

8 Yi hgWx `UbX`i &%`i VY`h. `(.&!G]Y[`[Y[Yb
HgWx YWx]Yb`g]Wx Yfh`J]YfhY`Z]bU`d`Uhn`

8]Y`XYi hgWxY`i &%[Yk]bbh`Ua`%) "\$*`&\$&)`[Y[Yb
HgWx YWx]Yb`(.&`]b`XYf`9A`i bX`g]Wx Yfh`g]Wx`XYb`D`Uhn`]a
J]YfhY`Z]bU`Y"



8 i bU`g_½GhfYXUž`G`ck U_Y]`!`a`<YfnYb`XYf`G`ck U_Y]`Uhi`X]Y
I &%!B U]cbU`a`UbbgWx UZhi`8 Yi hgWx `UbXg`Y]b`ghUf`_Yg`NY]Wx Yb
[YgYhnh`5a`%) " ' ð b] ' & \$ &)`hfUZ`XUg`HYUa`]b`8 i bU`g_½GhfYXU`Ui Z
XYb`B UWx VUfb`HgWx YWx]Yb`i bX`_cbbhY`a`]h`Y]bYa`_`UfYb`(.&!G]Y[
ØVYfnYi [Yb`8 Ua`]h`]gh`X]Y`XYi hgWx Y`A`UbbgWx UZhi`VYfY]hg`bUWx
nk Y]`DUfh]Yb`g]Wx Yf`]a`J]YfhY`Z]bU`Y`XYf`I &%!9i fcdUa`Y]ghYfgWx UZhi
Ub[Y_ca`a`Yb`i bX`U`hi`bi`b]bg[YgUa`h`*`Di`b_hY`Ui`Z`XYa`?`cbhc`
9]b`9fZc`[ž`XYb`a`Ub`gY]h`i`\$%-`b]Wx`h`a`Y`f`]b`X]YgYf`:`cfa`ZY]Yfb
_cbbhYž`k`]Y`G_m`VYf]Wx`hYh`

8]Y`A`UbbgWx UZhi`cb`HfU]bYf`5bhc]c`8]`GU`j`c`VY[`Ubb`XUg`Gd]Y`
Xfi`W_j`c`i`bX`nY][`hY`g]Wx`j`cb`6Y[]bb`Ub`gd]Y`ZFY`i`X][`"9g`k`UfYb
b]Wx`h`Y]ba`U`XfY]`A`]bi`hYb`[Ygd]Y`hž`XU`U`UhhY`DUi`B`YVY`X]Y`YfghY`

7\UbW`XYg`Gd]Y`gž`Ui W`k`Ybb`gY]b`GW`i`gg`bcW`i`b[`Yb`Ui`k`Uf`
8]Y`XYi`hgW`Yb`M`i`b[`ghYf`Y»`Yb`g]W`XUj`cb`YXcW`b]W`h`
Ybha`i`h][`Yb`i`bX`XfY`hYb`ja`@`Ui`ZY`XYf`YfghYb`<`U`VnY]h`f]W`h][`Ui`Z`

8 Uj]X`[Y[Yb` ; c`]Uh\

8]Y`Yfn]Y`hYb`HcfY`gdFYW`Yb`ZØf`g]W`. `B]W`c`HfYgc`X]`fl`)"`A`]bi`hY`
i`bX`DUi`B`YVY`f(`%"`A`]bi`hY`gc`f[`hYb`ZfØ`nY]h][`ZØf`X]Y`
&.\$!:`Ø`fi`b[`"HfYgc`X]ž`XYf`ZØf`<`Ubb`cj`Yf`-`*`gd]Y`hž`b`Yh`hY`b`UW`
Y]b`Ya`df`Än]gYb`DUgg`j`cb`B`b`Ua`X]`7`c`bg`Y]b`"B`YVY`ž`XYf`ZØf`
A`U]bn`\$)`gd]Y`hi`bX`Y]b`Y`ghUf`_`Y`@]ghi`b[`nY][`hY`ž`Zc`[`hY`]\`a`a`]h`
Y]b`Ya`HfY`ZYf`b`UW`J`cf`U[`Y`j`cb`B]W`K`c`hYa`UXY`"8`Yf`5`b[`f]Z`k`Uf`
XYi`h]W`i`bX`WYj`Yfž`k`j]Y`Ui`W`**Vi`bXYg`][`U`W`a`ZY`ghghY`h`**

