

: ÆhY`XY`U`A i g]ei Y. `H\Øf]b[Yb`ZY]Yfh'a]h
A i g]_`]b`XYb`GhfU» Yb`°

5a`'&%"`† b]`ZY]Yfh; fY]n`X]Y` : ÆhY`XY`U`A i g]ei Y`'a]h@j Y!
5i Zhf]hhYb`"9F`YVYb`G]Y`J]Y`ZU`h`i bX`[Y`YVhY`8Ya`c`fUh]Y`]b
XYf`GhUXh"



; fY]nž`8Yi hgW`UbX`!`†`H\Øf]b[Yb`bi hnYb`X]Y`A YbgW`Yb`XUg
gW`ÖbY`K`YhhYf`i bX`_ca`a`Yb`nU`fY]W`ni`GhfU» YbZYghYbž`X]Y`a]h
Y]bYa`Vi`bhYb`A]l`Ui`g`9ggYbž; YhfÅb`_Yb`i bX`j`cf`U`Ya`'@j Y!
A i g]_`Y]b`UXYb`"8]YgYb`GUa`ghU[ž`Ua`'&%"`† b]ž`ghY`h`Y]bYg`XYf
<][`\\][`hg`XYf`XYi`hgW`Yb`A i g]_`gnYbY`]bg`<Ui`g.`X]Y` : ÆhY`XY`U`
A i g]ei Y`"`†`j]Y`Yb`Gh`X`h`Yb`k]fX`[YZY]Yfhž`i bX`Ua`'_ca`a`YbXYb
GUa`ghU[`_ÖbbYb`g]W`X]Y`6Ygi`W`Yf`Ui`ZY]b`hc`Yg`Dfc[fUa`a
ZfYi`Yb"

8]Y`J`cfVYfY]hi`b[Yb`Ui`ZYb`VYfY]hg`Ui`Z`<cW`hci`fYbž`VYgcbXYfg`]b
9fZi`fhž`k`c`VY]a`'_Øfn`]W`ghUhh[YZi`bXYbYb`?`fÅa`YfVfØW`YbZYgh
VYfY]hg`j]Y`Y`a`i`g]_`U`]gW`Y`HU`Yb`hY`X]Y`GhfU» Yb`VYj`Ò`_YfhYb`"8`cW`
XUg`GdY`_hU`_Y`]]gh`XUa`]h`bcW`U`Ub[Y`b]W`h`j`cfVY]]`†`9]gYbVYf[

\ UVYb`X]Y`J YfUbgH`hYf`[`Y]W\`Y`Z`5Whg`Ub`gYW\g`C fhYb
Ub[Y_ØbX][hž`X]Y`i a`%,`I` \f`Ua` Fcggd`Uhn`VY[]bbYb`i bX`V]g
A]hhYfbUW\h`ZØf`Gh]a` a`i b[`gc f[Yb`"A`i`g]_f]W\hi`b[Yb`k`]Y`: c`_ž
F cW_`i bX`GW\`U[Yf`j` YfgdfYW\Ybž`XUgg`ZØf`YXYb`Yhk` Ug`XUVY]`]gh"

? i` `hi` fY` ``Y` J`]Y` ZU` h`]b` XYb` Gh` XhYb`

K` Y]a` Uf`k`]fX`g]W\`YVYbZU`g`b]W\h`i` a` dYb` ``UggYb`i bX`Yfk` UfhYh`
'`)` \$`?`Øbgh`Yf`Ui` g`ØVYf`*` \$`6UbXg`Ub`%(` C`fhYb`]b`XYf` ðbYbghUXh`
J`cb`:` c`_`c`fY`ØVYf` ð`U`nn`V]g` \`]b`ni` `HUb[c`i` bX`5ZfcVYUh]gh`U`Yg`
j` YfhYhYb`"6YgcbXYfg`]bhYfYggUbh`k`]fX`XUg`GhfU`YbZYgh`nk`]gW\Yb`
 ð`_c`Vg_]fW\Yž;` Y`Y]hghfU`Y`i` bX`GW\`cgg`gY]bž`XUg`j` cb`%+.` \$`I` \f`
V]g`A`]hhYfbUW\h`[Y`h`<`]Yf`_ØbYb`X]Y`6Ygi` W\Yf`Ui` W\`XYb`Gcb[
 B]Y`k`]YXYf`]gh`Y`mh` `df`ÀgYbh]YfYb`"

ð`5`hYbVi` f[`]Vh`Yg`ni` a` Xf]hhYb`A`U`Y]b`_c`ghYb`c`gYg`A`i`g]_Yj`Ybž`
XUg`j` cb`%+`V]g`&&`I` \f`_]bXYfZfYi` bX`]W\`Ui` g[Yf]W\hYh`]gh`6Y`]
gW\ØbYa` `K` YhhYf`Z]bXYb`X]Y`?`cbnYfhY`]a` <`]bhYf\cZXYg`7Ug]bcg`
ghUhh`6Y`]gW\`YW\hYb`K` YhhYfVYX]b[i` b[Yb`n]Y`Yb`X]Y`
J`YfUbgH`hi`b[Yb`]b`X]Y`Y`Y`Ya`U`][Y`;` Ughgh`À`hhY`i` a` "5i`W\`]b`];` YfUž`
DØ`bYW_`i` bX`6UX`6`Ub`_YbVi` f[`g]bX`nU`\fY]W\Y`A`i`g]_Yf`
i`bhYfk`Y[g`i` bX`V]YhYb`Ub`a` Y`f`U`g`nY`\b`C`fhYb`@]Y`!A`i`g]_`Ubž`
k`cVY]`]bg[YgUa`h`ØVYf`*` \$`?`Øbgh`Yf`]b`DØ`bYW_`Yfk`UfhYh`k`YfXYb`"

