

8]Y 'GWX `U[Yfd]`chYb `ghUfhYb `a]h GWX `U[YfbUWX h `]b `8Y[[YbXcfZ`Xi fWX °

9fZU\fyb `G]Y `U`Yg`ØVYf`X]Y `GWX `U[Yfd]`chYb!Hci f`&\$&) #&\$&*
]b `8Y[[YbXcfZ`a]h`ϕZcg`ni `HYfa]bYbž`H]W_Yhg`i bX
6UbXa]h[`]YXYfb"



8Y[[YbXcfZ`8Yi hgWX `UbX`!`8]Y `GWX `U[Yfd]`chYb `ghYWX Yb`]b
GYY ` `a]h`\fyf`bYi Yb`G\ck ` GWX `U[YfbUWX h `Vf]b[Yb`g]Y `Zf]gWX Yb
K]bX`]b`X]Y `a i g]_U`]gWX Y`@UbXgWX UZh`5a `&` "A U]`&\$&* ` \Y]» h`Yg
]b`XYf`GhUXh\U`Y`8Y[[YbXcfZ` @Y]bYb`cg` `i bX`U`Yž`X]Y`Ui Z
_`Ugg]gWX Yb`GWX `U[Yf`ghY\Ybž`gc`hYb`g]WX `X]YgYb`HYfa]b`fch]a
?U`YbXYf`UbghfY]WX Yb`"H]W_Yhg`g]bX`VYfY]hg`ni `Y]bYa `DfY]g`j cb
fi bX`-, `9i fc`Yf\Ä`h]WX `i bX`_ÖbbYb`VY]`[Äb [] [Yb
J cfj Yf_Ui ZgghY`Yb`Yf[UhhYfh`k YfXYb`"ϕhYfYgg]YfhY`gc`hYb`g]WX
gdi hYbž`XYbb`X]Y `B UWX ZfU[Y`ghY][h`i bX`Y]bY`Ni gUhg\ck ` _ÖbbhY
b]WX h`Ui g[YgWX `cggYb`k YfXYbž`k]Y`**bYk g"XY`VYf]WX hYh"**

8]Y`6UbX`gY`Vgh` `XUg`Hf]c`VYghY`h`Ui g`: fUb`_7cfXYgž`?Yj]b`A Ufl
i bX`GhYZUb`DYhYfg` ` \Uh`g]WX `XYf`_Ugg]gWX Yb`GWX `U[Yfa i g]_

j YfgWkf]YVYb"A]h]\fYa`8YVØhU`Vi a` @Uggi bg`Z]Y[Yb` \c`Yb`g]Y
X]Y`bcghU[]gWYb`?`Àb[Y`ni fØW`Ui ZX]Y`6Ø\BYb`i bX`]b`X]Y
K c\bn]a a Yf"G]Y`gYhnYb`Ui Z`hfUX]h]cbY`Y`9]bZØggY`i bX
Vcm_chh]YfYb`a cXYfbY`GW`U[YfY`Ya YbhYž`k Ug`VY]`XYb` : Ubg`gY\`f
[i h`Ub_ca a h`<]hg`k]Y` 8]Y` [c`XYbYb`GhYfbY`j cb`6U`] i bX` @Ugg
a]W`XYf`7UdhU]b`XY]bYg`<YfnYbg`gY]b` j YfgdfYWYb`Y]b
a]hfY]»YbXYg`9f`YVb]gž`VY]`XYa` ^XYf`a]hg]b[Yb`_Ubb`"6YgcbXYfg
GhYZUb`DYhYfgž`XYf`ØVYf` \$`š\`fY`6Ø\BYbYfZU\fi b[\`Uh`i bX`a]h
DfY]gYb`k]Y` [c`XYbYb`GW`U`d`UhhYb` [`Àbnhž`Vf]b[hij]Y`?`bck !\`ck
]b`X]Y` ; fi ddY`Y]b"

8]Y`F ØW`_Y\`f`XYf`GW`U[Yf`_i` `hi` f`

GW`U[Yf`\`Uh`Y]bY`Ub[Y`i bX`VYk Y[hY` ; YgW]W`hYž`X]Y`V]g`]bg`%-` "
š\`f\`i bXYfh`ni fØW`fY]W`h`5`g`i fgdFØb[`]W`Y]b`6Y[f]Z`ZØf
VYgcbXYfg`YfZc`[fY]W`Y`@]YXYf` [YdfÄ[hž`\`Uh`g]W`XYf`GW`U[Yf`ni
Y]bYa` XYf`VY`]YVhYghYb`A i g]_[Yb`fYg`]b`8Yi hgW`Ub`X`Yb`hk]W`Y`h`
<Yi hY`k]fX`Yf`b]W`h`bi`f`Ui Z`DUfhmg`i bX`VY]a` 5dfÄg!G_] [Y\`Öfhž
Ui W`XUg`C`_hc`VYfZYgh`k ÄfY`c`\bY`]\`b`b]W`hj`c`fghY`VUf`"8]Y
Y]b[`Àb`] [Yb`A`Y`c`X]Yb`ž`X]Y`hUbnVUfYb`F`\`mh`a` Yb`i bX`X]Y
Ya`ch]cbU`Yb`HYI`hY`n]Y\`Yb`Y]b`VfY]hYg`Di`V`_i`a`Ubž`↑`b[`i`bX`U`h`
g]bX`VY[Y]ghYfh`8]YgY`9][YbgW`UZhYb`g]bX`Ygž`X]Y`XYb`GW`U[Yf`
nY]h`cg`a` UW`Yb`ž`k]Y`Ui W`gi`dYfdfcZ`XY`VYgW`fY]Vh"