B`UW`XYf`<`U`VnY]hd`Ui`gY`gW`Y]b`8`Yi`hgW`UbX`b]W`h`b`UW`Ugg`Yb`ni`
k`c`Yb`"B]W`K`c`hYa`UXY`ž`XYf`X]Y`F`c`Y`XYg`\`Ä`b[`Yb`XYb`GhØ`fa`Yfg`
ØVYfb`U`a`ž`V`Ui`hY`X]Y`:`Ø`fi`b[`]b`XYf`)(`"A`]bi`hY`a`]hY]b`Ya`
?`cd`Z`U`Ui`Z`.\$`Ui`gž`i`bX`9`f]WA`UfhY`Yf`\`Ø`hY`]b`XYf`),`"A`]bi`hY`
Ui`Z`(\$`"8`cW`ghU`h`g]W`ni`fØ`W`ni`Y`b`Yb`ž`d`Ugg]Y`fhY`X`Ug`
l`b[`Yk`c`b`hY`.`6`f][`h`5`ffY`m`A`V]i`bhYf`j]Z`Y]b`9][`Yb`hc`fž`k`Ä`f`Y`b`X`
?`UfY`Gd`½`é]`b`XYf`*`*`"A`]bi`hY`ZØf`HgW`YW`Y]b`Ui`Z`(.`&`j`Yf`Ø`fn`hY`"

; fi ddY`i`bhYf`?`cb`hfc`Y`

8`i`fW`X]Y`gYb`Y]b`X`fi`W`_`gj`c`Yb`G]Y[`ZØ`f`h`X`Ug`XYi`hgW`Y`HY`Ua`X]Y`
;`fi`ddY`Ub`i`bX`\`Uh`bi`b`X`Ug`J]Y`fhY`Z]b`U`Y`ZY`gh]a`6`]W`"8]Y`
A`Ubb`gW`U`Zi`_`Ubb`g]W`bi`b`Ui`Z`X`Ug`_`ca`a`Yb`XY`Gd]Y`[`Y[`Yb`
9`b[`Ub`X`j`cf`VY`fY]hY`b`ž`X`Ug`Ua`A`]h`k`c`W`i`a`&%`l`\`f]b`B]h`f`U`
gh`U`h`Z]b`XY`h`8]Y`9`b[`Ä`b`XYf`\`UVY`b`Y`g]b]`f`Ya`Y`h`h`Y`b`Gd]Y`[`Y[`Yb`
G`c`k`Yb]Yb`a`]hY]b`Ya`\$.`\$`b]W`h[`Yf`UXY`Y]W`h[`Y`\`UV`hž`b`UW`XYa`
g]Y`ni`j`cf`HgW`YW`Y]b`a`]h".`%`[`Y`gW`U[`Yb`\`Uh`Y`b`"

D`Ui`B`YVY`Ä`i`»`Y`fhY`g]W`b`UW`XYa`Gd]Y`d`c`g]h]j`ni`f`@]ghi`b[`
gY]b`Y`g`HY`Ua`g`i`bX`V`Y`h`c`b`hY`ž`X`Ugg`X`Ug`GY`V`gh]Y`fh`f`Ui`Yb`b`UW`
X]Y`gYb`VY]XYb`G]Y[`Yb`[`Yk`UW`gYb`]gh`8]Y`A`Ubb`gW`U`Zi`Y`f]b`b`Y`fh`
g]W`Ub`X]Y`ghUf`_`Yb`A`ca`Yb`hY`i`bX`[`Y`\`h`c`d`h]a`]gh]gW`]b`X]Y`
b`Ä`W`ghYb`<`Y`f`Ui`g`Z`c`f`XY`fi`b[`Yb`"

9]bY]bhYfYgg]Yfh'6YcVUWxhi b['k Yfh]gh'X]Y' HUhgUWxYž'XUgg
 k Å\fybX'XYg'Gd]Y`g'X]Y'6U''VYg]hngHh]gh]_`8Yi hgWx`UbXg'VY]'ØVYf
 +' i ``U[ž'k Ug'X]Y'8ca]bUbn'XYg'Gd]Y`g'i bhYfghfY]Wxh''5i W'k Ybb
 HgWxYWx]Yb'nk]gWxYbXi fWx'Y]b][Y'<U'VWxUbW'b'\UhhYž'_cbbhY'X]Y
 8: 6!l &%X]Y'?cbhfc``Y'ØVYf'XUg'Gd]Y`ghYhg'VYk U\fyb"

9]b'[fc»Yf'GWx]h'Ui ZXYa 'K Y['ni a 'H]hY'3'8Ug'V'Y]Vh
 UVni k UfhYbž'XcWx'X]Y'JcfZfYi XY'Ui Z'XUg'VYj c fghY\YbXY'Gd]Y`
 [Y[Yb'9b['UbX']gh'g]WxYf'Wx'[fc»": Ubg'i bX'A UbbgWxUZh'_ÖbbYb
 g]Wx'Ui Z'gdUbbYbXY'HU[Y'ZfYi Ybž'k]Y'GdcfhgWxUi
 ni gUa a YbZUggh"

8YhU]`g	
Cfh	8i bU'g_½GhfYXUž'G`ck U_Y]
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "gdcfhgWxUi "XY • gdcfh"g_m"XY • k k k "Vi bXYg`][U"Wca

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