

Ghfca Ui gZÄ`Y`]'b`?'`Y]bVi W_c k . '9"8 =G
ZØ\ fh`K Ufhi b[gUfVY]hYb`Xi fWÄ °

5a`'&&"\$+"&\$&) `ZØ\fh'9"8 =G`BYhn'; a V<`]'b`?'`Y]bVi W_c k
K Ufhi b[gUfVY]hYb`Xi fWÄ ž`X]Y`hYa dcfÄfY`Ghfca Ui gZÄ`Y`
j`Yfi fgUWÄYb`_ÖbbhYb"



?`Y]bVi W_c k ž`A`]'ck Yf`@UbXž`8Yi hgWÄ`UbX`!'5a`'\Yi h]`Yb
HU[ž`XYa`'&&"'ž`]'&\$&) ž`_ca a h`Yg`]'b`?'`Y]bVi W_c k ž`Y]bYf`_Y]bYb
C fhgWÄ UZhi`a`'A`]'ck Yf`@UbX`]'a`'@UbX_fY]g`<Uj`Y`UbXž`ni
d`Uba`Ä»`]'Yb`K Ufhi b[gUfVY]hYb`XYf`9"8 =G`BYhn'; a V<`"J cb`%&.`\$
V]g`j cfUi gg]WÄ h`]WÄ`%) . \$\$`I` \f`k YfXYb`X]Y` : UWÄ_fÄZhY`XYf`9"8 =G
XUfUb`UfVY]hYb`ž`X]Y` ð ZfUghfi`_hi`f`XYg`Ghfca`bYhnYg
Ui ZfYWÄ hni Yf`U`hYb`ž`k Ug`]'b`XYf`I` a`[`YVi b[`'a`Ö[`]'WÄ Yfk`Y]gY`ni
hYa dcfÄfYb`Ghfca Ui gZÄ`Y`b`ZØ\fyb`_Ubb`"5VYf`_Y]bY`Gcf`[`Yž`X]Y
I`bhYfVfYWÄ i b[`Yb`g]bX`]'b`XYf`fY`[`Y`_Y]bY`BchZÄ`Yž`k`]Y`bYk`g`XY
]bZcfa`]Yfh"

8]Y`K Ufhi b[gUfVY]hYb`YfZc`[`Yb`]'a`'I`a`_fY]g`j cb`Yhk`U`Y]bYa
?`]ca`YhYf`fi bX`'i`a`'?'`Y]bVi W_c k`"K`]WÄ h]`[`ZØf`X]Y`5bk`c`bYf.

K Ybb`Yg`ni`Y]bYa`Ghfca`Ui`gZU`_ca`a`hž`gc``hY`ni`bÅW`gh[`YdfØZh
k`YfXYbž`cV`XUg`DfcV`Ya`bi`f]b`XYf`Y][`YbYb`K`c`bi`b[``]Y[`h`
:`Å`Ybž`]b`XYbYb`XUg`DfcV`Ya`dYfg]ghYbh]ghž`Ya`dZ]Y`h`Yg`g]Wž
Y]bY`GhØfi`b[`ga`Y`Xi`b[`VY]`9`8`G`j`cfni`bY`a`Yb`"

A`c`XYfb]g]Yfi`b[``i`bX`5i`gVUi`XYg Ghfca`bYhnYg

I`bUV`Åb[``][`j`cb`XYb`K`Ufhi`b[`gUfVY]hYb`]b`?`Y]bVi`W`ck`h`U`h`9`8`G
Øfn`]W`Ui`W`nk`Y]`bYi`Y`HfUZcghUh]cbYb`]b`XYf`I`W`Yfa`Uf
]bghU``]Yfh``8]YgY`Dfc`Y`hY`g]bX`HY]`XYg`i`a`ZUggYbXYb`5i`gVUi`g
XYf`Ghfca`bYhn]bZfUghfi`_hi`f``8]Y`bYi`Yb`GhUh]cbYb`k`i`fXYb`a`]h
Y]bYa`GWk`YfhfUbgdcfhi`bX`Y]bYa`?`fUb`XYf`:]fa`U`;`fÅdYf`Ui`g
<Y][`Yb[`fUVY`Ui`Z[`YghY``h`I`bhYfghØhnh`k`i`fXYb`X]Y`5fVY]hYb`Xi`fW
A`]hUfVY]hYf`XYg`@UbXYgVYhf]YVYg`GhfU»`Ybk`YgYb`gck`]Y`fY[``]cbU`Y
H]YZVUi`i`bhYfbY`a`Ybž`k`]Y`bcfX`_i`f]Yf`XY`Yfj`cf`YVh`"

