

K i bXYfj c ``Y `K UbXa U`YfY]Yb. `B Yi Y
5i gghY``i b[`]b `8fYgXYb `V]g`&\$&* °

9f`YVYb`G]Y`X]Y`K UbXYfUi gghY``i b[` 8YW_Yb!`i bX
K UbXa U`YfY`]b`GUW`gYb `V]g`ni a `` %" `‡bi Uf`&\$&* `]b
8fYgXYb`i bX`YbhXYW_Yb`G]Y`" ` `ZUgn]b]YfYbXY`9l dcbUhY"



8fYgXYbž`8Yi hgW`UbX`!`‡`Y]bYa `ZUgn]b]YfYbXYb`GW`f]hh`ni f
6Yk U`fi b[`gUW`g]gW`Yf`?`i bgh[`YgW`]W`hY`df`ÅgYbh]Yfh`XUg
@UbXYgUa`h`Z0f`8Yb_a`U`dZY[`Y`GUW`gYb`X]Y`K UbXYfUi gghY``i b[
`8YW_Yb!`i bX`K UbXa U`YfY`]b`GUW`gYb ``8]YgY`VYY]bXfi W_YbXY
5i gghY``i b[`]gh`gY]h`XYa `&`5df]`&\$&) `i bX`bcW`V]g`ni a `` %" `‡bi Uf`&\$&* `]b`XYf`J`c`_g`cW`gW`i `Y`8fYgXYb`ni `gY`Yb`"<]Yf`[`Y`h
Yg`i a `a`Y`f`U`g`bi`fi`a`6]`XYf`Ub`K`ÅbXYb` `Yg`]gh`Y]bY`FY]gY
Xi fW`X]Y`‡U`f`i bXYfhYž`X]Y`X]Y`?`i bgh`XYf`8YW_Yb!`i bX
K UbXa U`YfY`]b`XYb` : c_i`g`ghY`hž`X]Y`]a`Ni`[`Y`j`cb`FYbcj`]Yfi b[`g!
i bX`FYghUi`f]Yfi b[`gUfVY]hYb`YbhXYW`hi bX`VYk U`fh`k`i`fXYb`"@Ui`h`
A`YX]Yb`gYfj`]W`GUW`gYb`k`]b`h`XYb`6Ygi`W`Yf.`]bbYb`X]Y
A`0[`]W`_Y]hž`" ` `gc`f[`Z`h][`Ui`g[`Yk`Å`hY`CV`Y`_hY`]b`g]hi`ni
VYk`i`bXYfbž`VY[`Y]hYhj`cb`[`fc`»`Zcfa`Uh][`Yb` :`chc[`fUZ]Ybž`X]Y`X]Y

; YgW\jW\hYb` \]bhYf`X]YgYb`?i bghk Yf_Yb`YfnÅ\`Yb`"

8]Y`5i gghY`i b[`nY][`h`Y]b`VfY]hYg`GdY_hfi a `Ub`K UbXa U`YfY]Ybž
X]Y`j cb`a]hhY`U`hYf`]W\Yb`5i ga U`i b[Yb`]b`?]fW\Ybž`X]Y`W\]f]gh`]W\Y
H\Ya Yb`j`i ghf]YfYbž`V]g`\]b`ni `XY_cfUh]j Yb`?i bghk Yf_Yb`]b
DfcZUbVUi hYb`fY]W\Yb`"8]YgY`J]Y`ZU`h]gh`b]W\h`bi f`Y]b
5i [YbgW\ a Ui gž`gcbXYfb`Ui W\`Y]bY`k]W\h][Y`9f]bbYfi b[`XUfUbž
k]Y`gc`W\Y`?i bghk Yf_Y`]b`XYf`J Yf[Ub[Yb\Y]h`ni f`FYdfÅgYbhUh]cb
[YbØhnh`k i fXYb`"8Yb`6Ygi W\Yf.]bbYb`k]fX`Y]b`Y]ba U`][Yf
9]bV`]W_`]b`X]Y`_i `hi fY`Y` ; YgW\jW\hY`GUW\gYbg`[Yk Å\fh`i bX
k Y`W\Y`Nk YW_Y`X]YgY`?i bghZcfa Yb`YfZØ`hYb`"

