

; ØhYfgni [`]b`GUdcf]gW gW ^U`[YgdfYb[h.
I _fU]bY`hf]ZZh`A]`hÅfn]Y`°

5a`%`† b]`&\$&) `k i fXY`]b`GUdcf]gW gW ^U`Y]b`A]`hÅfni [
[YgdfYb[hžk Ug`X]Y`@c []gh]_`fi gg]gW Yf`Hfi ddYb`Yf\YV`]W
ghØfh"



GUdcf]gW gW ^Už`I _fU]bY`!`#`Y]bYf`XfUa Uh]gW Yb`9g_U`Uh]cb
XYg`?`cbZ]_hg]b`XYf`FY []cb`GUdcf]gW gW ^Už`X]Y`ghUf_`i a _Äa dZh
]ghž`k i fXY`]b`XYf`BUW`hni`GUa ghU[`Y]b` ; ØhYfni [[YgdfYb[h`@Ui h
XYa`?`]Yk Yf`A]`hÅf[Y\Y]a X]Ybgh`UbXY`hYg`g]W`VY]`XYa
[YgdfYb[hYb`Ni [`i a`Y]bYb`A]`hÅfni [ž`XYf`HfY]Vghc`ZhUb_g`i bX
; ØhYfk U[[cbg`hfUbgdcfh]YfhY`i bX`Ui Z`XYa`K Y[`ni f`?`f]a`k Uf"
8]YgY`9I d`cg]cb`i bhYfVf]W`hY]bY`k]W`h[[Y`c []gh]gW Y
J Yf`_Y\fgUXYf`XYg`fi gg]gW Yb`A]`hÅfg`]b`XYb`VYgY`hnhYb` ; YV]Y`hYb`"
K`Ä`fYbX`F i gg`UbX`g]W`b]W`hni`XYa`J`cfZU`Äi » YfhYž`g]bX`X]Y
5b[UVYb`i bUV`Äb [] [`b]W`h`ØVYfd`fØZV`Ufž`VYf]W`hYh`_b!`cb`bY"

8]Y`9I d`cg]cb`[YgW]Y`hni`Y]bYa`_f]h]gW Yb`NY]hdi b`h`#`XYf
BUW`hUi Z`GcbbhU[`Ybh[`Y]ghYb`]b`F i gg`UbX`nk Y]`NØ[`Y`bUW

6fØW_YbY]bghØfnYb`]b`XYb`FY[]cbYb`?i fg_`i bX`6f`Ubg_`"8 UVY]
_Ua`Yg`ni`Y]bYa`HchYb`i bX`a`Y`fYfYb`J Yf`YhnhYb`ž`k`À`fYbX`XYf
; ci j YfbYi`f`j`cb`6f`Ubg_ž`5`Yi`UbXYf`6c[ca`Ugž`Y]bY`9I`d`cg]cb`XYf
6fØW_Y`VYgh`h][hY`"8`Ug`fi`gg]gW`Y`9fa`]h`i`b[g_ca`]hY`Y`ghi`Zh`X`Y
J`cfZ`À`Y`U`g`HYff`cfU`h`Y]b`"i`_fU]b]gW`Y`; Y`Y]a`X]Ybgh`Y`j`YfØVYb
fY[Y`a`À`»][`GUVchU[YU`h`Y`i`bX`5bgW`À[Y`Ui`Z`fi`gg]gW`Ya``; YV]Yhž
k`cXi`fW`XYf`K`]XYfghUbX`[Y[Yb`XYb`5b[f]Zg_f]Y[`Xi`fW`Fi`gg`UbX
k`Y]hYf`j`Yfgh`f`h`k`]fX`"8]YgY`9fY][b]ggY`YfZc`[Yb`_i`fn`j`cf`XYb
[Yd`UbhYb`; Ygdf`fW`Yb`nk`]gW`Yb`Fi`gg`UbX`i`bX`XYf`i`_fU]bY`ØVYf
Y]bY`a`Ø[`]W`Y`?f]Y[gVY`YbX][i`b[ž`k`cVY]`X]Y`HY]`bU`a`Y`?`]Yk`g
bcW`c`ZYb`]gh"

