

8 fYgXbYf`B U\j Yf_Y\ f. '6Øf[YfVY[Y\ fYb
gdfYb[h'l bhYfgW\ f]ZhYbn]Y`°

8 fYgXbYf`6Øf[YfVY[Y\ fYb`ni a '9f\U`h'XYg`B U\j Yf_Y\ fg.
' (") \$\$`l bhYfgW\ f]ZhYb`ØVYf[YVYbž`9bhgW\ Y]Xi b[`XYg
GhUXhfUhg`]b`XfY]`A cbUhYb"



8 fYgXYbž`8 Yi hgW\`UbX`!`, VYf` (") \$\$`l bhYfgW\ f]ZhYb`ZØf`XYb
9f\U`h'XYg`ØZYbh`]W\Yb`B U\j Yf_Y\ fg`]b`8 fYgXYb` `XUg`]gh`X]Y
Y]bXfi W_gj c`Y`6]`Ub n`XYg`6Øf[YfVY[Y\ fYbg` 8 fYgXbYf
B U\j Yf_Y\ f`Yf\U`hYb "`8]Yg`k i fXY`Ua` `A cbhU[`Ub
C VYfVØf[Yfa` Y]ghYf`8]f`_`<]`VYfh`fi`8 DŁ`ØVYf[YVYbž`i`b`X`X]Y
Gh]a` a` i` b[`k`Uf`XYi`h]W\`d cg]h]j` `Ub`XYf`[`c`XYbYb`DZcfhY`XYg
F Uh\Ui`gYg`"8]Y`=b]h]Uhc`fYbž`X]Y`A`h[`]YXYf`XYf`@]b`_Yb`]a` `GhUXhfUhž
5bXfÅ`GW`c`VUW`ž`H]`c`?`Y`»`]b[`i`b`X`>`bg`A`Uh\`]gž`nY][`hYb`g]W\
YfZfYi`h`ØVYf`X]Y`a`Ugg]j`Y`l`bhYfgh`Ømi`b[`XYf`8 fYgXbYf
6Yj`Ø`_Yfi`b[`ž`XYb`b`XUg`b`chk`YbX][`Y`E`i`cfi`a` `j`cb`&%")` \$\$
l`bhYfgW\ f]ZhYb`k`i`fXY`i`a` `gUhhY`%&`\$\$\$`l`bhYfgW\ f]ZhYb
ØVYfhfc`ZZYbž`k`jY`A`8 F` `VYf]W\`hYh`"

N]Y`XYg'6Øf[YfVY[Y\ fYbg']ghYgž'X]Y'5b[YVchY`XYf'8fYgXbYf
J Yf_Y\fgVYhf]YVY`XUi Yf\UZh'Ui ZXYa`B]j YUi`j cb`&\$&(`ni
g]WYfb""9]b`J c f g W`U[` \]Yfni`]ghYgž'X]Y':]bUbn]Yfi b[g`ØW_Y`j cb
`Å\ f`]W`ZUgh`&\$`A`]`]cbYb`9i fc`Xi fW` ; Yk`]bbY`XYf
GUW`gYb9bYf[]Y`cXYf`Y]bY`a` Ò[`]W`Y`9f\ Ò\i b[`XYf
; Yk`YfVYghYi`Yf`ni`gW`Y`Y»Yb""8]YgY`Z]bUbn]Y`Yb
<YfUi`gZc`fXYfi b[Yb`k`i`fXYb`j`cb`8]f`<`]VYfhž`XYa
C VYfVØf[Yfa`Y]ghYfž`XYi`h`]W`Ub[Ygd`fc`W`Yb""9f`Zc`fXYfhY`Y]bY
gh`Å`_YfY`Z]bUbn]Y`Y`6YhY]] [i b[`j`cb`@UbX`i`bX`6i`bX`ž`i`a`X]Y
E`i`U`]h`h`XYg`B`U`j`Yf_Y\fg`]b`XYf`GhUXh`b]W`h`bi`f`ni` `U`hYbž
gcbXYfb`Ui`W`ni`j`YfVYggYfbž`gc`8BB"

