

G]a gcb!HfYZZYb`]b`Nk]W_Ui .`%*
GhfUZhUhYbž`Dc`]nY]`Zc fXYfh`G]W\ Yf\ Y]h°

6Y]a`G]a gcb!HfYZZYb`]b`Nk]W_Ui`Ua`%-\$+&\$&)`k i fXYb
a`Y\ fYfY`GhfUZhUhYb`fY[]ghf]Yfhž`XUfi`bhYf
?ÖfdYfj`Yf`Yhni`b[Yb`i`bX`fYW\hgYI`hfYa`Y`J`cfZÄ`Y"



Nk]W_Ui ž`8 Yi hgW`UbX`!`8 Ug`G]a gcb!HfYZZYb`]b`Nk]W_Ui`]gh
b]W\h`bi`f`Y]b`:`Ygh`ZØf`A`cdYX!:`Ubgž`gcbXYfb`Ui`W\`Y]b`G\W`Ui`d`Uhn
j`cb`?`cbZ`_`hYb`i`bX`5i`gY]b`UbXYfgYhni`b[Yb`i`[Yk`cfXYb`" `b`X`Yf
B`UW\`h`ni`a`GUa`ghU[`fY[]ghf]YfhY`X]Y`Dc`]nY]`%*`bYi`Y`GhfUZhUhYbž
XUfi`bhYf`?`ÖfdYfj`Yf`Yhni`b[Yb`i`bX`9][Ybhi`a`gXY`_`hY`k`]Y
8]YVghÄ`Y`"6YgcbXYfg`_`f]h]gW`g]bX`X]Y`9fa`]hni`b[Yb`ni`XfY]
:`Ä`Ybž`]b`XYbYb`j`YfZUggi`b[gk`]Xf][Y`:`YghYb`i`bX`Gma`Vc`Y
[YnY][h`k`i`fXYb`"8Yf`J`cfZU`"k`]fZh`YfbYi`h`fU[Yb`ni`f`G]W\Yf\Y]h
i`bX`ni`a`l`a`[Ub[`a`]h`fYW\hgYI`hfYa`Yf`Gma`Vc`_]b`gc`W\Yb
J`YfUbghU`hi`b[Yb`Ui`Z`**GÄW`g]gW`Y`"XY`VYf]W\hYhž`XUgg`VYfY]hg`Ua
5b`fY]gYhU[`GhfUZhUhYb`ZYgh[YghY`"h`k`i`fXYbž`k`Ug`XYb`8`fi`W`_`Ui`Z`X]Y
J`YfUbghU`hYf`i`bX`X]Y`Dc`]nY]`Yf\`Ö`h`"**

Hfc hn'XYf'J cfZÄ`Y`nY][h'g]WÄ`X]Y`Dc`nY]'cdh]a]gh]gWÄ`"8]Y
J YfUbg hU`hi b[ž'X]Y`V]g`Gcb bhU[`UbXUi Yfb`gc`žj Yf`Äi Zh
k Y]hYgh[Y\YbX`ghÖfi b[gZFY] "8]Y`Gh]a a i b[`i bhYf`XYb`fi bX
&" , \$`6Ygi WÄYfbžj cb`XYbYb`%"(\$\$`Ui Z`XYa `NY`hd`Uhn
ØVYfbUWÄ hYbž`gY]'[i hž`i bhYfghØhnhj ca `Ub[YbY\`a Yb
Gca a Yfk YhhYf"8]Y`J YfUbg hU`hYf`\UVYb`YXcWÄ`?`Y]Xi b[gghØW`Y
_cbZ]gn]Yfhž`X]Y`[Y[Yb`X]Y`NY`hd`Uhn`cfXbi b[`j Yfghc» Yb`i bX
dc`h]gWÄY`6c hgWÄ UZhYb`hfUb gdc fh]YfhYb"

