

; Y]ghYfUi hcVU\b`5(.`9]b`8c`W\`]a
< YfnYb`j cb`BFK`i bX`X]Y`Gc`Uf!
F Yj c`i h]cb`°

9bhXYW_Yb`G]Y`X]Y`ZUgn]b]YfYbXY; YgW\jW`hY`XYf
/ ei ch; Y]ghYfUi hcVU\b/ ei ch`5(`]b`BFK`ž`X]Y`Xi`fW`XYb
HU[YVUi`<`Ua`VUW`]b`XYb`Gh]`ghUbX`j`YfgYhnh`k`i`fXY"



? YfdYbž`8Yi hgW\`UbX`!`ē`B`cfXf\Y]b!K`YghZU`Yb`YfghfYW`h]g]W\`
Y]b`%+`?`]`ca`YhYf`Ub[`Yg`HY]`ghØW`_`XYf`5i`hcVU\b`5(`ž`XUg`U`g`
; Y]ghYfUi hcVU\b`VYnY]W`bYh`k`]fX``8]Y`5(`]gh`X]Y`j`]Yfh`Àb[`ghY`
5i`hcVU\b`8Yi`hgW\`UbX`g`i`bX`j`Yf`Ài`Zi`j`cb`XYf`b]YXYf`ÀbX]gW`Yb`
;`fYbnY`VY]`5UW`Yb`V]g`ni`f`5()`VY]`C`dY`i`bX`?`fca`VUW``8Yf`U`hY`
5VgW`b]h`h`nk`]gW`Yb`8ØfYb`i`bX`?`fYi`n`?`YfdYb`k`i`fXY`]b`XYb`
%-`-\$Yf!`>`fYb`ZØf`Y]bY`I`a`j`Yf`Y[`i`b[`j`cf[`YgY\`Yb`ž`bUW`XYa`X]Y`
GhfYW`_`b]W`h`a`Y\`f`XYb`[`Ygh]Y[`YbYb`J`Yf`_`Y\`fgUi`Z`_`ca`a`Yb`
[`YfYW`h`k`YfXYb`_`c`bb`hY"

8]Y`YfghYb`6Ui`UfVY]hYb`ZØf`X]Y`bYi`Y`5(`!`HfUggY`VY[`UbbYb`&\$\$,

i bX`k i fXYb`&\$%(`UV[YgW`cggYb" `b`X]YgYf`NY]h`k i fXY`X]Y
5bgW`i gghY`Y`?YfdYb!6i]f`_ca d`Yhh`YbhZYfbh"8Yf`U`hY
5VgW`b]hh`a i gghY`XYf`9fk Y]hYfi b[`XYg`HU[YVUi g`<Ua VUW
k Y]W`Yb`i bX`]gh`gY]h`&\$%(`i bVYbi hnh" `<Yi hY` \Uh`g]W`X]YgYf
gh]"[Y`Y[hY`HY]"ni `Y]bYa ` @cgh`D`UW` `Yb`hk]W`Y`h`z`Ui Z`XYa ` _Y]bY
: U`fnYi [Y`a Y`f`j Yf`_Y`fYb" `G]W`hVUfY` , VYffYghY`k]Y`@Y]hd`Ub`_Yb
i bX`6fØW`_Yb`Yf]bbYfb`Ub`X]Y`Y]bgh`VY`YVhY`GhfU» Y"

I a k Y`h`i bX`9bYf[]Y[Yk]bbi b[

8Yf`?c` \`YUVVUi `]a `I a ZY`X`XYf`5i hcVU`b` \`Uh`XUg` ; YV]Yh
Yf`YV`]W` [Ydf`A[h`9]b`5VgW`b]hh`XYf`Y`Ya U`][Yb`5(!HfUggY`]"Y[h
]a `[Yb`Y`a][hYb`5VVUi ZY`X`XYg`HU[YVUi g`<Ua VUW`ž`i bX`F`K`9
d`Ub`h`z`X]YgY`5`_h]j]h`h`V]g`&\$' \$`Zcfhni gY`h`Yb" `HY]`Y`XYf
Y`Ya U`][Yb`5i hcVU`b`ghfYW`_Y`k i fXYb`]b`Y]bY` Gc`UfUi hcVU`b
i a [Yk`Ub`XY`h` `b`B]YXYfn]Yf`k i fXY`Y]b`5VgW`b]hh`a]h`&" , \$\$
Gc`Ufa cXi `Yb`VYghØW`_h`z`X]Y`Ui gfY]W`Yb`X`Ghfca `ZØf`&\$\$
<Ui g`U`hY`]"ZYfb"8]Yg`]gh`Y]b`6Y]gd]Y`ZØf`XYb`ni bY`a Yb`XYb
HfYb`X`ni f`Bi`hni b[`j`cb`Gc`UfYbYf[]Y`]b`XYf`F`Y[]cb"

