

5`Ufa]YfYbX.; Yk U`h[Y[Yb`6YgWÀZh][hY
]a`ÒZZYbh]WYb`8]Ybgh`ghY][h`fUgUbh°

8; 6`GUWgYb`k Ufbhj cf`U`Ufa]YfYbXYf; Yk U`h[Y[Yb
ÒZZYbh]WY`8]Ybgha]hUfVY]hYf`i bX`ZcfXYfh`Xf]b[YbX
A U» bU\ a Yb`ni f`J YfVYggYfi b[`]\fYf`G]WYf\Y]h"



GUWgYbž`8Yi hgW`UbX`!`GhY][YbXY`5[[fYgg]cbYb`]b`XYf
; YgY`gWUZh`8Yf`8Yi hgWY; Yk Yf_gWUZhgVi bX`fB; 6ĚGUWgYb
Vf]b[h`Yg`Ui ZXYb`Di b`h`8]Y; Yk U`h[Y[Yb`6YgWÀZh][hY`]a
ÒZZYbh]WYb`8]Ybgh`Uh`Y]b`VYgcf[b]gYffY[YbXYg`5i ga U»
YffY]W h" `ϕ`Y]bYf`Øb[ghYb`GhY`i b[bU\ a Y`j Yfi fhY]`h`XYf`8; 6`X]Y
U`Ufa]YfYbXY`Ni bU\ a Y`j cb`, VYf[f]ZZYb`i bX`ZcfXYfh`Y]b
Xf]b[YbXYg`i a XYb_Yb`j cb`Dc`]h]_ž`5fVY]h[YVYfb`i bX`XYf
; YgY`gWUZh`U`g; Ubnyg" `8]YgY`6YgWÀZh][hYb`g]bX`b]W h
gW i hn`cg`XYf`k UWgYbXYb`5[[fYgg]j]h`h`Ui g[YgYmh ž`a U\ bh
8; 6!7\YZA Uf_i g`GW`ja VUW" `8]Y`G]hi Uh]cb`a UW h j cf`b]W hg
<U`h` `; Yi Yfk Y\ fž`F Yhi b[gX]YbghYž`Dc`]nY]ž`XYf`ÒZZYbh]WY
J Yf_Y\ fž`GW i `Ybž`?]hUg`i bX`XUg; Ygi bX\Y]hgk YgYb`g]bX`]b`XYf
GW i gg`]b]Y"

9]b`DfcV`Ya ž`XUg`ja`6Yk i gghgY]b`XYf`; YgY`gWUZh`bcW`b]W`h
Ui gfY]W`YbX`Ub[Y`ca`a`Yb`]gh" `K`]f`VfUi`W`Yb`Y]b`i`a`ZUggYbXYg
A`U`b`U`a`Y`bd`U`_`Y`h`ni`f`; Yk`U`h`d`f`Å`j`Y`bh]cb`ž`Zc`f`X`Y`fh`G`W``ja`V`U`W`"
8`U`g`i`a`Z`U`g`g`h`Y]b`Y`b`Ò`Z`Z`Y`b`h`]W`Y`b`6`Y`k`i`g`g`h`g`Y]b`g`k`U`b`X`Y`ž`a`Y`\
D`Y`f`g`c`b`U`ž`V`Y`g`g`Y`f`Y`5`i`g`g`h`U`h`i`b[`i`b`X`Y]b`g`h`U`f`_`Y`g`
; Ygi`b`X`Y]h`g`a`U`b`U[`Y`a`Y`b`h`ž`i`a``X`Y`G`]h`i`U`h]c`b`Z`Ø`f`X`Y`A`]h`U`f`V`Y]h`Y`f`ni`
j`Y`f`V`Y`g`g`Y`f`b`"

