

; f]`gU]gcb '[YZÄ\ fXYh. 'Gc 'gWØhnYb 'G]Y
g]WØ 'j cf '[YZÄ\ f`]WØ Yb '? Y]a Yb °

7Ua dmicVUWYf'V]f[h[Ygi bX\Y]h]WØY'F]g]_Yb']b'XYf
; f]`gU]gcb"H]ddg'ni f'JcfVYi [i b['i bX'U_hi Y''Y'9I !
Jcf[UVYb"



8Yi hgW`UbX'!'`b'XYb'Gca a Yfa cbUhYbž]bgVYgcbXYfY'j cb'ž b]
V]g'GYdhYa VYfž'bY\ a Yb'X]Y': U`nU\`Yb'j cb'8Ufa]bZY_h]cbYb
Xi fW'7Ua dmicVUWYf']b'8Yi hgW`UbX'XfUa Uh]gW'ni "'8]Yg
VYf]WØhYh'Fi \ f&(žXUg'Ui ZX]Y'Xf]b[YbXY'K Ufbi b['XYf
JYfVfUi WØYfnYbhfU'Y'BFK '\]bk Y]gh"8]YgY'VYhcbhž'XUgg
]bgVYgcbXYfY']b'XYf'; f]`gU]gcb'XUg'F]g]_c'ZØf'gc`WØY'`bZY_h]cbYb
Yf\YV']WØ'ghY][hž'XU'7Ua dmicVUWYf']b[Yf]b[Yb'A Yb[Yb'VYfY]hg
gWØk YfY'8i fWØZU''Yf_fUb_i b[Yb'Ui g'ØgYb'_Ubb"

5C?!JcfghUbXgWØYZ'Hca '5W_Yfa Ubb'\YVh'X]Y'; Ygi bX\Y]hg[YZU\ f
j cb'i bni fY]WØYbX'[Y[UfhYa ': `Y]gWØ\Yfj cf'i bX'j Yfk Y]gh'XUfUi Ž
XUgg'<Ø\bYfZY]gWØ'X]Y'\Äi Z][ghY'E i Y''Y'ZØf'7Ua dmicVUWYf!
6U_hYf]Yb']gh"8]YgY'[Y'Ub[Yb'ØVYf'?ch'k Ä\ fYbX'XYf'GWØ'UWØhi b[

Ui ZXUg: `Y]gW`" Hfc h`]\fYf` , VYf`YVYbgZÅ\][_Y]h`VY]`b]YXf][Yb
HYa dYfUhi fYb`j Yfa Y`fYb`g]W`X]Y`6U_hYf]Yb`b]W`h]b
@YVYbga]hhY`bž`k Ug`X]Y`B`c`h`k`Y`b`X][_Y]h`Y]b`Yf`[fØb`X`]W`Y`b`; Ufi b[
VYgcbXYfg`i`b`hYfghfY]W`h"

