

6Ybn]b[Yfi WX 'i bX'F Y[Yb. '8 Ug
gdY_hU_i `ÀfY '6A K !HfYZZYb ']b
; fc» Yb\U]b °

9f`YVYb`G]Y`XUg`6A K !HfYZZYb`]b`; fc»Yb\U]b`j ca `%"`V]g
% " ' & \$ &) . Hi b]b[ž`K YhhVYk YfVY`i bX; Ya Y]bgWXUZh"



; fc» Yb\U]bž`8 Yi hgWX`UbX`!'9]b`<Ui WX`j cb`5gd\U`hi bX`6Ybn]b
i bX`X]Y`6Y[Y]ghYfi b[`j cb`Hi b]b[!9bh\i g]UghYb. '8 Ug`6A K !
HfYZZYbž`VYggYf`VY_Ubbh`U`g` GmbX`_Uh`5gd\U`hZ]YVYf`ž`\Uh]b
X]YgYa `đ\`f`X]Y`@`Zh`ØVYf`XYa `; fc»Yb\U]bYf`:`i [d`Uhn`YfZØ`h"
; Yd`Ubh`ZØf`j]Yf`HU[Yž`nc[`X]Y`J YfUbghU`hi b[`HY]`bY`a Yf`Ui g
[Ubn`8Yi hgWX`UbX`i bX`XYb`Ub[fYbnYbXYb`BUWXVUf`ÀbXYfb`Ub"
8Yf`5i ZhU`h`Ua `8cbbYfghU[`k Uf`bcWX`j cb`VYghYa `K YhhYf
[Y_f`Öbhž`k Ug`XYb`dfcj]gcf]gWX`Y]b[Yf]WX`hYhYb`7Ua`d]b[d`Uhn]b
Y]bY`VY`YVhY`NcbY`j Yfk`UbXY`hYž]b`XYf`g]WX`X]Y`:`Ubg`XYf`A`Uf`_Y
j YfgUa`a`Y`hYb`i bX`]`fY`:`U`fnYi [Y`df`ÄgYbh]YfhYb"

A Ufh]b`GW`bY]XYfž`XYf`7\`YZcf[Ub]gUhc`f`XYg`9j Ybhgž`VYf]WX`hYhY

j cb`XYf'gW.bY`Yb`l a gYhni b[`XYf`J YfUbghU`hi b[ž`bUW.XYa `XYf
i fgdf0b[`]W.Y`GhUbXcfh`b`H\0f]b[Yb`UV[YgU[h`k i fXY`"8cW`b]W.h
U`Yg`j Yf`Y.Z`b.UW`D`Ub.`8]Y`J c fVYfY]hi b[Yb`ghUbXYb`_i fnnY]h[
Ui ZXYf`?]ddYž`XU`F`Y`hhi b[gY]bg`Ā`h`Y`ja `6fUbX[YV]Yh
; c\`f]gW`Y]XY`X]Y`@U[Y`_ca`d`n]YfhYb`"8]Y`: fYi`XY`XYf`Hi`b]b[!
@]YV\UVYf`k Uf`Y`XcW`i b[YVfcW`Yb`i bX`j]Y`Y`: U\fnYi [Yž`c`Zha`U`g
ghUf`_a`cX]Z]n]Yfhž`gc`f[hYb`Z0f`Y]b`VYY]bXfi`W`YbXYg`?`Ub[V]`X`a`]h
]\fYb`Ui hYb`5i gdi ZZ[YfĀi`gW`Yb`"

5 hhfU_h]c bYb`i bX`< YfUi gZcfXYfi b[Yb

8 Ug`HfYZZYb`k UfhYhY`a`]h`nU`\fY]W`Yb`K`YhhVYk`YfVYb`Ui`Zž`XUfi`bhYf
8f]Zn`7\Ua`d]cbg\]dg`i bX`Gdf]bhk`Yhh`Āa`dZYž`X]Y`Z0f`ni`gĀ`h`n]W`Y
BYfj`Yb`_]h`nY`gc`f[hYb`"8]Y`Gh]a`a`i b[`k`i`fXY`U`Y`fX]b[g`Ua`:`fY]hU[
Xi`fW`X`Yb`Y]bgYh`nYb`X`Yb`F`Y[Yb`[Yhf0Vhž`k`Ug`j`]Y`Y`HY]`bY`a`Yf
XUni`VfUW`hYž`XUg`HfYZZYb`j`cfnY]h[`ni`j`Yf`UggYb`"@Y]XYf`a`i`gghY
gc[Uf`XUg[Yd`Ub`hY`<0\YbZYi`Yfk`Yf`_Ua`GUa`ghU[`Ui`Z[fi`bX`XYf
K`U`XVfUbX[YZU\`f`UV[YgU[h`k`YfXYb``Y]b`XcddY`hYf`8Āa`dZYf`Z0f
X]Y`: Y]Yf`]W`_Y]hYb`"

8]Y`C`f[Ub]gUhc`fYb`Yf`\c`VYb`Y]b`A`0`d`ZUbX`j`cb`%\$`9i`fc`ni`f
A`0`Y`bhgc`f[i b[ž`k`Y`W`Yg`X]Y`HY]`bY`a`Yf`VY]`F`0W`_ [UVY`Y]bYg
A`0`g`UW`_g`ni`f0W`_VY`_ca`a`Yb`_cb`bhYb`"8]YgYg`J`c`f[Y\Yb`nY][h`XUg
6Yk`i`gghgY]b`Z0f`l`a`k`Y`hgW`i`h`ni`bX`X]Y`J`YfUb`hk`c`fhi`b[`XYf
J`YfUb`ghU`hYf`[Y[Yb0VYf`XYf`B`Uhi`fž`gY`V`gh]b`XYf`Ui`ZFY[YbXYb
5ha`c`gd`\Ā`fY`Y]bYg`Hi`b]b[!9j`Yb`hg`"

