

9`]nUVYh\ `6Ub_g`Ybh\Ø`h. `Gc`gW\ a i hn][
k Uf`] \f`œV`U`g`N]a a Yfa ÅXW\ Yb`°

9`]nUVYh\ `6Ub_g`fYZY_h]Yfh`ØVYf`] \fY`5fVY]h`U`g`?Y`bYf]b
i bX`N]a a Yfa ÅXW\ Ybž`VYhcb`h`k]W\h][Y`@Y_h]cbYb`i bX
[YgY`gW\UZh]W\Y`J YfUbhk c`fhi b["



6UmYfbž`8Yi hgW\ `UbX`!`9`]nUVYh\ `6Ub_gž`X]Y`a]h`Yfk Y]`Y`) %
ſ\ fY`U`hY`GW\Ui gd]Y`Yf]b`i bX`FY[]ggYi f]bž`\Uh`g]W\`]b`Y]bYa
U_hi Y`b`b`hYfj]Yk`cZYb`ØVYf`] \fY`ZfØ\YfYb`œVg`U`g`?Y`bYf]b
i bX`N]a a Yfa ÅXW\ Yb`[YÅi »Yfh" `b`XYf`hn`VYf]W\hYh`g]Yž`XUgg`g]Y
]a`5`hYf`j cb`%+`ſ\ fYb`ni`UfVY]hYb`VY[Ubb`i bX`ØVYf`Y]b
ſ\fnY\bh]b`XYf`; Ughfcbca]Y`hÅh][`k Uf" `6YgcbXYfg`Y]bXf]b[`]W\
h\Ya Uh]g]Yfh`g]Y`X]Y`i bUb[YbY\`a Y`FYU`]hÅhž`a]h`XYf`g]Y`hÅ[`]W\
_cbZfcbh]Yfh`k Uf" `8Ug`@YVYb`]gh`b]W\h`[`Ua`ci`fØg" `A`Ub`UbXYh`Ub
j`YffØW`hYb`C`fhYb`ž`gU[`h`g]Yž`k`Å`fYb`X`g]Y`] \fY`9fZU\`fi`b[Yb`Ui`g
XYf`NY]h`U`g`N]a a Yfa ÅXW\ Yb`hY]`hž]b`XYf`g]Y`cZh`Hc]`YhhYb
fY]b][Yb`a`i`gghY"

Àf`5ddY`Ub`<chY`[`ÀghYž`_Y]bY`; Y[YbghÅbXY`k]Y`?cbXca`Y`i`bX

HUa dcbg]b`X]Y`Hc]`YhhYb`ni`gdØYbž]gh`VYgcbXYfg`Y]bXf]b[`]Wž
XU`g]Y`VYf]W`hYhž`j`Y`Y`i`bUb[`YbY`a`Y`8]b[`Y`Ui`g`XYb`Hc]`YhhYb
YbhZYfbYb`ni`a`ØggYb"6Ub_g`VYhfUW`hYh`]\fY`gW`k`]Yf][`Yb`æVg
`YXcW`b]W`h`bi`f`U`g`6Y`Ughi`b[`ž`gcbXYfb`Ui`W`U`g`k`Yfhj`c`Y
@VYbgyfZU`fi`b[`ž`X]Y`g]Y`[`Ydf`[`h`U`h"8]YgY`9fZU`fi`b[`Yb`Y`ZYb
]\fž`g]W`]b`XYf`c`Zi`UfhYb`K`Y`h`XYf`GW`Ui`gd]Y`YfY]
ni`fYW`hni`Z]bXYb"

