

Ghi fa h]YZ`N]fcg`j Yfk ØghYh`6Yf`]b.
J Yf`YhnhY`i bX`J Yf`_Y` \ fgWk Ucg`°

9fZU`fYb`G]Yž`k]Y`XUg`Ghi fa h]YZ`N]fcg`6Yf`]b`i bX
6fUbXYbVi f[`Ua` `&` "\$*`"&\$&)`a`]h`6ØYb`V]g`%\$)`_a` #`i` bX
gWk YfYb`GW`ÅXYb`hfUZ`



6fUbXYbVi f[ž`8Yi hgWk`UbX`!`8]Y` \Yi h][Yb`Ghi fa VØYb`i bX
YI hfYa` Y`K` YhhYfVYX]b[i b[Yb` \UVYb` [Ubn`6Yf`]b`Zygh`i`a` ;` f]ZZ`
8Ug`Ghi fa h]YZ` N]fcg` `n]Y` \h`ØVYf`X]Y` <Ui` d`ghUXh`i` bX`X]Y
i`a` `]Y[YbXYb`FY[]cbYb`"8UVY]g]bX`nU` \fY]WkY`GW`ÅXYbž
]bgVYgcbXYfY`Xi` fWk`i`a` [YghØfnhY`6Åi`a` Yž`ni` `j` YfnY]WkYbYb`"8]Y
6Yf`]bYf` :`Yi` Yfk`Y` \f`j` Yfa` Y`XYh`nU` \fY]WkY`9]bg`Å`hnYž`XU`]b`j`]Y`Yb
HY]Yb`XYf`GhUXh`6Åi`a` Y`Ui`Z` ;` `Y]gYž`5i` hc`g`i` bX`gc[Uf`Ui`Z
DYfgcbYb`ghØfnYb`"6YgcbXYfg`XfUa` Uh]gWk`]gh`XYf` :`U` `Y]bYf
FUXZU` \fYf]b`Ui`ZXYf`7`UmU` `YYž`X]Y`Xi` fWk`Y]bYb` \YfUVZU` `YbXYb
6Ui`a` `YVYbgVYXfc` \`]Wk`j` Yf`Yhnh`k`i` fXY`"5i` Wk`]b`GdUbXUi` [UV`Yg
Y]bYb`gWk`YfYb`J`cfZU` `ž`VY]`XYa` `Y]b`6Ui`a` `Ui`Z]Y]b`5i` hc`Z]Y`i` bX
Y]bY`DYfgcb`YVYbZU` `g`gWk`Yf`j` Yf`YhnhY`"6Y]XY`J`Yf`YhnhYb`k`i` fXYb
i`a` [Y`YbX`]bg`?fUb`_Yb` \Ui`g`[YVfUWk`h`

K]Y`fVV&(`VYf]W hYhž`U h`X]Y`G!6U`b`XYb`_ca`d`YhYb`J`Yf`Y`f`]b`
6Yf`]b`Y]b[`YghY`hž`k`Ug`ni`Y]bYa`a`Uggj`Yb`7`Ucg`ja`ÒZYbh`]W`Yb`
B`U`j`Yf`Y`f`Z`f`h`5i`W`i`!6U`b`ž`6i`g`]b]Yb`i`bX`HfUa`!GhfY`W`Yb`
XYf`6J` ;`g]bX`ghUf`_`VYY]bhf`Å`W`h][`h`8]Y` :`Yfbj`Yf`Y`f`fgghf`Y`W`Y`
6Yf`]b` `<Ua`Vi`f[`]gh`Ui`Z[`fi`bX`i`a`[`Ygh`Ø`fnhYf`6`Åi`a`Y`[`YgdY`ffhž`
i`bX`X]Y`NØ[`Y`k`YfXYb`ØVYf`GhYbXU`]b`GUW`gYb!5b`U`h`
i`a`[`Y`Y]hYh`5`Y`fX]b[`g`]gh`i`b`_`Ufž`k`]Y`U`b[`Y`X]YgY`GdY`ffi`b[`Yb`
XUi`Yfb`k`YfXYb`"