; YfUXY`]b`XYb`%-` * \$Yf`i bX`+\$Yf`š\`fYb`Yf`YVhY`XYf`GW`U[Yf`
gY]bY` [c`XYbY`Y`fUž`a`]hi`bj`Yf[Ygg`]W`Yb`?`Øbgh`Yfb`k]Y`DYhYf`
5`Yi UbXYf`i bX`F`c`UbX`?`U]gYf`"8cW`X]Y` , \$Yf`i bX`-`\$Yf`VfUW`hYb`
bYi`Y`A`i`g]_ghf`Òa`i`b[Yb`a`]h`g]W`ž`X]Y`XUg` ; Yb`fY`i bhYf`8`fi`W`
gYhnhYb`" `b`XYb`Y`hnhYb`nk`Y]`š\`fnY`\`bhYb`\`Uh`g]W`XYf`GW`U[Yf`
^XcW`ni`Y]bYa` 7ca`YVUW`_Ui`Z[Ya` UW`h`i`?`Øbgh`Yf]bbYb`k]Y
<Y`YbY` :]gW`Yf`i bX`5bXfYU`6Yf[`VYZi`Yfb`XUg` ; Yb`fY`a`]h`bYi`Yb`
<]hg`"<Yi hY`g]bX`GW`U[Yf!9j`Ybhg`i bX` : Ygh]j`U`g`VY`]YVhYf`XYbb`Y`
i bX`ZYghYf`6YghUb`XhY`]`XYf`A`i`g]_gnYbY"

8]Y`GW`U[Yfd]`chYb`]a` : c`_i` g`

8]Y`GW`U[Yfd]`chYb`dfcZ]h]YfYb`j`cb`X]YgYa` 5i`ZgW`k`i`b[`i`bX`g]bX`
VYghYbg`Ui`Z[YghY`hž`i`a`]b`X]YgYf`XmbUa`]gW`Yb`GnYbY`k`Y]hYf`\`b

a]hni a]gWYb"G]Y'g]bX'b]W h'bi f'A i g]_Yfž'gcbXYfb'Ui W
 9bhYfhU]bYf' '?Yj]b'A Ufl 'VY[Y]ghYfh'XUg'Di V`_]i a 'a]hgY]bYf
 Gh]a a Yž'k A\fybX': fUb_`7cfXYg'U`g'GÄb[Yfž'Gcb[k f]hYf'i bX
 DfcXi nYbh'gY]bY'_fYUh]j Y'B chY'Y]bVf]b[h" ÆfY'A i g]_`ghY\h'ZØf
 @VYbgZfYi XY'i bX'<cZbi b[ži bX'XUg'gdØfYb'X]Y'Ni \ØfYf'VY]
 ^XYa '5i Zhf]h"5_hi Y`Y' ÆZcfa Uh]cbYb'ØVYf'X]Y'Hci f'i bX'X]Y
 6UbX'Z]bXYh'a Ub'Ui Z]\fYf'K YVgY]hY'gck]Y'Ui Z]\fYa 'ÆghU[fUa !
 ?UbU`"

: Øf'U`Y'GW`U[Yf']YV\UVYf']gh'X]Y' GW`U[YfbUW h 'a Y\f'U'g'bi f
 Y]b'?cbnYfh'`Yg'k]fX'Y]b'i bj Yf[Ygg']WYf'5VYbX'j c`Yf
 9a ch]cbYbž'A i g]_`i bX'; Ya Y]bgWUZh"DUW_h'X]Y'HUbnGW i \Y'Y]bž
 XYbb'XYf'GW`U[Yf'k]fX'k]YXYf'`VYbX]['XU`Y[h'XYZ]b]h]j 'k Ug
 Ub`'5`gcž'a Uf_]Yfh'Yi W'XYb'&' "'A U]'&\$&*']b'8Y[[YbXcfZ'i bX
 gY]X'XUVY]°

8YhU]`g	
C fh	8Y[[YbXcfZ'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "fYgYfj]l "XY • k k k "gi dYfdfcZ"XY

6Ygi WYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY