

9I !D`Ub`Ui Z`XYf`N]Y`[YfUXYb.`)) i
k Yb][Yf`9a]gg]cbYb`V]g`&\$' \$°

8]Y`9I`j YfZc`[h`XUg`N]Y`ž`HfY]V\Ui g[UgYa]gg]cbYb`V]g`&\$' \$
i a`)) i`ni`fYXi n]YfYb`i bX`gYhnh`Ui Z`YfbYi YfVUFY`9bYf[]Yb
i bX`9ZZ]n]Ybna U» bU\`a Yb"



9I ž`9i fcdU`!`8]Y`9I`b`À`Yfh`g]W`a`]h`fUgW`Yb`GW`f]hh`Yb`XYa`N]Y`ž`
X]Y`HfY]V\Ui g[UgYa]gg]cbYb`V]g`&\$' \$`i a`))`DfcnYbh]a
J Yf[`Y]W`ni`%-`-\$`ni`gYb`_Yb`"@Ui h`Y]bYa`U`_hi`Y`Yb`6Yf]W`hj`cb`
Vbb"XY`]gh`XYf`U`_hi`Y`Y`GhUbX`VYY]bXfi`W`_YbX.`8]Y`9a`]gg]cbYb
gc`Yb`VYfY]hg`i a`Yhk`U`)(`DfcnYbh`fYXi`n]Yfh`k`YfXYb`"9I`!
?`]a`U`_ca`a`]ggUf`K`cd`_Y`<cY`ghfU`nY][`h`g]W`cdh]a`]gh]gW`ž`XUgg
X]Y`ZYgh[`Y`Y[`hYb`N]Y`Y`YffY]W`h`k`YfXYb`_`ÖbbYb"

GY]h`%-`-\$`k`i`fXYb`X]Y`9a`]gg]cbYb`i a`" +`DfcnYbh]j`Yff]b[`Yfhž`
k`À`fYbX`[`Y]W`nY]h][`X]Y`K`]fhgW`UZh`i a`ZUgh`+\$`DfcnYbh
[`Yk`UW`gYb`]gh`"8]Y`bUh]cbU`Yb`?`]a`Ud`ÀbY`fB`97DŁ`XYf`9I`!GhUUhYb
V]`XYb`X]Y`;`fi`bX`U[`Y`Z0f`X]Y`6Yk`Yfhi`b[`X`Yf`:`cfhgW`f]hh`"8UVY]
ghY`Yb`X]Y`D`ÀbY`j`cb`6Y`[`]Ybž`9gh`UbX`i bX`Dc`Yb`bcW`Ui`gž`

YXcW`k i fXYb`XYfYb` ; YgUa`hm]Y`Y`VYfY]hg`]b`X]Y`6Yk`Yfhi`b[
Y]bVYnc[`Yb`"

; Ya`Y]bgUa`Y`J`YfUbhk`cfhi`b[`XYf`
A`]h[``]YXghUUhYb`

8]Y`9I`!`?ca`a`]gg]cb`VYhc`bhž`XUgg`X]Y`9ffY]W`i`b[`XYf`?``]a`Un]Y`Y`
Y]bY`[`Ya`Y]bgUa`Y`J`YfUbhk`cfhi`b[`U`Yf`A`]h[``]YXghUUhYb`]gh`9g`
VYghY`h`YXcW`<`UbX`i`b[`gVYXUfZ]b`XYb`GY`_`hcfYb`J`Yf`_`Y`fž`
; YV`Ai`XY`i`bX`@`UbXk`]fhgW`UZh`i`a`X]Y`bcW`VYghY`YbXYb`@`ØW`Yb`
ni`gW`Y`Y`»`Yb`"Ni`XYa`nY][`h`g]W`ž`XUgg`XYf`N]Y`k`Yfh`ZØf`
YfbYi`YfVUfY`9bYf[`]Yb`Y]bY`@`ØW`Y`j`cb`bi`f`%ž`Dfc`nYb`h`Ui`Zk`Y]ghž`
XYbbcW`g]bX`A`U»`bU`a`Yb`ni`f`GhY][`Yfi`b[`XYf`9bYf[`]YYZZ]n]Ybn`
Xf]b[`YbX`YfZcfXYf`]W`"

9]bY`ZfØ`YfY`5bU`mgY`XYf`B`97Dg`Ui`g`&\$`&`d`fc[`bcgh]n]YfhY`Y]bY`
F`YXi`n]Yfi`b[`XYf`9a`]gg]cbYb`i`a`)`%`Dfc`nYb`h`HY]`XYg`
i`a`ZUggYbXYb`D`Ubg]gh`XYf`;`fY`Yb`8`YU`ž`Y]b`A`U»`bU`a`YbdU`_`Y`hini`f`
GYb`_i`b[`XYf`HfY]V`U`i`g[`UgYa`]gg]cbYb`]b`j`YfgW`]YXYbYb`
GY`_`hcfYb`"8]Y`i`a`gY`hni`b[`X]YgYf`J`cf[`UVYb`]b`XYb`
A`]h[``]YXghUUhYb`[`YghU`h`Y`h`g]W`YXcW`U`g`YfUi`gZcfXYfbX`"