@i ZhUb [f]ZZY`]b`GUdcf]gW`gW`U`

I`bhYfXYggYb`U`h`Y]b`fi`gg]gW`Yf`5b[f]ZZ`Ui`Z`X]Y`GhUXh
GUdcf]gW`gW`U`a`]bXYghYbg`%`A`YbgW`Yb`XUg`@VYb`[Y`c`ghYhž
VYf]W`hYh`N8: "8`Yf`5b[f]ZZ`YfZc`[hY`Xi`fW`XYb`9]bgUhn`j`cb`nk`Y]
@Yb`_Vca`VYb`Ui`ZY]b`K`c`b[YV]Yh`i`bX`[]`h`U`g`Y]bYf`XYf`V`i`h][ghYb
9]bnY`Ub[f]ZZY`gY]h`K`c`W`Yb`"Df`f`g]XYbh`K`c`c`Xma`mf`GY`Ybg`m`
gdfUW`j`cb`a`]bXYghYbg`i`\$`J`Yf`YhnhYb`i`bX`VYnY]W`bYhY`X]YgY
a`]h`f]gW`Y`5`h]cb`U`g`[fUi`gUa`"8`Yf`FY[]cbU`[ci`j`YfbYi`f`k`Ub
: YXcfck`j`YfØZYbh`]W`hY`Y]b`YfgW`fYW`YbXYg`J`]XYcž`XUg`X]Y
NYfgh`Øfi`b[`nY][hž`XUfi`bhYf`VfYbbYbXY`a`Y`fgh`ØW_][Y`; YV`Ai`XY
i`bX`Ui`g[YVfUbbhY`5i`hcg"

8]Y`FY[]cb`GUdcf]gW`gW`U`]gh`ghfU`hY[]gW`k`]W`h][`i`bX
VY`Y]a`U`hYh`XUg`j`cb`XYf`fi`gg]gW`Yb`5fa`YY`VYgYhnhY
5hca`_fUZhk`Yf_ž`XUg`gY]h`A`f`n`&`\$`&`i`bhYf`?`cb`hfc`Y`XYf
6YgU`hni`b[`ghY`h`"8]Y`b`hYfbU]cbU`Y`5hca`YbYf[]YVY`ØfXY`f`f5`95Ł
`U`h`k`]YXYf`c`h`]\`fY`6Ygc`f[b]g`ØVYf`X]Y`G]W`Yf`Y]hg`U[Y`]b`XYf
FY[]cb`[Y`Ai`»`Yfh`"8`Yf`8`fi`W`_`Ui`Z`X]Y`U`hca`UfY`b`ZfUghfi`_`hi`f`b]a`a`h
ni`ž`i`bX`Yg`[]Vh`GdY`_i`U`h]cbYb`ØVYf`Y]bY`VYj`c`fghY`YbXY`bYi`Y
fi`gg]gW`Y`C`ZYbg]j`Y`Ui`Z`GUdcf]gW`gW`U`"

5bgW`À[Y`Ui`Z`XUg`5hca`_fUZhk`Yf`_`

Fi`gg`UbX`U`h`X]Y`i`_fU]bY`VYgW`i`X][hž`XUg`5hca`_fUZhk`Yf`_`a`]h
8fc`bYb`Ub[Y[f]ZZYb`ni`U`VYbž`k`Ug`J`Yf`Yhni`b[Yb`j`cb`XfY]