Gma dhca Y`i`b`X`F`]g]_c[fi`d`d`Y`b`

9]bY`ϕZY_h]cb`a`]h`7Ua`d`m`c`V`U`W`h`Y`f`_`U`b`b`j`Y`f`g`W`]Y`X`Y`b`Y`G`m`a`d`h`c`a`Y`
`Y`f`j`c`f`f`i`Z`Y`b`ž`X`U`f`i`b`h`Y`f`:`]Y`V`Y`f`ž`V`i`h][Y`8`i`f`W`Z`Å`Y`ž`?`c`d`Z`g`W`a`Y`f`n`Y`b`
i`b`X`A`i`g`_`Y`g`W`a`Y`f`n`Y`b`ž`X]Y`h`m`d]g`W`Y`f`k`Y]g`Y`]b`b`Y`f`\`U`V`Y]b`Y`f`
K`c`W`Y`U`i`Z`h`f`Y`h`Y`b`"8]Y`J`Y`f`V`f`U`i`W`X`Y`f`n`Y`b`h`f`U`Y`B`F`K`Y`V`h`h`Y`f`j`c`f`ž`
X`U`g`g]b`g`V`Y`g`c`b`X`Y`f`Y`A`h`Y`f`Y`ž`j`c`f`Y`f`_`f`U`b`_`h`Y`c`X`Y`f`]a`a`i`b[Y`g`W`k`Å`W`h`Y`
D`Y`f`g`c`b`Y`b`g`W`k`Y`f`Y`f`V`Y`h`f`c`Z`Y`b`g`Y]b`_`Ø`b`b`Y`b`i`b`X`]b`g`W`k`Y`f`Y`b`
:`Å`Y`b`a`]h`i`c`[Y`Y`f`_`f`U`b`_`i`b[Y`b`k`]Y`6`i`h`j`Y`f`[]Z`h`i`b[Y`b`c`X`Y`f`X`Y`a`
;`i`]U]b]6`U`f`f`Å]G`m`b`X`f`c`a`f`Y`W`k`b`Y`b`a`Ø`g`g`Y`b`"G`h`U`h]g`h]_`n`i`Z`c`[Y`
]b`Z`h]Y`f`Y`b`g]W`X`Å`f`]W`f`i`b`X`)`\$`\$`\$`\$`A`Y`b`g`W`Y`b`]b`8`Y`i`h`g`W`U`b`X`a`]h`
7Ua`d`m`c`V`U`W`h`Y`f`ž`k`c`X`i`f`W`X`Y`g`n`i`f`\`Å`i`Z][g`h`Y`b`V`U`_`h`Y`f]Y`Y`b`
a`Y`X`Y`d`Z]W`h][Y`b`9`f`_`f`U`b`_`i`b[`]a`@`U`b`X`k`]f`X"

8]Y`8`i`b`_`Y`n]Z`Y`f`X`Y`f`9`f`_`f`U`b`_`i`b[Y`b`X`Ø`f`Z`h`Y`Y`X`c`W`k`Y`g`Y`b`h]W`
`Ø`Y`f`g`Y]b`ž`X`U`j`]Y`Y`6`Y`h`f`c`Z`Y`b`Y`[U`f`b]W`h`n`i`a`5`f`n`h[Y`Y`b`"9]b`
6]W`_`U`i`Z`X]Y`G`h`U`h]g`h]_`Y`b`n`Y][h`ž`X`U`g`g`X]Y`:`U`n`U`\`Y`b`X`Y`f`
7Ua`d`m`c`V`U`W`h`Y`f]9`f`_`f`U`b`_`i`b[Y`b`]b`8`Y`i`h`g`W`U`b`X`]b`X`Y`b`Y`h`h`Y`b`
ϕ`\`f`Y`b`h`Y`b`X`Y`b`n]Y`n`i`f`Ø`W`[Y`[U`b[Y`b`g]b`X`ž`k`c`V`Y]?`Y]b_]b`X`Y`f`i`b`X`
↑`b[Y`9`f`k`U`W`g`Y`b`Y`V`Y`g`c`b`X`Y`f`g`\`Å`i`Z][`V`Y`h`f`c`Z`Y`b`g]b`X`"a`ϕ`\`f`&`\$`\$`
[U`V`Y`g`Z`Ø`b`Z`H`c`X`Y`g`Z`Å`Y`ž`U`Y`V`Y]A`h`Y`f`Y`b`D`Y`f`g`c`b`Y`b`ž`k`U`g`X]Y`f`Y`U`h]j`
[Y`f]b[Y`G`h`Y`f`V`]W`_`Y]h`g`f`U`h`Y`i`b`h`Y`f`g`h`f`Y]W`h"

