

: U\ ffUX!| bZU``']b`F chhYbVi f[.`F UXZU\ fYf`
`YVYbg[YZÄ\ f`]WÄ`j Yf`Yhnh°

9]b``)!`Ä\ f][Yf`F UXZU\ fYf`k i fXY`]b`F chhYbVi f[`Ua` BYW_Uf`
j cb`Y]bYa` `5i hc`YfZUgghi bX``YVYbg[YZÄ\ f`]WÄ`j Yf`Yhnh`
9fa`]hhi b[Yb``Ui ZYb`



F chhYbVi f[`Ua` BYW_Ufž`8Yi hgWÄ`UbX`!`5a`gdÄhYb`5VYbX`]b`
F chhYbVi f[`Ua` BYW_Ufž`@UbX_fY]g`HØV]b[Ybž`YfY][bYhY`g]WÄ`Y]b`
gWÄ`k YfYf`J Yf_Y\ fgi bZU``ž`VY]`XYa` `Y]b``)!`Ä\ f][Yf`F UXZU\ fYf`
`YVYbg[YZÄ\ f`]WÄ`j Yf`Yhnh`k i fXY``8Yf`F UXZU\ fYf`_c``]X]YfhY`a`]h`
Y]bYa` `5i hcž`XYggYb`&(!`Ä\ f][Yf`F UXZU\ fYf`_c``]X]YfhY`a`]h`
F UXZU\ fYf`k Uf`]b`XYf`BUWÄ`hj cf`XYa` `5i hc`i bhYfk Y[gž`U`g`Yg`ni`
XYa` Zc`[YbgWÄ`k YfYb`Ni`gUa` a`Ybghe`»`_Ua` ``8i fWÄ`X]Y`K`i`WÄ`h`XYg`
5i`ZdfU``g`k`i`fXY`XYf`A`Ubb`j`cb`XYf`:`U\fvU\`b`[`YgWÄ`Yi`XYfh`i`bX`
`UbXYhY`]b`Y]bYa` `;`YVØgWÄ``F`Yhhi`b[`g_fÄ`ZhY`gWÄ`bY``hYb`\`YfVY`]i`bX`
hfUb`gd`cfh]YfhYb`]b`i`a` [`Y\`YbX`]bg`?`fUb`_Yb`\`Ui`g``8]Y`[`YbUi`Y`
l`fgUWÄ`Y`XYg`l`bZU``g`]gh`XYfnY]h`bcWÄ`i`b`_Uf`i`bX`k`]fX`j`cb`XYb`
9fa`]hhi`b[`gVY`\`ØfXYb`i`bhYf`gi`WÄ`h`

: U\ffUXi bZÄ`Y`'9]b`Yfbghni bY\`a` YbXYg`F`]g]_c`

: U\ffUXi bZÄ`Y`ghY`Yb`Y]b`Yfbgh\`UZhYg`F`]g]_c`]a`'GhfU»`Ybj`Yf_Y\`f`
XUf`"B`UW`'5b[`UVYb`j`cb`'8`c`_`hcf`K`Y][`'`Y]XYb`F`UXZU\`fYf`\`Äi`Z][`
i`bhYf`gWk`YfYb`?`cdZ]`Yf`Yhni`b[`Ybž`X]Y`c`Zh'gc[`Uf`hÖX`]Wk`YbXYb`
_`ÖbbYb`"9g`k`]fX`Xf]b[`YbX`Ya`dZc`\`Ybž`VY]a`'F`UXZU\`fYb`Y]bYb`
<`Y`a`'ni`hfU[`Ybž`XU`X]YgYf`XUg`F`]g]_c`ZØf`gWk`YfY`
?`cdZ]`Yf`Yhni`b[`Yb`i`a`'*\$!+\$`DfcnYbh`gYb`_`Yb`_`Ubb`"J`Y`Y`
: U\ffUXi bZÄ`Y`ZØ\`fYb`ni`'6U[`UhY`j`Yf`Yhni`b[`Yb`k`]Y`
GWØfZk`i`bXYb`cXYf`DfY`i`b[`Ybž`UVYf`Ui`Wk`:`fU`hi`fYb`g]bX`\`Äi`Z][`ž`
]bgVYgcbXYfY`]a`'5fa`!`i`bX`GWk`i`hYfVYfY]Wk`"

