

I bVY_UbbhY`GhYW a ØW_Y`]b
6fUbXYbVi f[. ; YZU\ f`Xi fW
?`]a Uk UbXY`°

=a`CXYfvfi W`k i fXY`Y]bY`bYi Y`GhYW a ØW_YbUfh`YbhXYW_hž
X]Y`U`g`?fUb_\Y]hgØVYfhfÅ[Yf`[]`h``Y]b`5`Ufa nY]WYb`ZØf`XYb
?`]a Uk UbXY`"



C XYfvfi W`ž`8Yi hgW`UbX`!`9]bY`V]g\Yf`i bVY_UbbhY
GhYW a ØW_YbUfh`k i fXY`]a`CXYfvfi W`]b`8Yi hgW`UbX`YbhXYW_h`
8]Y`5fhž`5bcd\Y`Yg`\mfWUbi gž`]gh`U`g`a`Ò[`]WYf
?fUb_\Y]hgØVYfhfÅ[Yf`VY_Ubbh`i bX`k i fXY`]a`FU`a`Yb`Y]bYg
XYi hgW`UbX`k`Y]hYb`GhYW a ØW_Yb`!`A`cb]hcf]b[`g`b`UW[`Yk`]YgYb`"
8]YgYf`:`i`bX`ž`XYf`]b`nk`Y]`GhY`Yb`]a`CXYfvfi W`Xc`_i`a`Ybh]Yfh
k i fXY`ž`[`]h`U`g`XYf`b`ØfX`]W`ghY`B`UW`k`Y]g`X]YgYf`k`Åfa`Y`]YVYbXYb
A ØW_YbUfh`]b`8Yi hgW`UbX`"@Ui`h`8`cfYYb`K`YfbYf`]`ca`@Y]Vb]n!
NYbhfi`a`ZØf`5[`fUf`UbXgW`UZhgZc`fgW`i`b[`fN5@`Ł`ghY`\`h`X]Y
9bhXYW`_i`b[`]a`Ni`gUa`a`Yb`Ub[`]a`]h`XYb`5i`gk`]f`_i`b[`Yb`XYg
?`]a Uk UbXY`g"

8]Y`5bcd\Y`Yg`\mfWUbi`g]ghj`cf`U`Ya`ja`A`]hY`a`YYffUi`a`
j`YfVfY]hYhi`bX`hf]hh`hmd]gW`Yfk`Y]gY`ja`Gd`A`hgca`a`Yf`Ui`Z`
K`Y]V`]W`Y`GhY`W`a`ØW`_Yb`VYb`Øh][`Yb`6`i`ha`U`\`nY]hYb`j`cb`
A`Ybg`W`Yb`cXYf`H]YfYb`ni`f`9]Yb`hk`]W`_i`b[```b`8`Yi`hg`W`_Ub`X`k`i`fXYb`
bUW`[`Yk`]YgYbYfa`U`»`Yb`6`i`ha`U`\`nY]hYb`_Ub`A`Ybg`W`Yb`gck`]Y`_Ub`
K`Ø`ZYb`i`bX`G`W`UZ`Yb`Xc`_i`a`Ybh]Yfh`8`Yf`J`YfXUW`hž`XUgg`X]YgY`
A`ØW`_Yb`Ufh`?`fUb`_`Y]hgYffY[`Yf`k`]Y`A`U`Uf]U`ØVYfhfU[`Yb`_`Ubb`ž]gh`
b]W`h`i`bVY[`fØbXYhž`XU`X]Yg`VY]fi`bX`(``\$`k`Y]hYfYb`5bcd\Y`Yg!`
5fhYb`VYfY]hg`VYcVUW`hYh`k`i`fXY`"5`YfX]b[`g`g]bX`X]Y`?`Yb`b`hb]ggY`
ØVYf`5bcd\Y`Yg`\mfWUbi`g`V]g\Yf`VY[`fYb`nhž`XU`Yg`V]g\Yf`b]W`h`
[`Y`_Ub[`ž`g]Y`ja`@UVcf`ni`nØW`hYb`"

9fk`Y]hYfhY` ;`YZU`f`Xi`fW`?`a`Uk`UbXY`

8]Y`9bhXYW`_i`b[``_ca`a`h`b]W`h`ØVYffUg`W`Yb`Xž`XU`X]Y`
5i`gk`]f`_i`b[`Yb`XYg`?`a`Uk`UbXY`g`XUg`F`]g]_c`ZØf`h`fcd]gW`Y`
?`fUb`_`Y]hYb`]b`9i`fcdU`Yf`Ø`Yb`"@Ui`h`Y]bYa`6`Yf]W`h`j`cb`Gd]Y[`Y`
k`]fX`VY`ZØfW`hYhž`XUgg`ghY][`YbXY`HYa`dYfUhi`fYb`ni`f`5bg]YX`i`b[`
j`cb`[`YZ`A`f`]W`Yb`A`ØW`_Yb`UfhYb`]b`b`Yi`Yb`F`Y[`]cbYb`ZØ`fYb`
_`Øb`b`hYb`"5i`W`X`Yf`Yi`fcd`A]gW`Y`F`Ui`a`]gh`b]W`h`j`cf`XYf`
5i`gVfY]hi`b[``X]YgYf`?`fUb`_`Y]hYb`[`YZ]hž`]bgVYgcbXYfY`]b`@AbXYfb`
k`]Y`Hg`W`Y`W`]Yb`i`bX`²`ghYffY]W`"

