

8 Yi hgW\ `UbX ` _Äa dZh`]a `l &%! 9A !
< U`VZ]bU`Y `[Y[Yb `: fUb_fY]W\ `i a `XYb
:]bU`hfUi a `

8]Y`XYi hgW\Y`l &%gd]Y`h`\Yi hY`]a `9A !< U`VZ]bU`Y `[Y[Yb
: fUb_fY]W\ " 5bghc» `]ghi a `&%l \fž`jj Y`VY]`G5H"%i bX`]a
6 =@8!@j Yh]W_Yf"



G`ck U_Y]ž'8 Yi hgW\ `UbX `!< Yi hYž`Ua `&) " ' † b] ' & \$ &) žgW\Ui h`[Ub
8 Yi hgW\ `UbX `Ui Z`XUg`9A !< U`VZ]bU`Y `XYf`l &%!B U]cbU`a UbbgW\UZž
X]Y`i a `&%l \f`[Y[Yb `: fUb_fY]W\ `UbhfYhYb`k]fX" 5bghc» `]gh`]a
GhUXY`XY`HfbUj Uži bX`X]Y` , VYfhfU[i b[`Äi Zh`ØVYf`G5H"%gck]Y`]a
6 =@8!@j Yh]W_Yf" `A UbbgW\UZžg[Y]ghi bX`? ÖbbYb`g]bX`[YZcfXYfhž
XYbb`X]Y` : fUbn`Ög]gW\Y`l &%ž`X]Y`Yhnhä U`][`%- , , `9i fcdUa Y]ghYf
k i fXYž`k UfhYh`Ui Z`X]Y`8: 6!5i gk U\`a]h`Y]bYa `gW\ bY`Yb
5b[f]Zggd]Y`"

K Ug`_Ubb`a Ub`j ca `XYi hgW\Yb`HYUa `Yfk UfhYb`3`HfU]bYf`5bhcb]c
8]`GU`j c`\Uh`]a `JYf[`Y]W\`ni a `gdUbbYbXYb`J]YfhY`Z]bU`!G]Y[`ØVYf

≠U]Yb`fl .&`bUW`J Yf`Ab[Yfi b[Ł`Y]b][Y`ŸbXYfi b[Yb
j cf[Ybca`a Yb"5bg[Uf`?bUi ZZi bX`BY`gcb`K`Y]dYf`gd]Y`Yb
UbghY`Y`j cb`6fU`Ub` ; fi XU`i bX`B]Wc`Ī`HfYgc`X]"8]Y`5i ZghY`i b[
Z0f`\\Yi hY`5VYbX`]ghj`]Y`j YfgdfYW`YbX.` :a`Hcf`Hcfk Ufh`B`cU`
5hi Vc`i ž`]b`XYf`5Vk Y`f`X]Y`J YfhY]X][Yf`7c`]]bgž`F`cgYbZY`XYfž
5ffYm`A`V]i bX`6fck b" :a`A`]hY`ZY`X`hi`a`a`Y`b`g]W`A`UfhY`i bX
FY]hž`k`À`fYbX`?bUi ZZ`K`c`hYa`UXY`i bX`BYVY`Z0f`X]Y`c`ZYbg]j`Y`
; YZU`f`gcf[Yb`gc`Ybž`a`]h`K`Y]dYf`U`g`Ghi`fa`gd]hY`"6]`X`VYf]W`hYhž
XUgg`X]Y`ž`b[g`]a`V]g`Yf][Yb`Hi`fb]Yfj`Yf`Ui`Za`]hj`]Y`
GY`VghVYk`i`gghgY]b`U[]YfYb`i bX`Ui`g`XYb` ; fi ddYbgd]Y`Yb`XfY]
G]Y[Y`]b`XfY]`Gd]Y`Yb`[Y`c`h`\\UVYb`"

9]b`ghUf`_Yf`5i`Zhf]hh`]b`XYf` ; fi`ddYbd`\\UgY

8]YgY`dcg]hj`Y`6]`Ubn`gd]W`h`6`AbXY.`8Yi`hgW`UbX`\\Uh`X]Y
; fi`ddYbd`\\UgY`a`]hj`c`Yf`Di`b`_hnU`\\VY`Yb`XYhž`XUfi`bhYf`Y]b
'`.\$!G]Y[`[Y[Yb`G`ck`Yb]Ybž`Y]b`hi`fVi`Y`bhYg`(.&[Y[Yb`HgW`YW`]Yb
i bX`Y]b`XfUa`Uh]gW`Yg`&.`%`0VYf`9b[`UbX"8`UVY]`\\Uh`B]W`
K`c`hYa`UXYž`XYf`]b`nk`Y]`Gd]Y`Yb`j`]Yf`HcfY`i bX`nk`Y]`J`cf`U[Yb
VY]ghYi`YfhYž`V]g`Yf`VYgc`b`XYfg`0VYfnYi`[h"9f`\\Uh`g]W`VYfY]hg`a`]h
Y]bYa`8YV0h`]b`XYf`5!B`Uh]cb`U`Y`Z`Y]b`Yb`B`Ua`Yb`[Ya`UW`hž
k`À`fYbX`Ui`W`X]Y` :0[Y`n`Ub[Y`Ui`g`DUi`B`YVY`i bX`6fU`Ub` ; fi`XU
Z0f`j`]Y`G`W`k`i`b[`gcf[h"8` :`\\YV`h`ni`XYa`X]Y`ghY][Yb`XYb
@Y]ghi`b[Yb`j`cb`Hcfk`Ufh`5hi`Vc`i`\\Yfj`cfž`XYf`]b`_f]h]gW`Yb
A`ca`Yb`hYb`XYf`V]g`Yf][Yb`Gd]Y`Y`ghUf`_`Ui`Z[Y`hfY`hYb`]gh"