J`c`b`X`Y`f`F`Y]b][`i`b[`]ni`f`GW`Ui`gd]Y`Yf`_`Uff]YfY

⊕`XYf`gY`VYb`NY]h`U`h`6Ub_g`b]W`h`bi`f`]b`XYf`;`Ughfcbca`]Y
[`YUfVY]hYhž`gcbXYfb`Ui`W`U`g`N]a`a`Yfa`ÅXW`Yb`]b`Y]bYa`6YX`UbX
6fYU_ZUgh"ÀfY`F`c`Yb`]b`XYf`GW`Ui`gd]Y`YfY]`VY[`UbbYb`g]Y`Yfgh
bUW`X]YgYf`Ub[`Yb`D`UgY`XYg`GW`i`ZhYbg"5i`W`k`Ybb`]f
8i`fW`Vfi`W`&\$\$`a`]h`XYa`:]`a`G`YUV]gW`]h`A`]h`XYa`K`]Yb`ni`a
9fZc`[`]Ua`ž`V`Y]Vh`g]Y`]fYb`K`i`fnY`b`hfYi`i`bX`gdf]W`h`XUfØVYfž
k`]Y`k`]W`h][`X]YgY`9fZU`fi`b[`Yb`ZØf`]fY`gd`ÅhYfY`?`Uff]YfY`k`UfYb"
8Ug`9b[`U[`Ya`Ybh]b`XYf`GW`Ui`gd]Y`YfY]ž`YVYbgc`k`]Y`]fY
:`Å\][`_Y]hYb`U`g`F`Y[`]ggYi`f]b`i`bX`DfcXi`nYbh]bž`g]bX`Ui`g`X]YgYb
[`fi`bX`Y[`YbXYb`9fZU`fi`b[`Yb`[`Yk`UW`gYb"

8]Y`<`YfUi`gZc`fXYfi`b[`Yb`XYf`GW`Ui`gd]Y`YfY]`g]bX`Y]b`k`Y]hYfYg
H\Ya`Už`XUg`b]W`h`i`bYfk`Å`b`h`V`Y]Vh"8Yi`hgW`UbXZi`b`_`B`cj`U
VY`Yi`W`hYhž`k`]Y`GW`Ui`gd]Y`YfY]b`bYb`Åi`Z][`a`]h`Ub[`Yb
8i`fghghfYW`Yb`_`c`bZfc`bh]Yfh`g]bXž`]b`XYbYb`g]Y`Ui`Z`5i`X]h]cbg
`c`ZYb`i`bX`[`]Y]W`nY]h][`i`a`XUg`Z]bUbn]Y`Y`VYf`YVYb`_`Åa`dZYb
a`ØggYb"8]Y`?`cb`_i`ffYbn`]b`XYf`6fUbW`Y`]gh`i`bYfV]h`]W`ž`i`bX`j`]Y`Y
ghY`Yb`j`cf`[`fc»`Yb`<`YfUi`gZc`fXYfi`b[`Ybž`]fY`@Y]XYbgW`UZh
k`Y]hYf\]b`j`YfZc`[`Yb`ni`_`ÖbbYb"

9`nUVYh`6Ub_g`\U`h`_Øfn`]W`]b`XYf`?`Y`mi`7`Uf_gcb`G`ck`ØVYf
]\fY`F`c`Y`]b`XYf`bYi`Yb`Df]a`Y!J]XYc!GYf]Y`H\Y`6YhhYf`G]ghYf`ž`]b
XYf`g]Y`bYVYb`Xgg]WU`6]Y`ni`gY`Yb`]ghž`[`YgdfcW`Yb"8]YgY
DfYa`]YfY`Zc`[`h`Ui`Z]\fY`c`ZYb`_i`bX][`Yb`9fZU`fi`b[`Yb`U`g
GW`Ui`gd]Y`Yf]bž`X]Y`g]Y`YfbYi`h`a`]h]\fYb`NY]h`U`g`N]a`a`Yfa`ÅXW`Yb
]b`J`YfV]bXi`b[`]Vf]b[`h"6Ub_g`nY][`hž`XUgg]\fY`K`i`fnY`b`g]Y`]a`a`Yf
VY[`]Y]hYb`i`bX`XUgg`YXY`@VYbgd`UgYž`[`Ubn`[`]Y]W`k`]Y
`YfUi`gZc`fXYfbX`g]Y`k`Ufž`HY`]fYf`;`YgW`]W`hY`]gh"

8YhU]`g	
C fh	6UmYfbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "ghi hh[UfhYf!b UW\ f]W\ hYb"XY • k k k "XYi hgW\`UbXZi b_bcj U"XY

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