⊕`@mW`Ybž`k`c`Y]bY`bYi`Y`HfUZcghUh]cb`bU`Y`XYa`BYhnc!A`Uf`_h
]bghU``]Yfh`k`i`fXYž`gc``Yb`GW`bY``UXYa`Ø[``]W`_Y]hYb`ZØf
9`Y`_hfc`ZU`fnYi`[`Y`[`YgW`UZZYb`k`YfXYb``5i`»`YfXYa`k`]fX`]b`HYa`d`]b
Y]b`bYi`Yg`K`c`b`WUffÅ`a`]h`K`Åfa`Ydi`a`dYb`j`Yfgcf[`hž`XUg`YVYb`ZU`g
Ub`XUg`Ghfca`bYhn`Ub[`YgW`c`ggYb`k`]fX``8]Y`UbghY`YbXYb
?`UVY`j`Yf`Y[``i`b[`Yb`i`bX`H]YZVUi`UfVY]hYb`]b`HYa`d`]b`i`a`ZUggYb``&
A`YhYf`A`]hY`gdUbbi`b[`g`UVY``i`bX`,`(\$`A`YhYf
B]YXYfgdUbbi`b[`g`UVY``"

HYW`b]gW`Yf`:`c`fhgW`f]hh`]a`:`c`_i`g

8]Y`bYi`Yb`HfUZcghUh]cbYbž`Ui`W`8][`]CBG`[`YbUbbhž`V]YhYb
J`cfhY]`Y`k`]Y`X][`]hU`Y`HYW`b]_`ni`f`I`a`k`UbX`i`b[``j`cb`A`]hY`!`]b
B]YXYfgdUbbi`b[``i`bX`Yfa`Ø[``]W`Yb`Y]bY`:`YfbØVYfk`UW`i`b[``XYg
Ghfca`j`YfVfUi`W`g``8]Yg`ghY][`Yfh`X]Y`9ZZ]n]Ybn`i`bX`X]Y
F`YU`_h]cbg[`YgW`k`]bX][`_Y]h`VY]`GhØfi`b[`Yb`Yf`YV`]W``9`8`G`d`Ubhž
V]g`5bZUb[``\bi`Uf`&\$&)`]bg[`YgUa`h`+)`gc`W`Yf`a`cXYfbYb
C`fhgbYhngHUh]cbYb`]b`]fYa`BYhn[`YV]Yh`ni`]bghU``]YfYb`i`bX`h`U`h`ZØf
&\$&)`gc[`Uf`(``\$`k`Y]hYfY`]b`5i`gg]W`h`"

ðg[YgUa h'VYhfY]Vh'9"8 Æ'Y]b'Ghfca `Y]hi b[gbYhn'j cb'fi bX', &") \$\$
 ?]`ca YhYfb']b'6fUbXYbVi f[`i bX'A YW`YbVi f[!J cfdca a Yfb"
 Ni gÀhn`]W`k]fX'Ui W`Y]b'; Ug`Y]hi b[gbYhn'j cb`Yhk U') "%\$\$
 ?]`ca YhYfb']a `Ògh`]W`Yb'A YW`YbVi f[!J cfdca a Yfb'`i bX' BcfXYb
 6fUbXYbVi f[g`VYhf]YVYb" `8 Ua]hinY][h'g]W`ž`XUgg`X]Y`9"8 Æ`B`Yhn
 ; a V< `Y]b' [i hYg'< ÀbXW`Yb` \Uhž`k Ybb`Yg'i a `X]Y`Ni _i bZiXYf
 Ghfca j Yfgcf[i b[`]b`XYf`FY[]cb`[Y`h"

8YhU]`g	
C fh	? `Y]bVi W`ck ž`A]`ck Yf`@UbXž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "bcfX_i f]Yf"XY

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