GW`i`h`n`a`U`»`b`U`\`a`Y`b`i`b`X`

@YVYbga]hhY`Ø`V`Y`f`k`U`W`i`b`[

I`a`i`ϕZY_h]cb`Y`b`j`c`f`n`i`V`Y`i`[Y`b`ž`Y`a`d`Z`Y`\`Y`b`g`c`k`c`\`F`i`\`f`&(`U`g`
U`i`W`X]Y`J`Y`f`V`f`U`i`W`X`Y`f`n`Y`b`h`f`U`Y`B`F`K`Y`Y]b`Y`[f`Ø`b`X`]W`Y`N`i`V`Y`f`Y]h`i`b[
j`c`b`:`Y]g`W`"ϕ`g`V`Y`g`c`b`X`Y`f`Y`; Y`Z`Ø[Y`g`c`h`Y`j`c`g`h`Å`b`X][
X`i`f`W`[Y`[U`f`h`i`b`X`F`c`\`a`]W`X`U`V`[Y`_`c`W`h`k`Y`f`X`Y`b`"N`i`X`Y`a`g`c`h`Y`U`i`Z`
<`m`[]Y`b`Y`[Y`U`W`h`Y`h`k`Y`f`X`Y`b`F`c`\`Y`g`:`Y]g`W`a`i`g`g`j`c`a`F`Y`g`h`X`Y`f`
@YVYbga]hhY`[Y`h`f`Y`b`b`h`i`b`X`i`h`Y`b`g]Y`b`ž`X]Y`a`]h`f`c`\`Y`a`:`Y]g`W`]b`

?cbhU_hi_ca a Ybž[fØbX`]W\`[YfY]b][h'k YfXYb"

I a `J YfVfUi W\Yf`j cf`; Ygi bX\Y]hg_f]gY_Yb`ni `gW\ØhnYbž`j YfZc`[h X]Y`9I `Y]bYb`]bhY[f]YfhYb`5bgUhn`ni f`@YVYbga `]hhY`g]W\Yf\Y]hž`XYf Ui W\`X]Y`, VYfk UWXi b[`j cb`7Ua dmcVUW\Yf`i a ZUggh`8]Y`
9i fcdA]gW\Y`6Y\`ØfXY`ZØf`@YVYbga `]hhY`g]W\Yf\Y]h`f9: G5Ł gd]Y`h`\]YfVY]`Y]bY`nYbhfU`Y`F c`Yž`]bXYa `g]Y`8UhYb`gUa a Y`hž F]g]_Yb`VYk YfhYhi bX`9a dZY`\`i b[Yb`ni f`FYXi `_h]cb`j cb 7Ua dmcVUW\Yf`]b`<Ø\bYfVYghÅbXYb`Ui ggdf]W\h`8]YgYg F]g]_ca UbU[Ya Ybhgc``g]W\YfghY``Ybž`XUgg`J YfVfUi W\Yf`j cf`XYb ; YZ\`fYb`X]YgYf`6U_hYf]Yb`[YgW\Øhnh`g]bX"

9]b`U_hi Y``Yf`B8F!6Yf]W\h`nY][hYž`XUgg`j cb`%` `i bhYfgi W\hYb <Ø\bYfdfcXi `_hYb`*`VY`UghYh`k UfYbž`k Ug`X]Y`6YXYi hi b[`XYf`bYi Y]b[YZØ`fhYbž`j YfgW\ÅfZhYb`9I !; fYbnk YfhY`ZØf`7Ua dmcVUW\Yf`]b <Ø\bYfZY]gW\`i bhYfghfY]W\h`5V`5Jbi Uf`&\$&) `XØfZYb`a Ui]a U`%\$ j cb`) `\$DfcVYb`XYb`; fYbnk Yfhj cb`%`\$\$\$`_c`cb]YV]`XYbXYb 9]b`Y]hYb`dfc`; fUa a `ØVYfgW\fY]hYb"

K Å`fYbX`X]Y`J c f g W\ f]ZhYb`ni f`@YVYbga `]hhY`ØVYfk UWXi b[ni bY`a YbX`ghfYb[Yf`k YfXYbž`V`Y]Vh`Yg`k]W\h][ž`XUgg J YfVfUi W\Yf`gY`VghXi fW`gc f[ZÅ`h][Y`Ni VYfY]hg!`i bX 9]b`_Ui Zg[Yk c`b`Y]hYb`ni `]`fYa `GWXi hn`VY]hfU[Yb"

8YhU]`g	
J cfZU``	; Ygi bX\Y]hg_f]gY
I fgUW\Y	7Ua dmcVUW\Yf
C fh	8Yi hgW\`UbX
J Yf`YhnhY) \$\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fi \f&("XY • k k k "j YfVfUi W\YfnYbhfU`Y"b fk • k k k "YZgU"Yi fcdU"Yi

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