

NUi VYfZ`ÒhY`U`g`K fYgh`b[!G\ck .`8BH
K Y]a Uf`VY[Y]ghYfh`& b[`i bX`5`h`

FY[]ggYi f]b`5bbU`K YVYf`]bgnYb]Yfh`A cnUfhg`/ ei ch/8]Y
NUi VYfZ`ÒhY`/ ei ch/`&\$&) `Ua `8BH`K Y]a Uf``DfYa]YfY. `%"`
& b]`]a `9!K Yf_`"



K Y]a Uf`ž`8Yi hgW\`UbX`!`&`K Y]a Uf`]gh`XUg`Gca a Yfh\YUhYf
&\$&) `[YghUfhYh`8]Y`FY[]ggYi f]b`5bbU`K YVYf`]bgnYb]Yfh`A cnUfhg
VY`]YVhY`CdYf`8]Y`NUi VYfZ`ÒhY`ž`X]Y`Ua `GUa ghU[`]a `9!K Yf_
DfYa]YfY`ZY]YfhY``8]YgY`BYi]bhYfdYhUh]cb`_ca V]b]Yfh`X]Y
Ÿgh\Yh]_`j cb`: YfbgY\g\ck g`a]h`XYf`8mbUa]_`j cb
7ca di hYfgd]Y`Yb`i bX`d`f`ÀgYbh]Yfh`X]Y`CdYf`U`g`hi fVi `YbhYg
GdY`hU`Y``8Ug`[Ubny`]gh`Y]bY`A]gW\i b[`Ui g`Y]bYf`Gd]Y`g\ck `i bX
Y]bYa `K fYgh`b[!A UH\ž`X]Y`XUg`Di V`_]i a `Ui ZVYgcbXYfY`K Y]gY
ZYggY`h`K]Y`**A 8F**`VYf]W\hYhž`_Ubb`XUg`8Yi hgW\Y`BUh]cbU`h\YUhYf
f8BH`VY`]bg[YgUa h`%`5i ZØ\fi b[Yb`V]g`ni ` `*\$`\$\$\$`9i fc
Y]bbY\`a Ybž`gcZYfb`U``Y`D`Àhny`Ui gj Yf`_Ui Zh`k YfXYb`"

8]Y`&gnYb]Yfi b[`V]YhYhj]Y``a Y\`f`U`g`bi f`_`Ugg]gW\Y`CdYf``8Ug

6Ø\bYbV]`Xž`Y]b`_`YhYfZY`gUfh][Ygž`d]b`_Yg`?`cbghfi`_hž`i`bX`XUg
5i`ZY]bUbXYfhfYZZYb`XYf`HYUa`g`_`HYUa`_`?`Øb][]b`_i`bhYf`XYf
@Y]hi`b[`XYf`?`Øb][]b`XYf`BUW`hi`bX`_HYUa`_GUfUghfc`_`_UggYb`XUg
?`c`bnYdh`YVYbX][`k`YfXYb`"Ni`gW`Ui`Yf`XØfZYb`g]W`_Ui`Z`Y]bY
Y]ba`U`][Y`9fZU`fi`b[`ZfYi`Yb`i`bX`_ØbYb`gc[Uf`gY`Vgh]b`X]Y
<UbX`i`b[`Y]b[fY]ZYbž`k`cVY]`Df]bn`HUa`_]bc`U`g`_`_Yf`Ui`ZhYhYb
Ubb`"9g`[]Vh`Ui`W``i`a`cfj`c`_`Y`GhUh]ghYbž`X]Y`X]Y`5i`ZZØ`fi`b[
Ui`ZcW`Yfb`"8Yf`G`ck`a`UghYfž`XYf`Xi`fW`X]Y`<UbX`i`b[`ZØ`fh`i`bX
X]Y`A`i`g]_`_ca`a`Ybh]Yfhž`Vf]b[`h`ni`g`Å`h`]W`Yb`7`Ufa`Y`]bg
;`YgW`Y`Y`b`"

? f]h]_`i`bX`?`Øbgh`Yf

6YgcbXYfg`Yfj`cf[Y`cVYb`k`]fX`X]Y`8UfV]Yhi`b[`j`cb`Mj`U
GhYbVYf[`]b`XYf`F`c`_`Y`XYf`?`Øb][]b`XYf`BUW`hž`X]Y`XUg`Di`V`_]i`a
a`]h`]\`fYf`Gh]a`a`Y`VY[Y]ghYfh`"6Y]X]YgYf`_`gnYb]Yfi`b[`ghY`h`b]W`h
bi`f`X]Y`a`i`g]_U`]gW`Yž`gcbXYfb`Ui`W`X]Y`j`]gi`Y`_`Y`K`]f`_i`b[`]a
A`]hY`di`b`_h`"8]Y`J`Yfk`YbXi`b[`j`cb`9`Ya`YbhYb`XYf`7ca`a`YX]U
XY`_`UfhY`i`bX`X]Y`A`]gW`i`b[`Ui`g`j`YfgW`]YXYbYb`];`YbYg`a`UW`Yb
X]YgY`DfcXi`_h]cb`ni`Y]bYa`_Y]ba`U`][Yb`9f`YVb]g`"?"cghØa`Y`j`cb
GhY`_`U`@YbbYfh`i`bX`XUg`6Ø\bYbV]`X`j`cb`_`X]h`_`D`_`]dd`hfU[Yb
ghUf`_`ni`f`5ha`cgd`_`Å`fY`VY]"