6YXYi hi b[`XYg'6Øf[YfVY[Y\ fYbg

8 Ug'6Øf[YfVY[Y\ fYb`]gh`b]W`h`bi`f`Y]b`NY]W`Yb`ZØf
VØf[YfgW`UZh`]W`Yg`9b[U[Ya`Yb`hž`gcbXYfb`_Ubb`Ui`W`
k`Y]hfY]W`YbXY`?cbgYei`YbnYb` \UVYb""?ca`a`h`Yg`ni`f
Ni`Ågg]][_Y]hgd`fØZ`b[`Xi`fW`X]Y`GhUXhj`Yfk`U`hi`b[`ž`_ØbbhY`Y]b
6Øf[YfYbhgW`Y]X`]bbYf\U`V`j`cb`XfY]`A`cbUhYb`Zc`[Yb""9]b`gc`W`Yg
J`chi`a` `U`h`A`UW`h` ,`VYf`%\$\$"\$\$\$`Gh]a`a`Yb`k`ÅfYb`YfZc`fXYf`]W`ž
i`a`XYb`6Øf[YfYbhgW`Y]X`YfZc`[fY]W`ni`a`UW`Yb""8]Yg`Yb`hgd`f]W`h
Y]bYa`J]YfhY`XYf`8fYgXbYf`6Yj` Ò`_Yfi`b[""`a` `VYghYb` :`U` ``_Ubb`Y]b
6Øf[YfYbhgW`Y]X`ZØf`XfY]`X` \`fY`b]W`h`a`Y`f`[Y`ÅbXYfh`k`YfXYbž`Yg
gY]`XYbbž`Y]b`bYi`Yf`6Øf[YfYbhgW`Y]X`Vf]b[h`Y]bY`UbXYfY
9bhgW`Y]Xi`b[ž`k`]Y`XUg`6Øf[Yf[YgY`gW`UZh`Yf`_`Åfh"

⊕`8fYgXYb`[]Vh`Yg`Y]bY`HfUX]h]cb`XYf`6Øf[YfYbhgW`Y]XY/Y]b
VY`_UbbhYg`6Y]gd]Y`]gh`XYf`9bhgW`Y]X`ni`f`K`U`XgW``ØggW`YbVfØW_Y`"
8]Y`⊕]h]Uhc`fYb`XYg`U`hi`Y`Yb`6Y[Y\ fYbg`Yf`c`ZYb`g]W`Xi`fW`
nU`fY]W`Y`i`bhYfgh`ØhnYfž`i`bhYf`UbXYfYa`Ui`W`j`cb`XYb`8fYgXbYf
;`fØbYbž`Y]bY`VfY]hY`Gc`]XUf]h`Åh`i`bhYf`XYb`6Øf[Yfb""8]YgY` \UhhYb
VYfY]hg`Yhk`U`) "\$\$\$`i`bhYfgW`f]ZhYb`VY]] [YghYi`Yfh""`J]Y`Y`⊕]h]Uhj`Yb
i`bX`C`f[Ub]gUh]cbYb`i`bhYfgh`ØhnYb`i`bg`ž`gc`5bXf`Å`G`W`c`V`U`W`"

8Yf`K`Y[`k`Y]hYf

×`hnh`Y[h`XYf`6U`VY]`XYf`GhUXhj`Yfk`U`hi`b[""`8]Y`DfØZ`b[`XYf
Ni`Ågg]][_Y]h`a`i`gg]bbYf\U`V`j`cb`XfY]`A`cbUhYb`YfZc`[Ybž`VYj`cf

XYf`GhUXhfUh`_Y]bY`9bhgWXY]Xi b[Yb`hfYZZYb`XUfZ`X]Y`XYa
 5b`Y[Yb`XYg`6Y[Y`fYbg`k]XYfgdfYWXYb`"8 Ug`6Øf[YfVY[Y`fYb
 _ØbbhY`Y`hnh`]W`Y]bYb`YbhgWXY]XYbXYb`9]bZi gg`Ui Z`X]Y`ni _ØbZh][Y
 5i g[YghU`hi b[`XYg`ÖZZYbh`]WXYb`BU\j Yf_Y`fg`]b`8fYgXYb`UVYb"
 9g`V`Y]Vh`gdUbbYbXž`k]Y`g]W`XYf`DfcnYgg`Yb`hk]W_Y`hi bX`cV`X]Y
 6Øf[Yf`]\fYb`K i bgW`bUW`Y]bYa`ghUV]`Yb`BU\j Yf_Y`f`Ub[Z]gh][
 Xi fW`gYhnYb`_ØbbYb"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "Xbb"XY • k k k "Vi Yf[Yf[YgY`gW UZh"XY

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