æa`'Ÿ\`f`&`\$`&(`[`UV`Yg`]b`8Yi`hgWk`UbX`(`(`%`hÖX`]Wk`Y`:`U\ffUXi bZÄ`Y`ž`
Y]b`5bgh]Y[`j`cb`%`ž(`DfcnYbh]a`'J`Yf[`Y]Wk`ni`&`\$`%(`"8]YgY`
YfgWk`fYW`YbXYb`NU\`Yb`j`YfXYi`h]Wk`Ybž`XUgg`F`UXZU\`fYf`]a`
GhfU»`Ybj`Yf_Y\`f`VYgcbXYfg`[`YZÄ`\`fXYh`g]bX`"N8:`<`Yi`hY`VYf]Wk`hYhž`
XUgg`YXYg`gYWk`ghY`HcXYgcdZYf`]a`'GhfU»`Ybj`Yf_Y\`f`Y]b`F`UXZU\`fYf`
]gh`8Yf`:`fc»`hY]`XYf`hÖX`]Wk`j`Yfi`b[`\`ØW`hYb`F`UXZU\`fYf`k`Uf`*)`
Ÿ\`fY`cXYf`Ä`hYfž`k`Ug`X]Y`:`YZÄ`\`fXi`b[`\`Ä`hYfYf`J`Yf_Y\`fghY]`bY\`a`Yf`
j`YfXYi`h]Wk`h`"

5b[`Yg]Wk`hg`X]YgYf`9bhk`]W`_i`b[`Yb`]gh`XYf`i`bZU`]]b`F`chYbVi`f[`\`Ua`
BYW`Uf`Y]b`k`Y]hYfYf`U`Ufa`]YfYbXYf`:`U`ž`XYf`X]Y`:`YZU\`fYb`ZØf`
F`UXZU\`fYf`]b`XYb`A`]hhY`di`b`_`hfØW`h`";`Y[`Ybk`Äfh][`\`a`ØggYb`X]Y`
I`a`ghÄbXY`i`bX`X]Y`J`YfUbhk`cfhi`b[`\`ZØf`XYb`i`bZU`]]bcWk`[`Y`_`Äfh`
k`YfXYb`"@Ui`h`U`hi`Y`Yb`GhUh]gh]_Yb`hfU[`Yb`F`UXZU\`fYf`]b`j`]Y`Yb`
:`Ä`Yb`Y]bY`A`]hgWk`i`X`Ub`XYb`i`bZÄ`Ybž`k`Ä`\`fYbX`g]Y`\`Äi`Z][`\`Xi`fWk`
5i`hcZU\`fYf`[`YZÄ`\`fXYh`k`YfXYb`"æbgVYgcbXYfY`k`]fX`VY]`i`bZÄ`Yb`
a`]h`5i`hcZU\`fYfb`F`UXZU\`fYfb`]b`&(`ž+`DfcnYbh`XYf`:`Ä`Y`X]Y`
<`Ui`dhgWk`i`X`Ub[`Y`UghYhž`k`Ug`Ui`ZX]Y`gWk`k`]Yf][`Y`
J`Yf_Y\`fgg]hi`Uh]cb`\]bXYi`hYhž`]b`XYf`g]Wk`F`UXZU\`fYf`VYZ]bXYb`"

8]Y`ghÄbX][`Y`Ni`bU\`a`Y`j`cb`9!6]_Yg`_`ÖbbhY`YVYbZU`g`Y]bY`F`c`Y`
VY]`XYf`ghY][`YbXYb`NU\`XYf`i`bZU`]cdZYf`gd]Y`Yb`"K`Ä`\`fYbX`]a`'Ÿ\`f`
&`\$`%(`'bi`f`'`-`XYf`j`Yfi`b[`\`ØW`hYb`F`UXZU\`fYf`a`]h`Y]bYa`'9!6]_Y`
i`bhYfk`Y[`g`k`UfYbž`gh]Y[`\`X]YgY`NU\`&`\$`%(`Ui`Z`%-`&"8]Yg`k`]fZh`
:`fU[`Yb`ni`a`g]Wk`YfYb`i`a`[`Ub[`\`a`]h`X]YgYb`:`U\fnYi`[`Yb`i`bX`XYb`
XUa`]hj`YfVi`bXYbYb`F`]g]_Yb`Ui`Z`"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``
C fh	F chYbVi f[`Ua `BYW_Ufž'8Yi hgW\ `UbX
J Yf`Y hnhY	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "Xc_hc f k Y][``XY • k k k "nXZ\ Yi hY"XY

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