

I b k YhhYf!7\ Ucg]b`6Yf`]b. `Ghi fa h]YZ gc f[h`ZØf`G!6U\ b!Gh]`ghUbX`°

6Yf`]b`i bX`6fUbXYbVi f[`g]bX`YfbYi hij cb`ghUf_Ya`i b k YhhYf
VYhfcZZYb"G!6U\bj Yf_Y\`f`Y]b[YghY`hž`K]bX`V]g`%\$) `a #ž
nU\`fY]WXY`GW`ÅXYb"



6Yf`]bž`8Yi hgW`UbX`!`K Ug`ZØf`Y]b`<]a a Y`ØVYf`6Yf`]b`i bX
6fUbXYbVi f[`5a`&*"'> b]`&\$&) `]gh`X]Y`FY[]cb`YfbYi hij cb`Y]bYa
\YZh[Yb`i b k YhhYf`\Y]a [Ygi W`hik cfXYb"A]h
K]bX[YgW`k]bX][_Y]hYbž`X]Y`V]g`ni`%\$) `a #`YffY]W`hYbž`\UVYb
Ghi fa`i bX`GhUf_fY[Yb`]b`j]Y`Yb`HY`Yb`XYf`<Ui dhghUXhi bX`]\fYa
I a`UbX`]\fY`Gdi fYb`\]bhYf`UggYb"8]Y`G!6U\ b`ghY`hY`XYb`J Yf_Y\`f
k]hYfi b[gVYX]b[h`Y]bž`i bX`X]Y`bZcfa Uh]cbg`U[Y`ni`f
K]YXYfUi ZbU\`a Y`V`Y]Vh]a`A ca Ybhi b[Yk]ggž`k]Y`a`cn"XY
VYf]W`hYh"

6YfY]hg`Ua`i`&("`> b]`gc f[hY`XUg`Ghi fa h]YZ`N]fcg`ZØf`nU\`fY]WXY
GW`ÅXYb`i bX`7\Ucg`9]bY`hfU[]gW`Y`6]`Ub`n`gd`f]W`hij cb`Y]bYf
j Yfghc`fVYbYb`))!`Å\`f][Yb`: fUi ž`X]Y`j cb`Y]bYa`i a`ghØfnYbXYb

6Ui a`]b`GdUbXUi Yf': c fgh[YhfcZZYb`k i fXY"A Y\fyfY`DYfgcbYbž
XUfi bhYf`Y]bY`F UXZU\fyf]b`i bX`Y]b`5i hcZU\fyfž`Yf`]hhYb
`VYVbg[YZÀ\`f`]WXY`J Yf`Yhni b[Yb"8Yf`G!6U\`b!J Yf`_Y\`f`k Uf`ØVYf
Ghi bXYb`U\`a [Y`Y[hž`i bX`fi bX`%) \$`NØ[Y`ghUbXYb`gh]``"8Yf
: Yfbj Yf`_Y\`f`nk]gWXYb`6Yf`]b`i bX`<Ua Vi f[`k Uf`VYVbgc`ghUf`_
VYY]bhfÀW`h][h" ð`X Yf": c`[Y`k Uf`X]Y: Yi Yfk Y\`f`a]h`ØVYf`) \$\$
9]bgÀhmYb`]b`6Yf`]b`i bX`a Y\`f`U`g`&\$`\$`]b`C ghVfUbXYbVi f[
VYgW`ÀZh][hž`k]Y`hU[YggW`Ui "XY`VYf]W`hYh"

B UW`k]f`_i b[Yb`i bX`J cfk Ufbi b[Yb

8]Y': c`[Yb`XYg`Ghi fa`g`g]bX`bcW`U`b[Y`b]W`h`ØVYfghUbXYb`
GW`ÀXYb`]b`DUF`_gž`k]Y`Yhk U`X]Y`9bhk i fnY`i b[`j cb`fi bX`&\$
6Ài a` Yb`]a`DUF`_GUbggci Wž`j Yfi fgUW`hYb`b]W`h`bi f`cdh]gW`Y
GW`ÀXYbž`gcbXYfb`Ui W`; YZU\`fYb`Ui Z[fi bX`\YfUVghØfnYbXYf
Y`ghY"9I dYfhYb`k UfbYb`Y]bXf]b[`]W`j cf`XYa`6YhfYhYb`XYf
K`À`XYfbž`X]Y`k Y]hYf\`b`]bghUV]`g]bX"8Yf`8Yi hgW`Y`K`YhhYfX]Ybgh
fB`K`8Ł`\Uh`Ui W`K`Ufbi b[Yb`ni`GhUf`fY[Yb`i bX`cf`_UbUfh][Yb
6ØYb`\YfUi g[Y[VYVbž`k cXi fW`X]Y`G]W`Yf\Y]h`XYf`6Yk c\`bYf
k Y]hYf\`b`[YZÀ\`fXYh`]gh"