:a`J`]YfhY`Z]b`U`Y`[Y[Yb`≠U]Yb`k`Uf`XYf`Yb`hgW`Y]XYb`XY`HfY`ZYf`j`cb
A`Yf`]b`F`0`\\`]b`XYf`%`%+`"A`]bi`hY`XYf`G`W`0`ggY`ni`a
K`Y]hYf`_`ca`a`Yb`"A`]h`X]YgYa`G]Y[`\\Uh`XUg`HYUa`X]Y`A`0[`]W`_`Y]hž
ni`a`j`]YfhYb`A`U`]b`XYb`Y`h`hYb`Z0b`Zi`&%!9i`fcd`Ua`Y]ghYfgW`UZhYb
]bg` :]b`U`Y`Y]b`ni`n]Y`Ybž`b`UW`XYa`X]Y`j`Yf[Ub[Yb`Yb`H]hY`[Yk`]bbY
]b`&\$`%+`i`bX`&\$`&%`Yffi`b[Yb`k`i`fXYb`"8`Yf`Y`h`hY`G]Y[`]b`&\$`-
[Y[Yb`Gd`Ub]Yb`V`Y]Vh`Y`Xc`W`g`W`a`Yfn`\\UZh`df`AgYb`h"9i`fcgdc`fh
ZUggh`ni`gUa`a`Ybž`XUgg` : fUb`_fY]W`]ja`J`]YfhY`Z]b`U`Y`8`AbYa`Uf`_`a`]h
'`.&VYg]Y[hYž`Y`Xc`W`gY]h`&\$`&`b]W`h`a`Y`f`]a`I`&%!9A`!` :]b`U`Y
[Ygh`Ub`XYb`\\Uh"

9]b`gd`Ub`b`Yb`XYg`8i`Y`ghY`\\h`VYj`cf

8]Y`GdUbbi b[`ghY][hž`i bX`X]Y` : fU[Y`V`Y]Vh`GW`UZZh`Yg
 8 Yi hgW`X`UbXž`g]W`X`ZØf`XUg` :]bU`Y`ni`ei`U`Z]n]YfYb3`8 Ug`HYUa
 a i gg`g]W`Ui ZXYb`ghUf`_Yb` ; Y[bYf`Y]bghY`Yb`i bX`XYb
 GW`k`ÅW`Yb`]b`XYf`5V`k`Y`f`Yb`h[Y[Yb`k`]f`_Yb`"9g`k`]fX`Y]b`YW`hYg
 8 i Y`ž`]b`XYa`g]W`X]Y`HU`Yb`hY`XYf`VY]XYb`BUh]cbYb
 [Y[YbØVYfghY`Yb`"I`a`&\$.%)`I`f`VY[]bb`h`X]Y
 J`cfVYf]W`hYfghUhi`b[`]a` : YfbgY`Yb`gck`]Y`]a`@] YghfYUa`Ui`Z`æmb
 i`bX`fUb`"XYž`k`Å`fYbX`XYf`@] Yh]W`_Yf`VY]`9i`fcgdcfh`X]Y` : Ubgi`Ui`Z`
 XYa`@Ui`ZYbXYb`Å`h`"

: Ygh`ghY`h`8]Y`I`&%!9i`fcdUa`Y]ghYfgW`UZh`XYf`G`ck`U`_Y]`_Øbb`hY`ZØf`
 X]Y`XYi`hgW`Y`A`UbbgW`UZh`XYb`b`ÅW`ghYb`[`fc»`Yb`9fZc`[`a`Uf`_]YfYb`"
 8]Y` : Ubgi`Z]YVYfb`XYa`Gd]Y`Yb`h[Y[Yb`i`bX`cZZYb`Ui`ZY]bYb
 9]bni`[`]bg`[`fc»`Y` :]bU`Y`"8]Y`J`cfZfYi`XY`]gh`gdØfVUfž`XYbb`U`Y`
 V`]W`_Yb`[`YgdUbbhi`Ui`Z`XYb`5bdZ]Z`"

8YhU]`g	
Cfh	G`ck`U`_Y]ž`8Yi`hgW`X`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "Yi`fcgdcfh"XY • k k k "nXZ\Yi`hY"XY

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