;` Ya` Y]bgW\`UZhg[`Y`ZØ`\` `i` bX`d`c`h]gW\`Y`

8`Y`V`U`hhY`b`

9]b`VYgcbXYfYg`<`][\`][\h`i]b`];` fY]n`k`]fX`Y]bY`[fc`»`Y`Xi`b`_Y`V`Ui`Y`
6Ø`bY`gY]bž`X]Y`ZØf`X]Y`:` ÆhY`XY`U`A`i`g]ei`Y`Ui`Z[YVUi`h`k`]fX`<`]Yf`
hf]hh`Y]b`?`Øbgh`Yf`U`g`J`cfVUbX`ZØf`Y]bYb`k`Y]hYfYb`5i`Zhf]hh`Ui`Z`8Yf`
dc`h]gW\Y`?`cbhYI`h`_ca`a`h`b]W\h`ni`_i`fn.`K`À`fYbX`X]Y`
J`YfUbgH`hi`b[`ZØf`C`ZYb`Y]h`i`bX`];` Ya` Y]bgW\`UZhg`h`Y`hž`a` ØW\hY`X]Y`
5Z8`X]Y`6Ø`bY`]a` `GW\`cgg[UfhYb`ni` `dc`h]gW\Yb`8]g`_i`gg]cbYb`
bi`hnYbž`k`Ug`VY]Y]b][Yb`6Ygi`W\Yfb`ZØf`[Ya`]gW\hY`F`YU`_h]cbYb`
gc f[Yb`XØfZ`Y`"

9]b`k`Y]hYfYf`]bhYfYggUbhYf`5gdY`_h]gh`X]Y`J`YfV]bXi`b[`XYf`:` ÆhY`XY`

U`A i g]ei Y`j]b`>YbU`ni f`8Ya cbghfUh]cb`ni a`7\]ghcd\Yf`GhfYYh
 8Um`A i g]_Yf]bbYb`i bX`A i g]_Yf`V]YhYb`Ub`ÒZYbh]WXYb`CfhYb`j\Yf
 _cghYb`cgYb`@j Y! ?cbnYfhY`Ubž`i bX`XUg`b]WYh`bi f`j]b`>YbU`" `b
]bg[YgUa`h` \$`GhAXhYb`H\Øf]b[Ybg`k`]fX`Ub`X]YgYa`5_h]cbghU[
 a i g]n]Yfhž`k Ug`X]Y`Ui » Yf[Yk`Ò\b`]WXY`6fY]hY`i bX`J]Y`ZU`hXYg
 : Ygh]j U`g]j YfXYi h]WYh`

8]Y` : A`hY`XY`U`A i g]ei Y`j]gh`Y]bY`k Y`hk Y]hY` : Y]Yfž`X]Y`j cb`a Y\`f
 U`g`%\$\$\$`GhAXhYb`nY`YVf]Yfh`k]fX`"G]Y`k i fXY`%- , &]b` : fUb`_fY]WY
]bg`@YVYb`[Yfi ZYb`i bX`\Uh]g]WY`gY]h\Yf`ni`Y]bYa`Gma`Vc`ZØf
 _i`hi fY`Yb`5i ghUi gWY`i bX`XUg`A]hY]bUbXYf`Ybhk]W_Y`h`6Y]`gc
 j]Y`Yb`A Ò[`]WY`_Y]hYb`ghY`h`XYa`a`a i g]_U`]gWYb` ; Ybi gg`VY]a
 : Y]Yfb`b]WYhg`a Y`f`]a`K Y[`

A]h`hc`Ya`K YhhYf`]b`5i gg]WYhž`Yfk UfhYh`X]Y`6Ygi WYf`Ua
 GUa`ghU[`Y]bY`i bj Yf[Ygg`]WY`B UWYh`j c`Yf`A i g]_i`bX
 ; YgY`][_Y]h`Gc`Y]» h`Yg`U`gc.`A i g]_Ub`i bX`[i hY`@Ui bY
 a]hVf]b[Yb`

5`Y`>Zcfa Uh]cbYb`ni`XYb`Y]bnY`bYb`J YfUbghU`hi b[Yb`\Uh`
]bgi YXh\i Yf]b[Yb"XYni gUa`a Yb[YhfU[Ybž`gcXUgg`YXYf`XUg
 ZØf`g]WY`dUggYbXY`9j Ybh`Z]bXYb`_Ubb`

8YhU]`g	
Cfh	; fY]nž`8Yi hgWY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yb&("XY • k k k "a Xf"XY • k k k "]bgi YXh\i Yf]b[Yb"XY

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