8cW`b]W`h`bi f`X]Y: Y[Ybk Ufh]gh`\YfUi gZcfXYfbXž`gcbXYfb`Ui W`
X]Y`Ni`_i bZ`h`k cfXh`Xi fW`K`YhhYfYI hfYa`Y`[YdfÀ[h"8Yf`8K`8`\Uh
gY]b`BUhi f[YZU\`fYbdcfhU`]bg`@VYVb`[Yfi ZYbž`XUg`U`g`nYbhfU`Y
5b`Ui ZghY`Y`ZØf`U`hi Y`Y`K`Ufbi b[Yb`i bX`F`]g]_c]bZcfa`Uh]cbYb
X]Yb`h"8cfh`_ØbbYb`Bi`hnYf`b]W`h`bi f`U`hi Y`Y`K`YhhYfk Ufbi b[Yb
UVfi ZYbž`gcbXYfb`Ui W`]bhYfU`_h]j Y`?UfhYb`ni`f`]bX]j]Xi Y`Yb
F]g]_cVYk Yfhi b[`bi`hnYb"8]Yg`]gh`VYgcbXYfg`k]W`h][ž`i a
fYW`hnY]h][`Ui Z`BUhi fYfY][b]ggY`fYU[]YfYb`ni`_ØbbYb`i bX`g]W`
ØVYf`DfÀj Ybh]cbga`U»bU\`a`Yb`ni`]bZcfa`]YfYbž`X]Y`]b`?f]gYbnY]hYb
@VYVb`fYhhYb`_ØbbYbž`k]Y`Ui Z`Xk`X"XY`bUW`ni`YgYb`]gh"

9]b`6`]W`_`Ui Z`X]Y`A`YhYcfc`c`c []Y

8]Y`U`_hi Y`Y`b`a`YhYcfc`c`c []gWXYb`6YX]b[i b[Yb`g]bX`b]W`h`ni
i bhYfgW`ÀhmYb`X]Y`\ØW`ghY`[Ya`YggYbY`K`]bX[YgW`k]bX][_Y]h
k`À\`fYbX`XYg`Ghi fa`Yg`VYhfi [[Uf`%\$, `a`#ž`k Ug`Y]bYf
K`]bXghÀf`_Y`j cb`%`%`Yb`hgd]W`h`BUW`X`Yb`\Y]»Yb`HU[Yb`ni`j`cf`Z]Y`

X]Y`HYa dYfUhi f`Ui Zi bhYf' \$; fUXži bX`ZØf`X]Y`_ca a YbXYb`HU[Y
k YfXYb`nk]gWXYb`&\$`i bX`&(; fUX`Yfk UfhYh" J Yf[`Y]Wx`h'a Ub`X]Y
j Yf\YYfYbXYb`GhØfa Y`XYf`j Yf[Ub[YbYb`š\fyž`k]Y` L Uj]Yf`]b
&\$%+ `cXYf` 5b]hU`]b`&\$&ž`k]fX`XYi h`Wx`ž`XUgg`X]Y`6Yj Ò`_Yfi b[
]b`6Yf`]b`i bX`6fUbXYbVi f[`fYg)`]YbhY`GhfUH[]Yb`Yb`hk]W_Y`b`a`i ggž
i a`a`]h`gc`WXYb`9i hfYa k YhhYfYfY][b]ggYb`i a ni [Y\Yb"

8]Y`G]hi Uh]cb`]gh`ghUV]`ž`YXcWx`V`Y]Vh`UVni k UfhYbž`k]Y`gWx`bY`
g]Wx`X]Y` ðZfUghfi _hi f`XYf`G!6U\`b`k]YXYf`Yf\`c`h`K Yf`U`gc`Ui Z`X]Y
GWx]YbY`Ub[Yk]YgYb`]ghž`gc`h`Y`g]Wx`k Y]hYf\]b`Ui ZJ Yfgd`Àhi b[Yb
i bX`5i gZ`Y`Y]bghY`Yb`"9]bYg`ghY`h`ZYgh`8 Ug`K YhhYf`a UWx h
a ca YbhUbž`k Ug`Yg`k]`ž`i bX`k]f`a ØggYb`VYfY]h`gY]bž`Ui Z`X]Y
@Ui bYb`XYf`BUhi f`ni `fYU[]YfYb"

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

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