G]WÄ Yf\Y]hg`cbnYdh`]b`XYf`? f]h]_

8]Y`9fY][b]ggY`]b`Nk]W`Ui `UVYb`X]Y`5i Za Yf`gUa `Y]h`XYg
gÄWÄ]g]WÄYb`æbYba]b]ghYf]i a g`Ui Z]g]WÄ`[Ync[Yb"æbYba]b]ghYf
5fa]b`GWÄi ghYf`f78l Ł`Zc`fXYfh`Y]b`VYggYfYg`G]WÄYf\Y]hg`cbnYdh
ZØf`XUg`G]a gcb!HfYZZYbž]bgVYgcbXYfY`bUWÄ`XYb
fYWÄhgYl hfYa]gh]gWÄYb`J cfZÄ`Yb`XYf`j Yf[Ub[YbYb`»\`fY"9f
VYhc`bh`X]Y`B`ch`k YbX][`Y]hž`GhfUZhUhYb`j YfZUggi b[gZ]bX`]WÄYf`5fh
Ui gni gWÄ`Y»Yb"8]Y`Dc`nY]`\Uhh`]a `J cfZY`X`XYg`HfYZZYbg`_Y]bY
[fÖ»YfY`5bnU\`j cb`F`YWÄhgYl hfYa Yb`Yfk UfhYh`i bX
dfc[bcgh]n]YfhY`_Y]bY` ghUUhgWÄi hnfY`Yj UbhY`; YZÄ`fXi b[g`U[Y` "

Ni f`?`Äfi b[`XYf`GhfUZhUhYb`k i fXY`Y]b`<]bk Y]gdc`fhU`Y]b[Yf]WÄhYhž
U`YfX]b[g`g]bX`V]g\Yf`_Y]bY`bYbbYbgk YfhYb`<]bk Y]gY
Y]b[Y[Ub[Ybž`k]Y`A 8 F`"XY`VYf]WÄhYh" Hfc hnXYa `g]bX`X]Y
9fa]hni b[Yb`k Y[Yb`a Y\`fYfYf`8Y`_hYž`XUfi bhYf
@UbXZf]YXYbgVfi WÄ`i bX`j Yfgi WÄhY`[YZÄ`f]WÄY`?ÖfdYfj Yf`Yhni b[ž
]a `; Ub[Y"5`Ufa]YfYbX`]gh`Ui WÄ`X]Y`YghghY`i b[`j cb
fYWÄhgYl hfYa]gh]gWÄYb`5i Z`YVYfb`i bX`Ui g`ÄbXYfZY]bX`]WÄYb
DUfc`Yb`i bhYf`XYb`HY]`bY\`a Yfb"NYi [Yb`VYf]WÄhYbž`XUgg
a Y\`fZUWÄ`XYf`<]hYf[fi »`[YnY][h`k i fXY"

8]Y`Gh]a a Y`XYg`9fVYg

6YgcbXYfg`\UfhYf`HcVU`_`Ua `j cb`6fi bc`8]YhY`ž`XYa `9b`_Y`XYg
G]a gcb!8Yg][bYfg`?Uf`7`Ui gg`8]YhY`"æ`Y]bYa `cZZYbYb`6f]YZ
Äi »YfhY`Yf`gY]bY`6YXYb`_Yb`ØVYf`X]Y`J YfY]bbU\`a i b[`XYg
`Y[YbXÄfYb`A cdYXg`Xi fWÄ`fYWÄhgYl hfYa Y`; fi dd]Yfi b[Yb`i bX
j Yfk]Yg`Ui Z`X]Y`6Ygcf[b]g`gY]bYg`; fc»j UhYfg`ØVYf`Ui Z`Y]a YbXYb

5i hcf]hUf]ga i g'i bX`HchU`]hUf]ga i g"8]YgY`bghfi a YbhU`]g]Yfi b[
k ØfXY`gY]bYb'; fc»j UhYfž`XYf`&\$&&j YfghUfVž'a]h'G]WXYf\Y]h
Ya dØfYbž`gc`8]YhY`"9f`g]Y\h'X]Y'; YZU\ fž`XUgg`XUg`9fVY`j cb
G]a gcb`]b`Y]b`ZU`gWXYg`@WWh`[YfØW_h`k]fX"

8]Y`UVgW`]Y» YbXY`6]`Ubn`XYf`Dc`nY]`k]fX`Ua`GcbbhU[`Yfk UfhYh
i bX`_ØbbhY`5i ZgW`i gg`XUfØVYf`[YVYbž`k]Y`X]Y`G]WXYf\Y]h`i bX
XUg`U``[Ya Y]bY`?`]a U`Ui Z`XYf`J`YfUbgH`h`i b[`]b`XYb`b`ÅW`ghYb
»\fYb`[YghU`hYh`k YfXYb`a i gg"8 Ug`G]a gcb!HfYZZYb`V`Y]Vh
k Y]hYf\]b`Y]b`C`fh`XYf`fYi XY`ZØf`j]Y`Yž`UVYf`Ui W`Y]b`6fYbbdi b_h
ZØf`fYWWh`]WXY`i bX`[YgY`gW`UZh`]WXY`< YfUi gZcfXYfi b[Yb"

8YhU]`g	
C fh	Nk]W_Ui 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 "a Xf"XY

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