8]Y`Hi`b]b[!GnYbY`]b`8Yi`hgW`UbX

8 Ug`6A`K`!HfYZZYb`]b`;`fc»`Yb`U]b`]gh`b]W`h`XUg`Y]bn][Y`<][\`][\h
Z0f`5i`hc`!9bh`i`g]UghYb`]b`X]YgYa``š`f`"@Ui`h`Va`k`gW`bY!g\`ck`"XY
[]Vh`Yg`nU`\fY]W`Y`k`Y]hYfY`J`YfUb`ghU`hi`b[Ybž`X]Y`g]W`0VYf`XUg
[Ub`nY`š`f`j`YfhY`]Ybž`k`]Y`ni`a`6Y]gd]Y`XUg`6]a`a`YfZY`gh]b`J`Yb`fUmž
XUg`9`*`A`YYh]b[`]b`<`Yb[Y`c`i`bX`XUg`Hi`b]b[`K`c`f`X`6`c`XYbgYY`"
8]Y`Hi`b]b[!GnYbY`V`0`h]b`8Yi`hgW`UbX`i`bX`n]Y\`h]ja`a`Yf`a`Y\`f
A`Yb`gW`Yb`Ubž`X]Y`g]W`0VYf`]Yf`@Y]XYb`gW`U`Zi`Ui`ghUi`gW`Yb`i`bX
]\fY`: U\fnYi [Y`dfĀgYb`h]YfYb`_0bbYb`"

8]Y`J]Y`ZU`h`Ub`5b[YVchYb`]b`XYf`Hi`b]b[!7ca`a`i`b]hminY][hž`XUgg
 XUg`ϕhYfYggY`Ub`]bX]j`]Xi`Y`Yb`5bdUggi`b[Yb`Ub`:`U\fnYi`[Ybž`gY]
 Yg`]\bg]W\h]W`?UfcggYf]Yž`A`c`h`c`f`c`XYf`:`U\fk`Yf`ž`gY]h`ϕ\fnY\bhYb
 ghUf`_`]a``?ca`a`Yb`]gh`J`cb`XYb`5bZAb[Yb`]b`XYb`%-`)\$Yf`ϕ\fnYb
 V]g`]\b`ni``a`cXYfbYb`HfYZZYb`k`]Y`GmbX]_Uh`5gd`U`hZ]VYf`V`Y]Vh
 X]Y`:`Ugn]bUh]cb`ZØf`Y]ghi`b[gghUf`_`Y`i`bX`Y]bn][Ufh][Y`5i`hca`cV]`Y
 i`b[YVfcW\Yb`"

: Øf`U`Y`ž`X]Y`XUg`Hi`b]b[!:]YVYf`[YdUW`_`h`\Uhž`ghY`\Yb`]b`XYb
 _ca`a`YbXYb`A`cbUhYb`j`]Y`Y`k`Y]hYfY`HYfa`]bY`Ui`ZXYa``Dfc[fUa`a`ž
 gcXUgg`XUg`<Yfn`j`cb`YXYa``5i`hcZfYU`_`\Ø\Yf`gW`\U[Yb`XØfZhY`"
 8Ug`HfYZZYb`]b`]; fc»Yb`U]b`\Uh`[YnY][hž`XUgg`hfc`hn`k`]Xf][Yf
 l`a`ghAbXY`Y]bY`Y]XYbgW\UZh]W\Y`]; Ya`Y]bgW\UZh
 ni`gUa`a`Yb`_ca`a`hž`i`a``]\fY`6Y[Y]ghYfi`b[`ZØf`6A`K`i`bX`XUg
 Hi`b]b[`ni`ZY]Yfb`"

C V`]b`?Ø`b`cXYf`UbXYfgk`cž`X]Y`9j`Yb`hg`XYf`Hi`b]b[!GnYbY`V`Y]VYb
 Y]b`\Y]»Yg`H\Ya`U``XUg`b`ÅW\ghY`[fc»Y`Hi`b]b[!: Ygh`b`U`h
 g]W\Yf`]W`gW`cb`°: Øf`k`Y]hYfY`ϕZcfa`Uh]cbYb`ni`UbghY`\YbXYb
 JYfUbghU`hi`b[Yb`c`\bh`g]W`Y]b`6`]W`_`Ui`ZX]Y`], VYfg]W`hj`cb`5i`hc
 NY]hi`b[ž`X]Y`U`Y`k`]W\h][Yb`Hi`b]b[!HfYZZYb`]a``ϕ\fn`&\$&)`Ui`ZhY][h`"

K`c`\]b`XUg`b`ÅW\ghY`5VYbhYi`Yf`Ui`W\`ZØ\`fYb`a`U[ž`XYf`5gd`U`h
 k`]fX`k`Y]hYf`\]b`VfYbbYb`i`bX`X]Y`A`c`h`c`f`Yb`\`Yi`Yb``Y]b`[i`hYf
 ;`fi`bXž`XYb`b`ÅW\ghYb`9j`Yb`h`b]W\h`ni`j`YfdUggYb`°`"

8YhU]`g	
C fh	; fc»Yb`U]b`ž`8Yi`hgW\`UbX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW\g]gW\Y`XY • Va`k`gW`bY!g\`ck`"XY • k k k "Ui`hc`nY]hi`b[`"XY

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