A]hUfVY]hYfb`XYg`5?K`g`ni`f`i`c`[`Y`\\`UhhY""`595!7\\YZ`F`UZUY``;`fcgg]
 VYgh`h][`hY`ž`XUgg`Yg`ni`XfY]`J`c`h`fY`ZY`fb`Ui`Z`X]Y`5b`U[`Y`_`Ua`ž
 k`À`fY`bX`5b`Xf]m`M`gcj`ž`Gd`fY`W`Yf`X`Yf`i`_`fU]b]g`W`Y`b
 ;`Y`\\`Y]a`X]Y`b`ghY`ž`X]Y`J`c`f`k`ø`f`Z`Y`ni`f`ø`W`_`k`]Y`g`i`b`X`Y`f`_`À`f`hY`ž`XUgg`X]Y
 I`_`fU]b`Y`b]W`h`U`b`X]Y`g`Y`b`J`c`f`Z`À`Y`b`V`Y`hY]`][`h`g`Y]";`Y]W`n`Y]h][`k`U`f`b`h
 X]Y`595`j`c`f`X`Y`b`F`]g]_`Y`b`g`c`W`Y`f`5`b[`f]Z`Z`i`b`X`Z`c`f`X`Y`f`h`Y]b`9`b`X`Y
 f`ø`W`_`g]W`h`g`c`g`Y`f`<`U`b`X`i`b[`Y`b`ž`X]Y`X]Y`B`i`_`Y`U`f`g]W`Y`f`\\`Y]h[`Y`Z`À`\\`f`X`Y`b
 `Ø`b`b`h`Y`b""`8]Y`F`Y`U``h`c`f`Y`b`X`Y`g`5?K`g`V`Y`b`Ø`h][`Y`b`X`f]b[`Y`b`X
 :`U`W`d`Y`f`g`c`b`U`i`b`X`9`b`Y`f[`]Y`Z`ø`f`\\`f`Y`?`ø`\\`i`b[`g`g`m`g`h`Y`a`Y`ž`X`U`g]Y`g`Y]h
 A`c`b`U`h`Y`b`g`h]`ghY`\\`Y`b"

æ`i`?`c`b`h`Y`I`h`X`Y`f`Z`c`f`h`X`U`i`Y`f`b`X`Y`b`;`Y`k`U`h`k`i`f`X`Y`b`]b`X`Y`f`F`Y[`]c`b
 G`U`d`c`f]g`W`g`W`U`a`Y`\\`f`Y`f`Y`n]j`]Y`C`d`Z`Y`f[`]Y`a`Y`X`Y`h""`9]b`<`U`i`g`]b`X`Y`f
 G`h`U`X`h`<`i`U`d`c`Y`k`i`f`X`Y`[`Y`h`f`c`Z`Z`b`ž`X`f`Y]`A`Y`b`g`W`Y`b`k`i`f`X`Y`b`X`U`V`Y]
 [`Y`h`Ø`h`Y`h""`5`i`W`i]b`X`Y`f`F`Y[`]c`b`7`\\`U`f`_]k`i[`]U`V`Y`g`X`i`f`W`i`Y]b`Y`b
 f`i`g`g]g`W`Y`b`5`b[`f]Z`Z`J`Y`f`Y`h`h`Y""`æ`X`Y`a`i`;`f`Y`b`n[`]Y`V]Y`h`6`Y`[`]c`f`c`X`_`U`a
 Y`g`ni`Y]b`Y`a`h`f`U[`]g`W`Y`b`J`c`f`Z`U`ž`V`Y]`X`Y`a`Y]b`A`À`X`W`Y`b`g`h`U`f`V`ž`U`g
 H`f`ø`a`a`Y`f`Y]b`Y`f`U`V[`]Y`g`W`c`g`g`Y`b`Y`b`i`_`fU]b]g`W`Y`b`8`f`c`\\`b`Y`U`i`Z`Y]b
 5`i`h`c`Z]Y`Y`b"

8`Y`h`U]`g`	
J`c`f`Z`U``	H`Y`f`f`c`f]g`a`i`g`ž`A`c`f`X`#`h`c`h`g`W`\\`U[`]ž 7`m`V`Y`f`_`f]a`]b`U`h`h`h`
I`f`g`U`W`Y`	5`b[`]f]Z`Z`9`I`d`c`g]c`b`
C`f`h`	G`U`d`c`f]g`W`g`W`U`ž`I`_`fU]b`Y`
J`Y`f`Y`h`h`Y`	+`-`
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"_`b`!`c`b``]b`Y`"X`Y` • k`k`k`"n`X`Z`"X`Y` • k`k`k`"h`U[`]Y`g`g`W`U`i`"X`Y`

6`Y`g`i`W`Y`b`G]Y`i`b`g`U`i`Z`b`!`U[`]b`Y`h`