<]bhYf`XYb`?i `]ggYb`XYf`F YghUi f]Yfi b[

8]Y`6YhfYi i b[`X]YgYf`Y]bn][Ufh][Yb`?i bghk Yf_Y`ZÅ`h`]b`XYb
Ni ghÅbX][_Y]hgVYfY]W\`XYg`FYZYfUhYg`FYghUi f]Yfi b[`]a
@UbXYgUa h`ZØf`8Yb_a U`dZY[Y`"8]YgYg`HYUa `gd]Y`h`Y]bY`k]W\h][Y
Fc`Y`VY]`XYf`G]W\Yfi b[`i bX`FYghUi f]Yfi b[`j cb`K UbXa U`YfY]Ybž
i bX`XUg`b]W\h`bi f`]b`XYf`5i gghY`i b[`gY`Vgh`"K]Y`
8Yb_a U`dZY[Y`GUW\gYb`Yf`Åi hYfhž`g]bX`X]Y`A]hUfVY]hYf`XYg
FYZYfUhYg`Ui W\`]b` ; YbY`a]][i b[gj YfZU`fYb`]bj`c`j]Yfhi bX
VYfUhYb`VY]`gdYn]Z]gW\Yb`fYghUi fUhc`f]gW\Yb` : fU[Yb`"8]Yg`i a ZUggh
Y]b`VfY]hYg`GdY_hfi a `j cb`A UhYf]U`]Yb`i bX`HYW\ b]_Ybž`X]Y`ZØf`X]Y
9f\U`hi b[`X]YgYf`?i `hi fXYb_a U`Y`j cb`6YXYi hi b[`g]bX` `j cb
K UbXa U`YfY]Yb`V]g`\]b`ni `A ØVY`ghØW_Yb`"

9]b`VYgcbXYfg`]bhYfYggUbhYf`Di b`_h`]gh`X]Y`HUhgUW\Yž`XUgg`Yg
_Y]bY`ghUffYb`< UbX`i b[g_cbnYdhY`]b`XYf`8Yb_a U`dZY[Y` []Vh`
>XYg`Dfc`Y`_h`k]fX`]bX]j]Xi Y` `[YghU`hYhž`Ybhgd`fYW\YbX`XYb
6YXØfZb]ggYb`i bX`6i X[Yh[fYbnYb`XYf`9][YbhØa Yf`"8 Ug`]gh`b]W\h
bi f`d`fU_h]gW\ž`gcbXYfb`nY][`hiUi W\`Y]b` [i hYg`< ÅbXW\Yb`VY]`XYf
8Yb_a U`dZY[Y`"

?i `hi fY`Yg`9fVY`]a `: c_`i`g`

8Yf`GW`i hn`i bX`X]Y`9f\U`hi b[`j cb`?i `hi fXYb_a U`Yb`k]Y`?]fW\Ybž
6i f[Yb`i bX`GW` ØggYfb`VUi Yb`Ui Z` : UW_Yb`b`hb]g`i bX`9fZU`fi b[
Ui Z`8]Y`**5VhY]**i b[`; YV]YhgXYb_a U`dZY[Y`gd]Y`h`\]Yf`Y]bY

GW\`ØggY`fc`Yž]bXYa`g]Y`9][YbhØa Yfž`6Ui \YffYb`i bX`D`UbYf`j cf
 C fh`VYfÀh"N]Y`"]gh`Ygž`XYb_a U`!`i bX`_cghYbj YfhfÀ[`]W\Y`@Øgi b[Yb
 ni `Z]bXYbž`X]Y`X]Y`_i`hi fY`Yb`GW`ÀhnY`GUW`gYbg`Ui W`ZØf
 ni _ØbZh][Y` ; YbYfUh]cbYb`VYk U\fyb`"8]YgY`<YfUb[Y\Ybgk Y]gY
 nY][hž`k]Y`k]W`h][`Yg`]ghž`_i`hi fY`Y`Y`Yb]h]h`h`ni`k U\fyb`i bX
 [`Y]W`nY]h][`idfU[a Uh]gW`Y`@Øgi b[Yb`ni`Ybhk]W`Y`b"

8]Y`^ Zbi b[gnY]hYb`XYf`5i gghY`i b[`g]bX`ZYI]VY`[YghU`hY`hi bX
 f]W`hYb`g]W`bUW`XYb`?i fgnY]hYb`XYf`Jc`_g\cW`gW`i`Y`"8Yf
 9]bhf]hh]gh`ZfY]ž`i bX`ni g`Àhn`]W`Yf\U`hYb`X]Y`6Ygi W`Yf.]bbYb`Y]bY
 \cW`k Yfh][Y`6Y[`Y]hVfcgW`ØfY`gck]Y`Y]bY`Dcgh_UfhYbFY]\Yž`X]Y
 X]Y`5i gghY`i b[gYf`YVb]ggY`k i bXYfVUf`Yf[`ÀbnYb"

9]b`6Ygi W`XYf`5i gghY`i b[`8YW`Yb!`i bX`K UbXa U`YFY]`]b
 GUW`gYb`]gh`U`gc`b]W`h`bi f`Y]bY`_i`hi fY`Y`6YfY]W`Yfi b[ž`gcbXYfb
 Ui W`Y]bY`k Yfhj c`Y` ; Y`Y[Yb\Y]hž`a Y`f`ØVYf`X]Y`?i bgh`i bX
 ; YgW`]W`hY`X]YgYf`Y]bn][Ufh][Yb`FY[]cb`ni`YfZU`fyb`"9]b
 GW`Ui ZYbghYf`]b`X]Y`J Yf[Ub[Yb\Y]hž`XUg`i bg`Yfa`i h][hž`i bgYf`9fVY
 U_h]j`ni`gW`ØhnYb`i bX`ni`gW`ÀhnYb"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a YX]YbgYfj]W`"gUW`gYb"XY • k k k "XYb_a U`dZ`Y[Y"gUW`gYb"XY • k k k "`ZX"gUW`gYb"XY

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