY``_f]h]g]Yfh`X]Y
J`Yf`\UbX`i`b[`gZØ`fi`b[`U`g`VYgcbXYfg`\Ufhi`bX`k`Y]gh`XUfUi`Z`\]bž
XUgg`U`hYfbUh]j`Y`?cghYbgYb_i b[`ga`U`»`bU`a`Yb`j`ca`A`UbU[`Ya`Ybh
UV[`Y`Y`\bh`k`i`fXYb"

8]Y`≐`A`YhU``k`Ufbhž`XUgg`XYf`GhUbXc fh<]XYg`Y]a`U`g`6Y]gd]Y`
ZØf`UbXYfY`GhUbXc fhY`X]YbYb`_ØbbhYž`k`À`fYbX`Ui`W`Ua`GhUbXc fh

GWk AV]gW ; a ØbX ; YgdfÅWY ZYgh[YZU\ fYb'g]bX" 8cfhd`Ubh
6cgWž&"\$\$\$`XYf' " * \$\$`5fVY]hgd`ÀhnY`UVni VUi Yb" 8U`XYf`6cgW!
?cbnYfb`k Y]hYf\]b`]b`X]Y`9`Y`hfca`cV]`]hÅh`]bj Ygh]YfYb`a` ÒW`hYž
gc``Y]b`bYi Yf`K U[b]g_Ud]hU`ZcbXg`a`]h`&) \$`A`]``]cbYb`9i fc
Ui Z[Y`Y[h`k YfXYbž`i`a`GhUfh`i`dg`ni`ZØfXYfb`i`bX`bYi Y
; YgW`ÅZhgW`UbW`b`ni`[YbYf]YfYb"

æg[YgUa`h`VYhf]Zh`XYf`[Yd`UbhY`GhY``YbUVVUi`b]W`h`bi`f`X]Y
U_hi`Y``Yb`K`UW`ghi`a`gZY`XYf`j`cb`6cgW`ž`gcbXYfb`_ÒbbhY`Ui`W
k`Y]hfY]W`YbXY`?`cbgYei`YbnYb`ZØf`X]Y`[YgUa`hY
5i`hca`cV]`]bXi`ghf]Y`i`bX`X]Y`XUa`]hj`YfVi`bXYbYb`5fVY]hgd`ÀhnY`]b
8Yi`hgW`UbX`\UVYb"

8YhU]`g	
J`c`f`ZU``	GhY``YbUVVUi
I`f`g`UW`Y	gW`YW`hY`5i`ZhU[`g`U[`Yž`gW`k`UW`Y B`UW`ZfU[`Yž`\c`Y`?`cghYb
C`fh	<`]XYg`Y]a`ž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "a`Yf`_i`f"XY • k k k "hU[`YggW`Ui`"XY • k k k "nXZ`Yi`hY"XY

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