

› [YbX`]W\Y`Ui Z'< cffcf!›U[X.`8]Y`XØghYfY
K Y`h`XYf`J]XYc`B Ugh]Yg`°

9bhXYW_Yb`G]Y`X]Y`bYi YghYb`GhfYUa]b[!H]ddg`XYg`K YgYf
?i f]Yf`Ua`'&"'† b]`&\$&) žj cb`\\i a cfj c`Yb`GYf]Yb`V]g`\\b`ni
dUW_YbXYb`H\ f]`Yfb"



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8i V`]bž`≠`UbX`!`5a`'&"'† b]`&\$&) `k]fX`]b`XYf`5F8`Y]bY`bYi Y
GYf]Y`a]h`XYa`H]hY`J]XYc`B Ughm`j cf[YghY`h`b`X]YgYf
\\i a cfj c`Yb`A]gW\i b[`Ui g`H\ f]`Yfž`?ca`ØX]Y`i bX`7ca]b[!cZ5[Y
YfnÅ`\\h`X]Y`<UbX`i b[`X]Y`; YgW\]W`hY`j cb`XfY]`› [YbX`]W\Yb`Ui g
8i V`]bž`X]Y`j YfVchYbYbY`< cffcfZ]`a Y`gUa`a Y`b`"`≠`fY`Gi W\Y`bUW
Y]bYa`Y`hnhYbž[Ygi W`hYb`:]`a`ZØ`\\fh`g]Y`bUW`9b[`UbXž`k`c`g]Y`]b
Y]bY`A cfXYfa]h`i b[`j Yfk]W`Y`h`k YfXYb`"8]Y`GYf]Y`V]YhYh`b]W`h
bi`f`GdUbbi b[ž`gcbXYfb`h`Ya`Uh]g]Yf`h`Ui W`X`Yb`\\]ghcf]gW`Yb
?cbhYI`h`XYf`%- , \$Yf`›U`\\fYž`U`g`]b`; fc› Vf]hUbb]Yb`i bX`≠`UbX
\\]h][Y`8YVUhhYb`ØVYf`† [YbX[YZÅ`\\fXYbXY`:]`a Y`ghUhhZUbXYb`i bX
_f]h]gW`Y`Gh]a`a Yb`Ui`h`k`i`fXYbž`]bgVYgcbXYfY`\\]bg]W`h]W`X`Yf
JYfZØ[VUf_Y]h`X]YgYf`:]`a Y`ZØf`† b[Y`A`YbgW`Yb`"8]Y`YfghYb`gYW`g
: c`[Yb`g]bX`gck`c`\\Ui`Z8Yi`hgW`U`g`Ui`W`]a`Yb[`]gW`Yb`C`f][]bU`

]b`XYf`5F8!A YX]Uh\Y_j YfZØ[VUf"

8]Y`?cbhfcj YfgYb`i a`X]Y`gc[YbUbbhYb` J]XYc`B Ugh]Yg
VY[UbbYb`]b`XYb`ZfØ\Yb`%- , \$Yf`↵\fYbž`U`g`Y]bY`J]Y`nU`\`j cb
:]`a Ybž`a Y]gh`@ck !6i X[Yh<cffcfc!`cXYf`9l d`c]hUh]cb!:]`a Ybž`Ui Z
J <G`j YfØZZYbh`]W`h`k i fXY`"8]Y`B Uh]cbU`J]Yk Yfg`UbX`@]ghYbYfg
5ggcW]Uh]cb`fBJ 5@5Ł`dfÄ[hY`XYb`6Y[f]ZZ` J]XYc`B Ughm ži a`Y]bY
FY]\Y`j cb`:]`a Yb`ni`VYgW`fY]VYbž`X]Y`k Y[Yb`]`fYf`[Yk U`h`h`h][Yb
↵\U`hY`]b`XYf`² ZZYbh`]W`_Y]h`ghUf`_`_f]h]g]Yfh`k i fXYb`"8]YgY`:]`a Y
k UfYb`b]W`h`j cb`XYf`6f]h]g\`6cUfX`cZ:]`a`7`Ugg]Z]W]h]cb`f66: 7Ł
[YdfØZž`k Ug`ni`Y]bYf`\]h][Yb`8YVUhY`ØVYf`X]Y`J YfZØ[VUf`_Y]h
gc`W`Yf`↵\U`hY`ZØ\fhY`"C f[Ub]gUh]cbYb`k]Y`X]Y`BJ 5@5`i bX
A YX]YbVYf]W`hY`hfi [Yb`ni`f`GW`UZZi b[`Y]bYg`ÖZZYbh`]W`Yb
6Yk i gghgY]bg`ØVYf`X]YgY`:]`a Y`VY]ž`k cXi fW`X]Y`8]g_i gg]cb`ØVYf
NYbgi f`i bX`J YfUbhk`cfh`]W`_Y]h`]b`XYf`:]`a]bXi ghf]Y`j Yfgh`Ä`f`_h
k i fXY`"