: ØfXYfi`b[`YfbYi`YfVUfYf`9bYf[`]Yb`

8]Y`@Y[`]g`Uh]j`Y`XYf`9I`h`fY]Vh`X]Y`9b`hk`]W`_i`b[`YfbYi`YfVUfYf`
9bYf[`]Yei`Y`Yb`j`cfUbž`X]Y`U`g`5`h`YfbUh]j`Yb`ni`Zc`gg]Yb`
6fYbbghc`ZYb`X]YbYb`gc`Yb`"8`YfnY]h`ghUa`a`Yb`ØVYf`&\$`Dfc`nYb`h`
XYf`]b`XYf`9I`j`YfVfUi`W`hYb`9bYf[`]Y`Ui`g`YfbYi`YfVUfYb`E`i`Y`Yb`ž`
VYf]W`h`Y`h`**Yi`fcdUf`"Yi`"** `a`8`YnYa`VYf`&\$`&`ZcfXYfhYb`
5V[`YcfXbYhY`gW`bY`YfY` ;`YbY`a`][`i`b[`Yb`ZØf`?`fUZh`k`Yf`_`Y`ž`X]Y`a`]h`
YfbYi`YfVUfYb`9bYf[`]Yei`Y`Yb`VYhf]YVYb`k`YfXYbž`XUfi`bhYf`
GcbbYb`_`c`Y`_`hcfYb`i`bX`K`]bXf`ÅXYf`"

Ni`g`Å`h`]W`k`]fX`X]Y` : ØfXYfi`b[`]j`cb`YfbYi`YfVUfYa`K`UggYfghc`Z`
i`bX`C`Zg`l`cfY`!`9bYf[`]Yei`Y`Yb`ž`Y]bgW`Y`Y`»`]W`K`Y`Yb`_`fUZh`
j`cfUb[`Yhf]YVYb`"9I`!`:]bUbn]Yfi`b[`Yb`ZØf`
9fX[`Ug]bZfUghfi`_`hi`fdfc`Y`_`hY`k`YfXYb`gW`f]h`k`Y]gY`Y]b[`YghY`h`ž`i`b`X`

X]Y'; Y`XYf`k YfXYb`ghUhhXYggYb`]b`K UggYfghcZ!`i bX`[fØbY
 C Zg\cfY!9bYf[]Y]bZfUghfi _hi fYb`i a [Y`Y]hYh" `a `GYdhYa VYf`&\$&'
 i bhYfghØhnhY`XUg`DUf`Ua Ybh`Y]bY`J YfY]bVUfi b[`ni f`: ÒfXYfi b[
 YfbYi YfVUFYf`9bYf[]Yei Y``Yb`i bX`ni f`FYXi n]Yfi b[`XYf
 5V\Åb[][_Y]h] cb`fi gg]gW`Yf`9bYf[]Y"N]Y``]ghž`XYb`5bhY`
 YfbYi YfVUFYf`9bYf[]Y`Ua `9bXYbYf[]Yj YfVfUi W`V]g`&\$' \$`Ui Z
 (&ž) `DfcnYbh`ni `Yf\Ò\Ybž`k Å\YbX`X]Y`A]h[`]YXghUUhYb`gY`Vgh
 gc[Uf`(`) `DfcnYbh`UbghfYVYb"

5VgW`]Y» YbX`a U\`bYb`9l dYfhYb`ni f`8f]b[`]W`_Y]hž`XUgg`hfc`hn`XYg
 : cfhgW`f]hgg`]a ` ð`bYb`_ca a YbXYb` ð\`f`j YfV]bX`]W`Y
 Nk]gW`Ybn]Y`Y`ZØf`&\$(\$`YhUV`)Yfh`k YfXYb`a ØggYbž`i a `Y]bY
 A]bXYfi b[`i a `a]bXYghYbg`- \$`DfcnYbh`V]g`&\$(\$`]a `J Yf[`Y]W`ni
 %- - \$`ni `YffY]W`Yb`"9]b`; YgYhnYgj cfgW`U[`XYf`?ca a]gg]cb`k]fX
 V]g`ni f`Gca a YfdUi gY`Yfk UfhYh"8]Y`:`YI]V]`]hÅhVY]`XYf
 l a gYhni b[`_ÒbbhY`Xi fW`X]Y`5bYf`_Ybbi b[`j cb`?`]a UnYfh]Z`_UhYb
 Ui g`B]W`h!9l !@ÅbXYfb`Yf\Ò\`h`k YfXYb"

8 YhU]`g	
J cfZU``	?`]a Uk UbXY`
C fh	9l ž`9i fcdU
E i Y``Yb	<ul style="list-style-type: none"> • Vbb"XY • k k k "XYghUh]g"XY • k k k "Yi fcdUf`"Yi fcdU"Yi

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