8]Y`<UbX`i`b[`V`Y]Vh`XUVY]`b]W`h`Ui`»Yb`j`cf`"l`fgdfØb[`]W`_`%+`-`%
j`cb`K`c`Z[Ub[`5a`UXYi`g`A`cnUfh`i`bX`9a`Ubi`Y`_`GW`_]UbYXYf
[YgW`UZZYbž`h`Ya`Uh]g]Yfh`_8]Y`NUi`VYfZØhY`_XYb`?`Ua`dZnk`]gW`Yb
XYf`?`Øb][]b`XYf`BUW`hi`bX`GUfUghfc`_i`a`X]Y`A`UW`h`"8]Y
j`YfgW`]YXYbYb`_@Yj`Y`g`XYf`_`gnYb]Yfi`b[`g]bX`[YgW`]W`_h]b`X]Y
Ghfi`_`hi`f`XYf`C`dYf`]bhY[f]Yfhž`k`Ug`XUg`9f`YVb]g`ZØf`XUg`Di`V`_]i`a
bcW`_Ui`ZfY[YbXYf`a`UW`h`"8]Y`Ni`gW`Ui`Yf`k`YfXYb`[YVYhYbž
k`Ufa`Y`i`bX`k`YhYfg]W`YfY`?`_Y]Xi`b[`a`]hni`Vf]b[Ybž`XU`Yg]a
:`fY]Yb`gd]Y`h`"G]h`_]ggYb`i`bX`8YW`Yb`g]bX`Yf`Ui`Vhž`UVYf
FY[YbgW`]fa`Y`g]bX`_Y]XYf`hUVi`ž`k`]Y`]b`XYb
J`YfUbghU`hi`b[`g`l]bk`Y]gYb`**B`Uh]cb`U`h`Y`UhYf`K`Y]a`Uf`ZYgh[Y`Y[`h`**

HYfa`]bY`i`bX`k`Y]hYfY`_`bZcfa`Uh]cbYb

8]Y`b`Å`W`ghYb`J`cfghY`_`i`b[Yb`g]bX`ZØf`XYb`_`%+`"ž`%`,`"`_`_`b]i`bX`XUbb

Ua ' &\$"ž'&%ž'&* "ž'&+" 'ž b]gck]Y`XYa ' &"ž*"ž+"ž%"\$"i bX'%%"ž `]
 [Yd`Ubh"K Ybb`Xi `Y]b': Ub`j cb`]bbcj Uh]j Yb`ðgnYb]Yfi b[Yb`V]gh
 i bX`XUg`Ni gUa a Ybgd]Y`j cb`CdYf'i bX`dcdi `ÄfYf`?i `hi f`Yf`YVYb
 a ÖW`hYghž]gh' 8]Y`NUi VYfZÖhY `]a `9!K Yf`_XYf`D`UW`hc`VY`

8]Y`CdYf`gY`Vghž`X]Y`]b`Y]bYa `a ÄfW`Yb`UZhYb`Y` [mdhYb`gd]Y`hž
 VYghY`h`Ui g`nk Y]`5i ZhØ[Yb`i bX`ØVYf`&%A i g]_bi a a Yfbž`X]Y
 Xi fW`i [YgdfcW`YbY`8]U`c [Y`j YfVi bXYb`g]bX`"8]YgY`A]gW`i b[`Ui g
 G]b[gd]Y`ž`YfbghYf`CdYf'i bX`J`c`_gh`YUhYf`]gh`nY]h`cg`i bX`U`h
 nU`fY]W`Y` ; YbYfUh]cbYb`VY[Y]ghYfh`Hfchn`XYf`a cXYfbYb
 ðgnYb]Yfi b[`V`Y]Vh`XUg`< Yfng`hØW`_XYf`CdYfž`X]Y`Gi W`Y`bUW`
 A YbgW`]W`_Y]h`i bX`XYa `]XYU`Yb`Ni gUa a Yb`YVYbž`ghYhg`i a gc
 U_hi Y`Yfž`k]Y`Ui Z`CdYfbZUb`Ui gZØ`f`]W`VYgW`f]YVYb`k]fX`

8YhU]`g	
C fh	K Y]a Ufž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "bUh]cbU`h`YUhYf!k Y]a Uf"XY • cdYfbZUb"XY

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