8 Yf`9]bZ`i gg`XYg`J]XYc`F YW`cfX]b[g`5Wh

9]b`YbhgW`Y]XYbXYf`K YbXYdi b`_h`]b`XYf`; YgW`]W`hY`XYf`J]XYc
B Ugh]Yg`k Uf`X]Y`J YfUVgW`]YXi b[`XYg`J]XYc`F YW`cfX]b[g`5Wh`%- , ("
8]YgYg`; YgYhn`j Yf`Ub[hY`Y]bY`NYfh]Z]n]Yfi b[`U`Yf
J]XYc] YfØZZYbh`]W`i b[Yb`Xi fW`X]Y`66: 7`i bX`a UW`hY`XYb
J Yfhf]YV`i b`_Ugg]Z]n]YfhYf`:]`a Y`ni`Y]bYa`GhfUZhUhVYghUbX`"8]Y
8]g_i gg]cbYb`Yb`hVfUbbhYb`YfbYi hž`XU`VY]`XYf`9]bZØ\fi b[`j cb
J]XYcfY`_cfXYfb`]b`XYb`%- +\$Yf`↵\fYb`_Y]bY`gdYn]Z]gW`Y
; YgYhn[YVi b[`YI]gh]YfhYž`i a`X]Y`J]XYc]b`U`hY`ni`fY[`i`Y]fYbž
UV[YgY\Yb`j ca`C VgW`bY`Di`V`]W]h]cbg`5Wh`j cb`%-) - "8]Y
l bg]W`Yf\Y]h`ØVYf`X]Y`8YZ]b]h]cb`j cb`cVgn`ObYa`A UhYf]U`ZØ\fhY
XUni ž`XUgg`XYf`8]fYW`cf`cZ`Di`V`]W`DfcgYW`h]cbg`fB`DŁ`Y]bY
i a ZUggYbXY`@]ghY`j cb`+&:]`a Yb`YfghY`h`ž`X]Y`i bhYf`X]YgYb
?f]hYf]Yb`j Yfi fhY]`h`k YfXYb`_cbbhYb"

:]`a Y`k]Y`H\Y`8f]`Yf`?`]`Yf`i bX`7Ubb]VU`<c`cWUi gh ž`X]Y`%- , &
Ui ZXYb`A Uf`_h`_Ua Ybž`gcf[hYb`ZØf`Y]bYb`Ybcfa Yg`A YX]YbYW`c
i bX`j YfgW`Ä`fZhYb`X]Y`8YVUhYb`ØVYf`NYbgi f`"8]YgY`:]`a Y`nY][hYb
Y]bY`XfUgh]gW`Y`8UfghY`i b[`j cb`; Yk U`hž`k Ug`ni`c: cfXYfi b[Yb
bUW`ghf]_hYfYb`A U» bU`a Yb`[Y[Yb`[Yk U`h`h`h][Y`↵\U`hY`ZØ\fhY"

K Å\fybX`Y]b][Y`X]YgYf`H]hY`Ui Z`XYf`i fgdfØb[`]WXYb`@]ghY`XYf
 J]XYc`B Ugh]Yg`j YfV`]YVYbž`UVYb`j]Y`Y`gY]hXYa`Y]bY
 i b[YgWAb]hhYbY`J YfÖZYbh]W]i b[`YffY]W]hi bX`g]bX`\Yi hni hU[Y
 dfcV`Ya`cg`Yf\Å`h]W]"

5_hi Y`Y`GhfYUa]b[!5b[YVchY

5V[YgY\Yb`j cb` J]XYc`B Ughm`V]YhYh`XUg`GhfYUa]b[!5b[YVch`XYf
 K cWY`Ui W`Ui Z`5dd`Yg`D`UhhZcfa`Y]b`<][\`][\h" `6cbc.`Ghcf]Yg`cZ
 Gi ffYbXYf`]ghY]bY`J YfZ]`a i b[`j cb`6cbcgc`CbY!A Ub!6Ø\`bYb!
 G\ck`i bX`XYa`6i W` Gi ffYbXYf.`(\$`Gcb[gž`Y]bY` ; YgW]W]hY`" : ð
 X]YgYa`K Yf`_k]fX`6cbcgc`@YVYb`U`g`F cW_ghUfž` : Ua]`Y]Ybj UhYf`i bX
 5_hj]]gh`h\Ya Uh]g]Yfhi bX`Ybh\Å`hi bj YfÖZYbh]W]hYg`A UhYf]U`j cb
 gY]bYb`?cbnYfhYb"

8 UfØVYf`\]bUi g`ghUfhYh`X]Y`N8: !GYf]Y` Hk]ghYX`A YhU` .`9]bY
 5W]cbgYf]Yž`X]Y`]b`Y]bYf`dcgh!Udc`U`mdh]gW]Yb`i G5`gd]Y`hž`k cVY]
 XYf`DU`_Yh]YZYfUbh`æ\`b`8cY`Xi fW` [YZÅ\`f]W]Y` ; YV]YhY`bUj] []Yfh"
 5i W`Ui Z`Df]a`Y`J]XYc`]gh`XYf`H\`f`]Yf` 8]Y`dYfZY`_hY`GW]k YghYf`ni
 gY\Ybž`XYf`X]Y`XfUa Uh]gW]Y` ; YgW]W]hY`j cb`7`\`cY`i bX`]YfYf`
 6Yn]Y\`i b[`ni`]YfYf`GW]k YghYf`B]W_m`h\Ya Uh]g]Yfhž`k Y`W]Y`]b`Y]bY
 A cfXYfa]hhi b[`j Yfk]W`_Y`h`k]fX" `8]YgY`j]Y`gY]h[Yb`GhfYUa]b[!
 Cdh]cbYb`V]YhYb`ZØf`YXYf`b`Yhk Ugž`k Å\fybX`g]Y` [`Y]W]nY]h[`XYb
 6`]W`_Ui ZX]Y` [YgW]W]h]W]Yb`i bX`_i`hi fY`Yb`?cbhYI hY`Yfk Y]hYfb"

8YhU]`g	
J c f Z U ``	Gcbgh][Yg
C fh	8 i V`]bž`f`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • Yb"k]_]dYX]U"cf[• X][]hU`"b`g"i _

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