

A]bXYgh`c\ b`Ui Z%) `9i fc. `GUW`gYb`]b`XYf
? f]gY ` `l bhYfbY\ a Yb`k UfbYb`°

⊕ `GUW`gYb`k]fX`ØVYf`X]Y`a Ø[`]W`Y`9f\Ø\i b[`XYg
A]bXYgh`c\bg`Ui Z%) `9i fc`XYVUh]Yfh`9i dYfhYb`k UfbYb`j cf
k]fhgW`UZh]W`Yb`: c`[Yb`"



@Y]dn][ž`8Yi hgW`UbX`!`8]Y`8]g_i gg]cb`i a `X]Y`9f\Ø\i b[`XYg
A]bXYgh`c\bg`]b`8Yi hgW`UbX`\Uh]b`XYb`Y`h`h`Yb`A`c`b`U`h`Y`b`U`b
⊕hYbg]h`h`[Yk`c`b`Yb`" `8]Y`A]bXYgh`c\ b`_ca`a`]gg]cb`k]fX`V]g`9bXY
‡ b] &\$&) `Y]bY`9b`hgW`Y]Xi b[`VYnØ[`]W`X`Yf`b`Yi`Yb
A]bXYgh`c\ b\Ø\Y`ZØf`X]Y`_ca`a` YbXYb`nk`Y]`⋈\fY`VY`U`bb`h`[`Y`V`Y`b`"
8`U`V`Y]`k`]fX`Y]bY`9f\Ø\i b[`j`c`b`X`Y`f`n`Y]`h`%&ž` &`9i`fc`Ui`Z%) `9i`fc
d`f`c`G`h`i`b`X`Y`Y`f`k`U`f`h`Y`h`" `8]Y`g`Y`5`b`\`Y`Vi`b[` `Ø`b`b`h`Y`b]`W`h`i`b`i`f`X]Y
@Ø\`b`Y]`a` `B]Y`X`f][`c\`b`g`Y`_`h`c`f`V`Y`h`f`Y`Z`Y`b`ž`g`c`b`X`Y`f`b`Ui`W`
5i`g`k`]f_i`b[`Y`b`Ui`Z`\Ø\Y`f`Y`;`Y`\U`hg[`fi`d`d`Y`b`\`U`V`Y`b`ž`k`]Y
K`U`f`b`i`b[`Y`b`j`c`b`:`⊕`U`W]`a` `F`U[`b]`h`n`j`c`a` `]Z`c!`⊕`g`h]`h`i`h`n`Y][`Y`b`" `9f
V`Y`h`c`b`h`ž`X`U`g`g`Y]`b`Y`g`c`W`X`Y`9f\Ø\i b[`Y`f`\`Y`V`]W`X`Y`
Ni`g`U`h`n`V`Y`U`g`h`i`b[`Y`b`ZØf`i`b`h`Y`f`b`Y`\`a`Y`b`a`]h`g]W`V`f]b[`Y`b`_Ø`b`b`h`Y`ž
]b`g`V`Y`g`c`b`X`Y`f`Y`]a` `j`Y`f`U`f`V`Y]`h`Y`b`X`Y`b`;`Y`k`Y`f`V`Y`"

?f]h]_`Ub`XYf`[Yd`UbhYb`9f\0\i b[`ca a hj cf`U`Ya `Ui g`GUW`gYbž
k c`X]Y`≡?`ni`@]dn][`j cf`XYb`k]fhgW`UZh]W`Yb
<YfUi gZcfXYfi b[Yb`k Ufbhž`X]Y`a]h`Y]bYf`5b\YVi b[`i a`%+
DfcnYbh`Y]b\Yf[Y\Yb`_0bbhYb``: UV]Ub`A U[Yf`ž
<Ui dh[YgW`ÀZhgZ0\ fYf`XYf`≡?`ž\YVh`Yfj cfž`XUgg`X]Y`ghY][YbXYb
9bYf[]Y_cghYbž`X]Y`\c\Y`≡ZUh]cbgfUhY`i bX`X]Y`bUW`UggYbXY
?cbgi a VYfY]hgW`UZh`Z0f`i bhYfbY\`a Yb`VY`UghYbX`g]bX``≡`XYf
; Ughfcbca]Y`gd0fYb`j]Y`Y`6Yhf]YVY`VYfY]hg`i a gUhnf0W_[Àb[Yž`XU
?cbgi a YbhYb`VY]`ghY][YbXYb`DfY]gYb`cZi`Ui Z`6Ygi W`Y`j Yfn]W`hYb``

5 f[i a YbhY`Z0f`i bX`[Y[Yb`X]Y`9f\0\i b[

≡`GUW`gYb`UfVY]hYb`fi bX`&&"" \$\$`A YbgW`Yb`ni a`A]bXYgh`c\`b`]b
@]dn][`i bX`&\$`*`\$\$`]b`8fYgXYb``8]Y`; Yk Yf_gW`UZh`B U\fi b[!
; Ybi gg!; Ughgh`ÀhhYb`fB; ; Ł`ZcfXYfh`Y]bY`XYi h]W`Y`5b\YVi b[`XYg
A]bXYgh`c\`bgž`i a`X]Y`@0\`bY`Ui Z`XUg`B]j YUi`XYf`k YghXYi hgW`Yb
6i bXYg`ÀbXYf`Ubni [`Y]W`Yb``8Yf`8Yi hgW`Y`; Yk Yf_gW`UZh`gVi bX
fB; 6Ł`k Y]gh`XUfUi Z\]bž`XUgg`X]Y`@0\`bY`]b`GUW`gYb`\]bhYf`XYbYb
]b`K YghXYi hgW`\UbX`ni f0W`V`Y]VYbž`k Ug`g]W`bY[Uh]j`Ui Z`X]Y
?Ui Z_fUZh`Ui gk]f_Yb`_0bbhY``9]bY`9f\0\i b[`XYg`A]bXYgh`c\`bg
_0bbY`XYf`K]fhgW`UZh]b`GUW`gYb`ni [i hY`ca a Yb`i bX`X]Y
?Ui Z_fUZh`XYf`6Yj 0`_Yfi b[`gh`Àf_Yb``