8]Y`J`Yf`Y[i b[`XYf`5i hcVU`b`k i fXY`b]W`h`bi`f`Ui`g
j`Yf`_Y`fghYW`b]gW`Yb`ž`gcb`XYfb`Ui`W`Ui`g`i`a`k`Y`h`dc`h]gW`Yb
; fØb`XYb`j`c`nc[Yb"8]Y`F`Y[]cb`VYfY]hY`h`g]W`Ui`ZY]b`Yb
i a ZUggYb`XYb`Ghfi`_hi`fk`Ub`XY`j`cf`ž`]bgVY`gcb`XYfY`a`]h`XYf
; fØb`Xi`b[`XYf`B`Yi`Ub`X`<Ua`VUW` ; a`V`<`Xi`fW`g`YW`g
5bfU]b`Yf`_ca`a`i`b`Yb`ž`X]Y`X]Y` `b`hYfY`ggYb`XYf`6Øf[Yf`j`Yf`h`fY`h`Yb`i`b`X
XYb` , VYf[Ub[`ni`Y`fb`Yi`YfVUfYb`9bYf[]Yb`ZØf`XYfb`a`ØW`hYb"9]b
[Yd`Ub`hYf`(&?)`ca`Y`hYf`Ub[Yf`F`UX`k`Y[`b`Ua`Ybg` <Ua`VUW`@`cd
gc`ni`XYa`X`Uni`VY]hfU[Yb`ž`X]Y`F`Y[]cb`ZØf`5bk`c`b`Yf`i`b`X
Hci`f]ghYb`Uh`hfU`_h]j`Yf`ni`a`UW`Yb"

8Yf`?c` \`YUi`ggh]Y[

8Yf`?c` \`YUVVUi`ghY`h]b`X]fY`_hYa`Ni`gUa`a`Yb`Ub[`a`]h`XYa
XYi`hgW`Yb`?c` \`YUi`ggh]Y[`ž`XYf`]a
?c` \`Yj`Yfghfca`i`b[gVYYbX][i b[g[YgY`h`f`?`J`6; `E`[YfY[Y`h`]gh" `@Ui`h
`b`Zcfa`Uh]cb`Yb`XYf`6i`b`XY`gb`Y`hnU[Yb`hi`f`g]Y`h`X]YgYf`Y]b`Y
gW`f]h`hk`Y]gY`Gh]"`Y[i b[`gck`c` \`j`cb`6fUi`b!`U`g`Ui`W`

GhY]b_c\`YUb`U[Yb`j`cf" `5V`&\$&+`k`]fX`X]Y`?c\`Yj`Yfghfca`i`b[`]b]W`h`
a`Y`f`X`i`fW` `5i`ggW`fY]Vi`b[Yb`ž`gcbXYfb`X`i`fW` `[YgYhn`]W`Y`
F`Y`X`i`n]Yfi`b[Yb`i`[YfY[Y`h" `8`]Yg`_Ubb`ni` `k`Y]hYfYb`fYW`h`]W`Y`b`
9]bgW`f`Å`b`_i`b[Yb`ZØf`XYb`?c\`Yj`YfvfUi`W` `ZØ\`fYb`ž`X]Y`Ui`W` `XYb`
HU[YVUi` `<`Ua` VUW` `VYhfYZZYb`_`Ö`bbhYb"

K`Å\`fYb`X`Y]b][Y` `5VgW`b]hhY`XYf` `5(`VYfY]hg`UV[YVUi`h`k`YfXYb`ž`]gh`
XYf`<`Ua` VUW`gYY`]b`D`Ubi`b[ž`XYf`b`UW` `XYa` `?c\`YUVVUi` `a`]h`
K`UggYf`Ui`g`XYa` `f` \Y]b`[YZi`hY`h`k`YfXYb`gc` ``ž`i`a` `Y]b`Y`b`Yi`Y` `6i`W`h`
ni`g`W`UZZYb" ` ðg[YgUa`h`k`YfXYb`X`Uni` `(`ž` `6]` `]cbYb`@]hYf`K`UggYf`
VYb`Öh][hž`i`a` `XYb`Ub[YghfYVhYb`K`UggYfgd]Y[Y` `j`cb` `*`) `A`YhYfb` `ni`
YffY]W`Y`b" `8`Yf`<`Ua` VUW`gYY`gc` ``j`cfUi`gg]W`h`]W` `UV`&\$`(` \$`ni`a`
G`W`k`]a`a`Yb`Y]b`UXYb"

ðg[YgUa`h`nY][h`g]W`ž`XUgg`X]Y`F`Y[`]cb`i`a` `X]Y` `5(`i`b`X`XYb`
HU[YVUi` `<`Ua` VUW` `b]W`h`bi`f`Y]b` `6Y]gd]Y` `ZØf`X]Y`
<`YfUi`g`ZcfXYfi`b[Yb`XYg`?c\`YUVVUi`g`]ghž`gcbXYfb`Ui`W` `ZØf`XYb`
K`UbXY` ``\]b`ni`YfbYi`YfvUfYb` `9bYf[`]Yb`i`b`X`b`UW` `U`h][Yf`
9bhk`]W`_i`b[" `8`]Y`HfUbgZcfa`U]cb`X]YgYf` `;`Y]ghYfUi`hc`VU` `b` `ni`
Y]bYa` `C`fh`XYf` `9bYf[`]Y[Yk`]bbi`b[`i`b`X`XYg`Hci`f]ga`i`g`_`Ö`bbhY`Y]b`
@Y]hV]`X`ZØf`Å`b`]W`Y`Dfc`Y`_`hY`]b`[`Ubn` `8`Yi`hgW` `UbX` `XUfghY` ``Yb"

8YhU]`g	
J`c`f`ZU``	Gcbgh][Yg
C`f`h`	?YfdYbž`8Yi`hgW` `UbX`
E`i`Y` ``Yb`	<ul style="list-style-type: none"> • k k k "fi` \f&(` "XY • k k k "&(` f\Y]b"XY • k k k "Vi`bXYgbYhnU[Ybhi`f"XY

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