J]Y`Y`9]bg`Å`hnY`i`bX`i`b`_`UfYf`

GW`UXYbgi`a`ZUb[`

8]Y`5i`ga`U»Y`XYf`Xi`fW`Ghi`fa`h]YZ`N]fcg`j`Yfi`fgUW`hYb`GW`ÅXYb`
g]bX`XYfnY]h`bcW`i`b`_`Uf`"`#`nU`fY]W`Yb`GhUX`hY]`Ybž`XUfi`bhYf`
HYa`dY`c`Z`GW`Øb`YVYf[`i`bX`A`]hYhž`k`YfXYb`Ghf`Øa`i`b[`Yb`j`cb`
i`a`[`Y`_`b]W`hYb`6`Åi`a`Yb`[`Ya`Y`XYh`@Ui`h`XYf`6Yf`]bYf`NY]hi`b[`]gh`
X]Y`Z`Å`W`Yb`XYW`Yb`XY`6Y`hfc`ZY`b`Y`h]b`XYf`GhUX`h`XYi`h`]W`gd`Ø`f`U`f`ž`
i`bX`X]Y` :`Yi`Yfk`Y`f`a`i`gghY`ni`ØVYf`&\$`9]bg`Å`hnYb`Ui`gf`Ø`W`Yb`"
5i`W`XYf`8Yi`hgW`Y`K`YhYfX]Ybgh`k`Ufb`hj`cf`ghUf`_`Yb` ;`Yk`]hYfb`
i`bX`cf`_`Ub`Ufh][`Yb`6`ØYb`a`]h` ;`YgW`k`]bX][`_`Y]hYb`j`cb`V]g`ni`%`\$`\$`
`a`#`" `#`6f`Ub`XYb`Vi`f[``Ub`XYf`<`Uj`Y`k`i`fXYb`gc[`Uf`6`ØYb`j`cb`%`\$`)
_`a`#`fY[`]ghf]Yfh`"

8`Uf`Ø`VYf`_`]b`Ui`g`k`]fX`X]Y`U`_`hi`Y`Y`K`YhYf`U[`Y`Xi`fW`Y]bY`?`U`h`ž`f`cb`h`
Ui`g`G`_`Ub`X]b`Uj`]Yb`VYY]b`Zi`gghž`X]Y`b`UW`Y]b`Ya`_`Y]»`Yb`
K`c`W`Yb`Yb`XY`a`]h`HYa`dYf`Uhi`fYb`ØVYf`"`)` ;`fUX`Z`Ø`f`Y]b`Yb`
XfUa`Uh]gW`Yb`F`Ø`W`_`Ub[`_`Ui`Zi`bhYf`"`)`\$` ;`fUX`gcf[`hY`"5a`8]YbghU[`
k`YfXYb`_`Ui`h`Dfc[`bcgYb`<`Ø`W`ghk`YfhY`nk`]gW`Yb`&\$`i`bX`&(` ;`fUX`
Yfk`UfhYh`"

Ghi`fa`k`Ufbi`b[`Yb`i`bX`Dfc[`bcgYb`

8]Y`i`bk`YhYfnYbhfU`Y`V]YhYhY]bY` ,`VYfg]W`h`ØVYf`U`Y`Ghi`fa`!`i`bX`
Cf`_`Ub`k`Ufbi`b[`Yb`Z`Ø`f`8Yi`hgW`_`Ub`X`"8]YgY`K`Ufbi`b[`Yb`g]bX`b`UW`
J`cfk`Ufbi`b[`Yb`i`bX`5`_`i`hk`Ufbi`b[`Yb`i`bhYfhY]`hž`k`c`VY]`X]YgY`]b`
j`YfgW`]YXYbY`#`hYbg]h`Å`hggh`ZYb`Y]b[`YhY]`h`g]bXž`i`a`_`Y]bY`d`f`Å`n]gY`
i`bX`U`_`hi`Y`Y`Dfc[`bcgY`ni`_`]YZYfb`"8]Y`#`Zc`fa`Uh]cb`Yb`g]bX`

VYgcbXYfg:k]W\h['ZØf'j YfgW\]YXYbY'6Yfi Zg[fi ddYbž'XUfi bhYf
 6Ui [Yk YfVY'i bX'9j Ybhj YfUbghU'hYfž'X]Y'Xf]b[YbX'Ui Z'X]Y
 K YhhYfVYX]b[i b[Yb'Ub[Yk]YgYb'g]bX"@Ui h'i bk YhhYfnYbhfU`Y
 k YfXYb`X]Y'Dfc[bcgYb'j cb'YfZU\fybYb'A YhYcfc`c[Yb'`Ui ZYbX
 Ub[YdUgghž'i a `X]Y'6Yj Ò`_Yfi b[`VYgha Ò[`]W\`ni `]bZcfa]YfYb"

Æg[YgUa h'Yf`YVYb`X]Y'6Yf`]bYf]bbYb'i bX'6Yf`]bYf`Yi hY`Y]bYb
 HU[ž'XYf`Xi fW\`ghØfa]gW\Y'6YX]b[i b[Yb'i bX'i bbØh][Y ; YZU\fyb
 [YdfÀ[h']gh`9g`V`Y]Vhini `cZZYbž'XUgg`XUg`K YhhYf'g]W\`VU`X
 VYfi \][h'i bX`X]Y`F`YdUfUhi fUfVY]hYb`nØ[][`j cfUb[Y\Yb`_ØbbYb"

8YhU]`g	
Cfh	6fUbXYbVi f[ž'8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "VYf`]bYf!nY]hi b["XY • k k k "i bk YhhYfnYbhfU`Y"XY

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