

9]b Vfi Wj Yfgi W ']b ' C VYfhi bX]b [. ' Dc `]nY]
gi W h ' NYi [Yb °

9]b ' 9]b Vfi Wj Yfgi W ']b ' C VYfhi bX]b [ž @UbX_fY]g ' 8]b [c ` Z]b [!
@UbXUi ž VYgWÀZh] [h ' X]Y ' Dc `]nY] " NYi [Yb ' [Ygi W h °



C VYfhi bX]b [ž 8 Yi hgW ` UbX ' ! ' b ' C VYfhi bX]b [ž]a ' @UbX_fY]g
8]b [c ` Z]b [! @UbXUi ž gcf [hY ' Y]b ' 9]b Vfi Wj Yfgi W ' Z0f VYgcf [hY
; Yg]W hYf " @Ui h ' XYf ' DUggUi Yf ' B Yi Y ' DfYggY ' k i fXY]b ' XYf
@Yb [h \ U ' Yf ' GhfU » Y ' Ua ' * " " cXYf ' + " " † b]] Yfgi W hž ' X]Y ' K c \ bi b [gh0f
Y]b Yf ' & , ! À \ f] [Yb ' : fUi ' [Yk U ' hgUa ' ni ' 0ZbYb " ; ' 0W_] W Yfk Y] gY
V '] YV ' X]Y ' K c \ bi b [' i bj YfgY \ fhž ' XcW ' XYf ' GW UXYb ' Ub ' XYf ' H0f '] gh
VYhfÀW h] W " Nk Y] DYfgcbYb ' k i fXYb ' ni f ' HU hY] h ' VYcVUW hY h ' 9]b Y
: fUi ž ' X]Y ' gWÀhni b [gk Y] gY ' nk] gWYb ' (\$ ' i bX ') \$ ' † \ fYb ' U ' h] ghž
gck] Y ' Y]b ' 0b [YfYf ' V ' cbXYf ' A UbbžXYf ' j cf ' XYa ' ; YVÀi XY ' ghUbX "
C V ' X]YgY ' VY]XYb ']b ' XYb ' J cfZU ` ` j Yfk] W_ Y ' h] g]bXž] gh ' XYfnY] hi b _ Ufž
k Yg \ U ' V ' X]Y ' Dc `]nY] ' i a ' <]bk Y] gY ' Ui g ' XYf ' 6Yj 0 ` _ Yfi b [' V] hhYh ' K Yf
Yhk Ug [YgY \ Yb ' \ Uhž _ Ubb ' g]W ' i bhYf ' XYf ' HY ' YZcbbi a a Yf
\$, + ' %# % ((\$ ' a Y ' XYb "

9]bVfi Wj Yfgi WY'k]Y']b'CVYfhi bX]b['g]bX'b]W'higY'hYb''8]Y'
9]bVfi W ghUh]gh]_`Z0f'&\$&('nY][hžXUgg'X]Y'NU\`XYf
K c\bi b[gY]bVf0WXY']b'8Yi hgW`UbX`_cbghUb'hghY][h'`a`'d\ f
&\$&'`k i fXYb`Vi bXYgk Y]h'++", %-`9]bVf0WXY`fY[]ghf]Yfhž'k Ug
Y]bYa`'5bgh]Y[]j cb`fi bX`%, `DfcnYbh[Y[Yb0VYf`XYa`'J cf`U\ f
Ybhgd]W'h''8]Y`dc`nY]`]WYb`GhUh]gh]_Yb`VY`Y[YbžXUgg`Yg
Xi fW`gW`b]h]W`'&%`'9]bVf0WXY`hÀ[`]W`[]Vh''8UVY]'g]bX`j`cf`U`Ya
9]bZJa`]Yb\Ài gYf`a`]h`c\Yb`<YW`Yb`i bX`NÀi bYb`VY`]YVhž
k`À\ fYbX`A`Y\ fZJa`]Yb\Ài gYfž`]bgVYgcbXYfY
9fX[YgW`cggk c\bi b[Ybž`]b`gh`Xh]gW`Yb`'; YV]YhYb`Y\Yf`]a`'J]g]Yf
XYf`H`hYf`ghY\Yb`"

G]W`Yf\Y]hgj`cf`_Y\fi`b[Yb`Yf\0\Yb`

8]Y`8Yi`hgW`Y`GW`UXYb`g\`]ZY`\YVh`\Yfj`cfž`XUgg`9]bVfYW`Yf
\Ài`Z[`X]Y`9]bVfi`W`ghY``Y`j`cfUV`VYcVUW`hYb`i`bX`]\fY`HUhYb
ghfUH]Y[]gW`d`UbYb``G]Y`a`Y]XYb`GUW`[UggYbž`XU`Y]bY`:`i`W`h`Xcfh
gW`k`]Yf][`gY]``9f`_Ybbi`b[ga`Yf`_a`U`Y`Z0f`Y]bYb`9]bVfi`W`g]bX
i`bhYf`UbXYfYa`'nYfgh`0fhY`:`YbghYfž`Ui`Z[YVfcW`YbY`H0fYb`cXYf
<YVY`gdi`fYb```a`'`bYfYb`_0bbYb`\YfUi`g[Yf]ggYbY`GW`i`V`UXYb
i`bX`i`a`[Y`_b]W`hY`A`0VY``Ui`Z`X]Y`HUh`\]bXYi`hYb``9g`]gh`Xf]b[YbX
Ubni`fUH`bž`j`YfX`ÀW`h][Yg`J`Yf\`U`hYb`gc`Zcfh`XYf`Dc`nY]`ni`a`Y`XYb`"

9]b`9]bVfi`W`_`Ubb`b]W`h`bi`f`a`UhYf]Y``Ybž`gcbXYfb`Ui`W`
gYY`]gW`Yb`GW`UXYb`\]bhYf`UggYb``8U\Yf`]gh`Yg`Ya`dZY`\Ybgk`Yfž
X]Y`Y][YbYb`j`]Yf`K`ÀbXY`a`]h`a`YW`Ub]gW`Yb`i`bX`Y`Y`_hfc]b]gW`Yb
G]W`Yf\Y]hggmghYa`Yb`ni`gW`0hnYb``8Ybb`Ghi`X]Yb`VY`Y[YbžXUgg
Xi`fW`a`YW`Ub]gW`Y`G]W`Yfi`b[ga`U`bU`a`Yb`XUg`F]g]_c`Y]bYg
9]bVfi`W`g`Yf\YV`]W`[YgYb`_h`k`YfXYb`_Ubb``9g`]gh`Ui`W`fUHgUa`ž
Y]bY`8c`_i`a`YbhUh]cb`j`cb`9]bVfi`W`ggdi`fYb`ni`Z0\`fYbž`i`a`VY]`XYf
J`Yfg]W`Yfi`b[gUVk`]W`_i`b[`_Y]bY`?ca`d`]_Uh]cbYb`ni`Yf`YVYb`"

K`À\ fYbX`6UmYfb`]a`'J`Yf[`Y]W`ni`UbXYfYb`6i`bXYg`ÀbXYfb`k`]Y
B`cfXf\Y]b!K`YghZU`Yb`X]Y`b]YXf][ghYb`9]bVfi`W`gnU\`Yb`Ui`Zk`Y]ghž
nY][h`XYf`5bgh]Y[]b`XYb`Y`hYb`d\ fYb`Y]bY`VYgcf[b]gYffY[YbXY
HYbXYbn``8]Y`B`chk`YbX][]_Y]h`Z0f`Y`ZY`_h]j`Y
Df`Aj`Ybh]cbga`U`bU`a`Yb`i`bX`G]W`Yf\Y]hgVYfUhi`b[Yb`]gh`XU\Yf
k`]W`h][Yf`XYbb`Y`"

8]Y'Øb[ghYb'J cfZÄ`Y']b'CVYfhi bX]b['i bX'X]Y'ghY][YbXYb
 9]bVfi WgnU`Yb'a U`bYb'i bg'ni f'K UWgUa _Y]h"@UggYb'G]Y'g]W
 j cb'XYf'Dc`]nY]'VYfUHyb'i bX'gWØhnYb'G]Y'≠f'Ni \Ui gY'`XYbb
 j cfVYi [Yb']gh'VYggYf'U`g'bUWgY\Yb"

8YhU]`g	
C fh	C VYfhi bX]b[ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • XYi hgW Y!gW UXYbg\]'ZY"XY • \ca Y!]bg]XYf"XY

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