9]b`Y`Ghi`X]Y`ØVYf`5bcd\Y`Yg`\mfWUbi`g]b`GØXdc`Yb`k`Ufb`hj`cf`
Y]bYf`dchYbn]Y`Yb`k`Y]hYfYb`5i`gVfY]hi`b[``X]YgYf`A`ØW`_Yb`Ufh]b`
9i`fcdU`"8]Yg`k`Y]gh`Ui`Z`X]Y`B`chk`Yb`X][`_Y]h`Y]bYg`gcf[`Z`A`h][`Yb`
A`cb]hcf]b[`g`\]bž`i`a`X]Y`J`YfVfY]hi`b[``i`bX`X]Y`XUa`]hj`YfVi`bXYbYb`
F]g]_Yb`VYggYf`Y]bni`gW`A`h`Yb`"8`Ug`9i`fcdYUb`7`Yb`hfY`Zcf`8]gYUgY`
DfYj`Ybh]cb`Ub`X`7`cb`hfc`U`h`ni`XYa`X]Y`Ui`hc`W`h`cb`Y`,`VYfhfU[`i`b[`
XYg`7`\]_i`b[``i`bmU!J]fi`g]bbYf`U`V`XYf`9i`gY]h`&\$\$`+`Xc`_i`a`Ybh]Yfhž`
k`Ug`X]Y`VYgcf[`b]gYffY[`YbXYb`HfYbXg`\]bg]W`h]W`X`Yf`
A`ØW`_Yb`dcdi`U`h]cbYb`]b`9i`fcdU`i`bhYfa`Ui`Yfh`"

F`]g]_Yb`i`bX`ni`_ØbZh][`Y`5i`gV`]W`_Y`

⊕g[`YgUa`h`nY][`h`XYf`i`bX`j`cb`5bcd\Y`Yg`\mfWUbi`g]ja`C`XYfVfi`W`
X]Y`U`Ufa`]YfYbXYb`J`Yf`AbXYfi`b[`Yb`]b`XYb`
⊕gY`_hYb`dcdi`U`h]cbga`i`ghYfbž`X]Y`Xi`fW`X`Yb`?`a`Uk`UbXY`

VYX]b[h'g]bX"K]Y'XUg'HYUa 'i a '6YW_Yf'Yh'U'"]b]\fYa '6i W
 A cgei]hcYg'UbX'h\Y]f'Wcbhfc` 'Yfk Å\bhž'g]bX']bj Ug]j Y
 A ØW_YbUfhYb' b]W h'bi f'Y]b'F]g]_c'ZØf'X]Y'a YbgW`]WY
 ; Ygi bX\Y]hž'gcbXYfb'Ui W'ZØf'X]Y'H]Yfk Y'h'i bX'X]Y
 @UbXk]fhgWUZh"8Yf'j YfghÅf_hY'9]bhfU['gc`WYf'5fhYb']b
 8Yi hgW`UbXž'k]Y'XYf'k]YXYf\c'hY'BUWk Y]g'j cb'5YXYg
 U`Vcd]Whi gž'j YfghÅf_h'X]Y'Bchk YbX][_Y]h'ZØf'i a ZUggYbXY
 DfÅj Ybh]cbga U» bU\ a Yb"

Ni _ØbZh][Y', VYfk UW i b[gghi X]Yb'g]bX'YggYbn]Y`ž'i a 'VYggYf'ni
 j YfghY\Ybž'k]Y'XYf'?`]a Uk UbXY`X]Y'J YfVfY]hi b['j cb
 A ØW_YbUfhYb' i bX'X]Y', VYfhfU[i b['j cb'?fUb_\Y]hYb'VYY]bZi ggh"
 8Ug'A cb]hcf]b['gc`WYf']bj Ug]j Yb'5fhYb'k]fX'U'g'i bYf'Ågg`]W
 YfUW hYhž'i a 'XUg'F]g]_c'j cb'?fUb_\Y]hggW i hna U» bU\ a Yb' i bX
 X]Y'; Ygi bX\Y]h'XYf'6Yj Ø_Yfi b['ni '[Yk Å\ f'Y]ghYb"

8YhU]`g	
J cfZU`	I a k Y`h
I fgUWY	?`]a Uk UbXY`
C fh	C XYfVfi W ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • dUfUg]hYgUbXj YW hcf"V]ca YXW bh fU`W a • k k k "gd]Y[Y`"XY

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