

=b hYfbUh]c b U`Y : Y]Yf`]W\ _Y]hYb`]b`>YbU.`` +
5 Vgc`j Yb hYb`ghUfhYb`Xi fW\`°

' +`Ghi X]YfYbXY`Ui g`%, `@AbXYfb`ZY]YfhYb`]\fY` : GD!
5VgW\`ØggY`Ub`XYf`9fbgh!5VVY!<cW\gW\i`Y`>bU``9]bV`]W`]b
J YfUbghU`hi b[Yb`i bX`DYfgdY`_h]j Yb"



>YbUž`8Yi hgW\`UbX`!`5a``%%" ' & \$ %) `k Uf`Yg`YbX`]W\`gc`k Y]h
' +`Ghi X]YfYbXY`Ui g`%, `j YfgW\]YXYbYb`@AbXYfb`j YfgUa`a`Y`hYb
g]W\`Ub`XYf`9fbgh!5VVY!<cW\gW\i`Y`]b`>bUž`i`a`]\fY
: YghghY``i b[gdfØZ`b[Yb`ni`ZY]Yfb``8]YgY` : Y]Yf`k Uf`b]W\h`bi`f`XYf
<Ø\Ydi b`_h`]\fYf`a`cbUhY`Ub[Yb`5bghfYb[i b[Ybž`gcbXYfb`Ui W\
Y]b`NY]W\Yb`ZØf`X]Y`Yfj`c`ffU[YbXYb`]bhYfbUh]cbU`Yb
6]Xi b[gUb[YVchY`]b`8Yi hgW\`UbX``@Ui`h`]Xk`!`cb`b`Y`XY`[UV`Yg
VY]a`5VgW\`i`ggYj`Yb`hY]b`Yb`FØW`_V`]W`_Ui`ZX]Y`j`Yf[Ub[YbYb
A`cbUhYž`i`bhYfa`U`h`j`cb`XYf`?`Uj`]YfVY[`Y]hi b[`XYg
A`Uh\Ya`Uh]`_Y`\fYfg`<Y]b]f]W\`j`cb`A`UfhYbg"

8]Y`NYfYa`cb]Y`k`i`fXY`j`cb`nk`Y]Y]bZi`ggfY]W\Yb`FYXbYfb
VYfY]W\Yfh`DfcZ`8f``A`Uf]c`6fUbXhbYfž`XYa`j`]nYdfÄg]XYbhYb`ZØf

Ghi X]i a ž@Y\FY'i bX`K Y]hYfV]`Xi b[ži bX`8f" B]Wc`Y`Gj YbggcbžXYf
@Y]hYf]b`XYg`Ghi X]Yb_c`Y[g"DfcZ`8f"6fUbXhbYf`gdfUW
Y]bXf]b[`]W`ØVYf`X]Y`7\UbWbž`X]Y`XYf`Ghi X]YbghUbXcfh`→bU
V]YhYhž`i bX`8f" `Gj Ybggcb`cVhY`X]Y`9bhk]W`i b[`XYf`Ghi X]YfYbXYb
U`g`Y]b[YgWk c fYbY` ; Ya Y]bgW UZh`6YgcbXYfg`YfUi gfU[YbX`k Uf
XYf`→\f[Ub[gVYghYž`NUmX`5VV]X]ž`XYf`a]h`Y]bYa
BchYbXi fWgWb]h]j cb`%ž) `d`Ubhž`A YW Uhfcb]_`cXYf`→Zcfa Uh]_`ni
ghi X]YfYb"

8]Y`F c`Y`XYg`Ghi X]Yb_c`Y[g

8 Ug`→hYfbUh]cbU`Y`Ghi X]YbnYbhfi a`H\Øf]b[Ybž`k c`X]Y
HY]`bY\`a Yf.]bbYb`Ui Z`X]Y` : YghghY`i b[gdfØZ] b[`j c fVYfY]hYh
k i fXYbž`gd]Y`h`Y]bY`YbhgWY]XYbXY`F c`Y`ZØf`j]Y`Y`Ui g`ÀbX]gWY
Ghi X]YfYbXY" ghi X]YbnYbhfi a`!h`i Yf]b[Yb"XY`VYgWfY]Vhž`XUgg
XUg`Ghi X]Yb_c`Y[`i bhYfghØhni b[`ZØf`YbY`Ghi X]YfYbXYb`V]YhYhž
XYfYb`GW`i`UVgW`ØggY`]b`8Yi hgW`UbX`b]W`h`UbYf`Ub`bh`k YfXYb"
9g`V]YhYh`GdfUW`_i fgY`j cb`5%`V]g`7%`Ubž`X]Y`Yk`Y]g`XfY]`A cbUhY
XUi Yfb"9]b`6%`B]j`YUi`]gh`J cfUi ggYhni b[ži a`Ub`K`!`i bX`H!
?i fgYb`hY]`bY\`a Yb`ni`_`ØbbYb"