9fXfØW_YbXY`NU\`Yb`ni` , VYf[f]ZZYb

8]Y`NU\`Yb`gd`f`Y`W`Y`b`Z`Ø`f`g]W`.`a``ž`U`f`&\$&(`k`i`f`X`Y`b`Vi`b`X`Y`g`k`Y]h`
%%%"(-`*`; Yk`U`h`h`U`h`Y`b`[`Y[`Y`b`D`c`n`Y]ž`F`Y`h`i`b[`g`X]Y`b`g`h`i`b`X`
: `Y`i`Y`f`k`Y`\
f`Y[`]g`h`f]Y`f`h`i`Y]b`5`b`g`h]Y[`j`c`b`i`(`ž`i``ja``j`Y`f[`Y]W``ni`
&\$&"`6`Y`g`c`b`X`Y`f`g`V`Y`g`c`f[`b]g`Y`f`f`Y[`Y`b`X`]g`h`X`Y`f`5`b`g`h]Y[`X`Y`f`
`V`Y`f[`f]Z`Z`Y`Ui`Z`A`]h`U`f`V`Y]h`Y`b`X`Y`X`Y`f`8`Y`i`h`g`W`Y`b`6`U`b`ž`X]Y`j`c`b`i`&"`+`-`-`
f`&\$&&`L`Ui`Z`"`)`%`f`&\$&(`L`[`Y`g`h]Y[`Y`b`g]b`X`"5`Y]b`i]b`X`Y`b`Y`f`g`h`Y`b`j`]Y`f`
A`c`b`U`h`Y`b`j`c`b`i`&\$&) `k`i`f`X`Y`b`V`Y`f`Y]h`g`%"&((` , `V`Y`f[`f]Z`Z`Y`
X`c`_`i`a`Y`b`h]Y`f`h`8]Y`g`n`Y][`h`ž`X`U`g`g`X`U`g`D`f`c`V`Ya``_`Y]b`F`U`b`X`d`À`b`c`a`Y`b`
]g`h`ž`g`c`b`X`Y`f`b`Y]b`Y`[`Y`g`Y`g`W`U`Z`h`]W`Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`ž`X]Y`
Z`À`W`Y`b`X`Y`W`_`Y`b`X`Ub[`Y[`U`b[`Y`b`k`Y`f`X`Y`b`a`i`g`g`"

- %%%"(-`*`; Yk`U`h`h`U`h`Y`b`[`Y[`Y`b`6`Y`g`W`Å`Z`h][`h`Y`&\$&(
- 5`b`g`h]Y[`Ui`Z`A`]h`U`f`V`Y]h`Y`b`X`Y`X`Y`f`8`Y`i`h`g`W`Y`b`6`U`b`i`"`)`%`
`V`Y`f[`f]Z`Z`Y`
- %"&((` , `V`Y`f[`f]Z`Z`Y`]b`X`Y`b`Y`f`g`h`Y`b`j`]Y`f`A`c`b`U`h`Y`b`i`&\$&)

9]b`Y`i`a`Z`F`U[`Y`X`Y`f`9]g`Y`b`V`U`b`!`i`b`X`j`Y`f`_`Y`\
f`g[`Y`k`Y`f`_`g`W`U`Z`h`i`f`Ø`j; `L`
j`Y`f`X`Y`i`h`]W`h`X]Y`d`f`Y`_`Å`f`Y`@`U[`Y`.` , `&i``X`Y`f`6`Y`g`W`Å`Z`h][`h`Y`b`a`]h`
?`i`b`X`Y`b`_`c`b`h`U`_`h`V`Y`f]W`h`Y`b`j`c`b`j`Y`f`V`U`Y`b`c`X`Y`f`_`Ø`f`d`Y`f`]W`Y`b`
5`b[`f]Z`Z`Y`b`" `b`Y]b`Y`f`Z`f`Ø`Y`f`Y`b`8; `6!`6`Y`Z`F`U[`i`b[`i[`U`V`Y`g`&\$&\$`
U`U`f`a`]Y`f`Y`b`X`Y`9`f[`Y`V`b]g`g`Y`ž`X]Y`n`Y][`Y`b`ž`X`U`g`g`n`k`Y]8`f]h`h`Y`X`Y`f`
6`Y`g`W`Å`Z`h][`h`Y`b`]a``Ò`Z`Z`Y`b`h`]W`Y`b`i`b`X`d`f]j`U`h]g]Y`f`h`Y`b`G`Y`_`h`c`f`; Yk`U`h`
U`a`5`f`V`Y]h`g`d`U`h`Y`f`Z`U`Y`f`b`U`V`Y`b`"