- K]fhgW`UZh]W`Y`5i gk]f_`i b[Yb.`%-`i`XYf`6Yhf]YVY
fYW`bYb`a]h`Y]bYa`6YgW`ÀZh][i b[gf0W_[Ub[ž`k Ybb`XYf
A]bXYgh`c\`b`Ui Z`%(`9i fc`ghY][h``
- 6Yhfc ZZYbY`6Yhf]YVY.`≡`C ghXYi hgW`\UbX`Yfk UfhYb`&) i
XYf`6Yhf]YVY`[fUj]YfYbXY`?cbgYei YbnYb`XYf`9f\0\i b[``
- Dc`h]gW`Y`<U`hi b[.`GD8`i bX`; f0bY`VYZ0fk cfhYb`X]Y
9f\0\i b[ž`k À\`fYbX`X]Y`; 8D`ni f0W`\U`hYbX`]gh``

8]Y`j Yf[Ub[YbY`9f\0\i b[`XYg`A]bXYgh`c\`bg`Ui Z`%&ž &`9i fc
k i fXY`&\$&`' [Y[Yb`X]Y`Gh]a a Yb`XYf`; Yk Yf_gW`UZh]Yb
VYgW`cggYb``5bU`mgYb`nY][Ybž`XUgg`X]Y`9f\0\i b[`g]W`_0bZh][
Ua`N]Y`k Yfh]j cb`*`\$`i`XYg`A YX]Ub`c\`bg`cf]Ybh]YfYb`k]fXž`k Ug
Y]bYb`A]bXYgh`c\`b`j cb`Yhk U`%)`9i fc`YfZcfXYf`]W`a UW`h``6]g`Ub[
\Uh`8Yi hgW`\UbX`X]YgYb`]bhYfbUh]cbU`Yb`F YZYfYbnk Yfh
fY[Y`a`À»][`i bhYfgW`f]hhYb``

9]b`nk Y]ghi Z][Yg`5bdUggi b[gj YfZU`fYb`ZØf`XYb`A]bXYgh`c`b`k]fX
 Ya dZc`Ybž`k Y`WXYg`gck c`Y]bY`fY[i `ÀfY`5bdUggi b[`VUg]YfYbX
 Ui ZXYf`HUF]ZYbhk]W`i b[`U`g`Ui W`Y]bY`ni g`Àhn`]WXY`?ca dcbYbhY
 ni f`GW`Y»i b[`XYf`@ØW`Y`ni a `N]Y`k Yfh`i a ZUggh`K `ÀfYbX
 K]fhgW`UZhj YfV`ÀbXY`k UfbYbž`XUgg`Y]bY`9f`Ø\i b[`X]Y
 K YhhVYk YfVgZ`À\][`_Y]h`VYY]bhf`ÀW`h][Yb`_ØbbhYž`Uf[i a Ybh]YfYb
 ; Yk Yf`_gW`UZhYb`ZØf`Y]bY`5b`YVi b[ž`i a `5fa`i`h`ni `VY`_Àa`dZYb
 i bX`X]Y`?Ui Z`fUZh`XYf`6YgW`ÀZh][hYb`ni `gh`Àf`_Yb"

8]Y`dc`h]hgW`Yb`8]g_i gg]cbYb`]bbYf`U`V`XYf`5a`dY`_cU`]h]cb`fGD8ž
 ; fØbYž: 8DŁ`V`Y]VYb`[YgdU`hYbž`XU`YXY`DUfhY`]i bhYfgW`]YX`]WXY
 5bg]W`hYb`ni f`VYj c fghY`YbXYb`9f`Ø\i b[`U`h`8]Y`8YVUhhY`]i a
 XYb`A]bXYgh`c`b`V`Y]Vh`gca]h`Y]b`nYbhfU`Yg`H`Y`a`U`]b`XYf
 dc`h]hgW`Yb`5[YbXU`i bX`k]fX`a]h`c`Yb`9fk Ufh`i b[Yb`i bX`Gcf[Yb
 j YfVi bXYb"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ni `XYb`5f[i a YbhYb`i bX
 9bhk]W`i b[Yb`fi bX`i a `XYb`A]bXYgh`c`b`_ØbbYb`X]Y`6Yf]W`hY
 j cb`G`ÀW`g]gW`Y`"XYž`6ØW`_Yf`"XY`i bX`A`UbU[YfV`Uhh`XY
 \YfUb[Ync[Yb`k YfXYb"

8YhU]`g	
J c fZU``	:]bUbna`Uf`_h
C fh	@Y]dn][ž`8Yi`hgW`_UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y`"XY • k k k "VcYW`_Yf`"XY • a`UbU[YfV`Uhh`XY

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