8 Yf`5VgW`i gg`j cb`nk`Y]GYa`YghYfb`]b`K`!`cXYf`H!`?i fgYb`a`ØbXYh
]b`X]Y` : YghghY`i b[gdfØZ] b[ž`X]Y`]b`→bU`]a``→b]i bX`8YnYa`VYf
UV[Y`U`hYb`k`]fX" `B`UW`YfZc`[fY]W`Ya`6YghY`Yb`Yf`U`hYb`X]Y
5Vgc`j`Ybh.]bbYb`Y]bY`<cWgW`i`ni`[Ub[gVYfYW`h][i b[`fk`N6Łž`X]Y
ZØf`Y]bYb`k`Y]hYfYb`Ghi X]Ybk`Y[`Ub`i`b]j`Yfg]h`hYb`cXYf
: UW`cWgW`i`Yb`]b[`Ub`n`8Yi hgW`UbX`k`]W`h][`]gh"

→hYfbUh]cbU`Y`Ghi X]YfYbXY`Ui Z`9fZc`[g_i fg

K]Y`j]Y`Y`]bhYfYgg]YfhY`Ghi X]YbUb`k`ÀfhYf`nY][`h`XUg`ni`bY\`a`YbXY
→hYfYggY`Ui`g`XYa`5i`g`UbXž`]b`8Yi hgW`UbX`ni`ghi X]YfYb" `@Ui`h`
XUUX"XY`]gh`8Yi hgW`UbX`Y]b`VY`]YVhYg`N]Y`ZØf`Ui`g`ÀbX]gWY
Ghi X]YfYbXYž`XU`j]Y`Y`GW`i`UVgW`ØggY`b]W`h`UbYf`Ub`bh`k YfXYb"
Ghi X]Yb_c`Y[g`V]YhYb`Y]bY`k`]W`h][`Y`6fØW`Yž`i`a`X]Y
YfZcfXYf`]W`Yb`?ca`dYhYbnYb`ZØf`XYb`Ghi X]YbghUfh`ni`Yfk`YfVYb"

Ni g`Àh`n`]W`V]YhYb`X]Y`?i fgY`Ua`Ghi X]Yb_c`Y[`gdYn]Z]gWY

GWk Yfdi b_hY`UbžXUfi bhYf`a YX]n]b]gWYž`hYWb]gWY`cXYf
k]fhgWUZhk]ggYbgWUZh`WY`Ghi X]Yb[Àb[Y""8]Y`6Y[Y[bi b[Yb
i bX`XUg[Ya Y]bgUa Y`@YfbYb`]b`X]YgYf`_i `hi fY`Yb`J]Y`ZU`hZØfXYfb
b]W`h`bi f`X]Y`U`UXYa]gWYb` : À\][_Y]hYbž`gcbXYfb`Ui W
]bhYf`_i `hi fY`Y`?ca dYhYbnYb"

: Øf`X]Y`Ub[Y\YbXYb`Ghi X]YfYbXYb`]b`>bU`V`Y]Vh`X]Y`NY]h`b]W`h
ghY\Yb. `8]Y`6Yk YfVi b[gZ]ghZØf`XYb`bÀW`ghYb`?i fgghUfh`Ua
= bhYfbUh]cbU`Yb`Ghi X]YbnYbhfi a `H\Øf]b[Yb`YbXYhVYfY]hg`Ua `` \$"
5i [i gh&\$&) ""K Yf`g]W`U`gc`ZØf`Y]b`Ghi X]i a `]b`8Yi hgW`UbX
]bhYfYgg]Yfhž`\Uh`Yhnh`Y]bY`[c`XYbY` ; Y`Y[Yb\Y]hž`X]Y`YfghYb
GWf]hY`ni `[Y\Yb`

8]Y`ZY]Yf`WY`J YfUbghU`hi b[`YbXYh`a]h`Y]bYa `Ya ch]cbU`Yb
< Ø\Ydi b_h`8]Y`@Y\ f`fÀZhY`ØVYffUgW`hYb`X]Y`5Vgc`j Ybh.]bbYb`a]h
Y]bYf`a i g[_U`]gWYb`8UfV]Yhi b[`j cb` : cfYj Yf`Mti b[`ž`k Ug`X]Y
J YfVi bXYb\Y]h`i bX`X]Y`[Ya Y]bgUa Yb`9f]bbYfi b[Yb`bcW`Y]ba U`
Y]bXfi W_gj c``i bhYfghf]W`"

8YhU]`g	
Cfh	>bUž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • bUW`f]W`hYb`]Xk !cb`]bY"XY • k k k "ghi X]YbnYbhfi a ! h\i Yf]b[Yb"XY • k k k "XUUX"XY

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