; YgY`gWUZh`]W`Y`f`F`Y`g`d`Y`_`h`Ui`Z`X`Y`a`
F`Ø`W`_`ni`[

8 Ug [YgY`gWUZh]WY`?`]a U`gd]Y`h`Y]bY`YbhgWY]XYbXY`F`c`Y`"
 : fi ghfUh]cbYb`]a `ÖZZYbh]WYb`F`Ui a `ZØ\fyb`]a a Yf`\Äi Z][Yf`ni
 gWbY`Yf`5 [[fYgg]cb`"9]b`HfYbXž`XYf`g]W`ØVYf`J\fy`\]bk Y [j
 YfZYgh][h`U`h`Gc`[`Ui VYb`bi f`bcW`) (i `XYf`6YzfU[hYbž`XUgg
 F`Y`hi b [ggUb]hÄhYf]]bbYb`fYgdY`_h]Yfh`k YfXYbž`k Ä\fybX
 Dc`n]gh]]bbYb`i bX`6YgWÄZh][hY`]a `BU\!`i bX`: Yfbj Yf`Y\`f
 XYi h`]W`k`Yb][Yf`5bYf`_Ybbi b [`YfZU\fyb`"i bni Zf]YXYb\Y]h`Ua
 5fVY]hgd`Uhn`_cffY`]Yfh`\Äi Z][`a]h`Y]bYa `ZY`\YbXYb`F`YgdY`_h
 [Y [YbØVYf`XYb`6YgWÄZh][hYb`"

9g`g]bX`nU\`fY]WY``b]h]Uh]j Yb`]bg`@YVYb`[Yfi ZYb`k cfXYbž`i a `XYa
 Ybh[Y [Ybni k]f`_Yb`"8]Y`6i bXYgfY[]Yfi b [`U`h`VY]gd]Y`gk Y]gY
 Ghi X]Yb`ni f`; Yk U`hd`fÄj Ybh]cb`]b`5i ZhfU[` [Y [YVYb`i bX`ni `Y]bYa
 _cbghfi _h]j Yb`5i ghUi gW`a`h]; Yk Yf`_gWUZhYb`Ub[YfY[h`8]Y
 ?Ua dU[bY`GW`i`hn`[Y\`h`bi`f`[Ya`Y]bgUa`ž`X]Y`&\$&`]bg`@YVYb
 [Yfi ZYb`k i fXYž`n]Y`h`gdYn]Z]gW`Ui Z`X]Y`J`YfVYggYfi b [`XYf
 5fVY]hgVYX]b [i b [Yb`ZØf`Dc`nY]!`i bX`F`Y`hi b [g`_fÄZhY`UV`"

9g`V`Y]Vh`UVni k UfhYbž`cV`X]YgY`j YfgW]YXYbYb`A`U» bU`a`Yb`X`Uni
 VY]hfU[Ybž`XUg`6Yk i gghgY]b`ni`gW`ÄfZYb`i bX`XUg
 [YgY`gWUZh]WY`?`]a U`ni`j YfVYggYfb`"8Yf`8;`6`fi Zh`X`Uni`Ui`Zž
 X]Y`G]hi Uh]cb`XYf`6YgWÄZh][hYb`]a `ÖZZYbh]WYb`8]Ybgh`Yfbgh`ni
 bY\`a`Yb`i bX`g]W`ZØf`Y]bYb`fYgdY`_h]c`Yb`l`a [Ub[`Y]bni gYhnYb`"

8YhU]`g	
Cfh	GUW`gYbž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • gUW`gYb`"X[V`XY • a`YbgW`"X[V`XY • k`k`k`"Vi`bXYghU["XY

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