

Ghfca Ui gZÄ`Y`]b`K`YhhghYhhYb.`HYW`b`]_!
HYUa`_`Äa`dZh`[`Y`[`Yb`GhÖfi`b`[`Yb`°

Ghfca Ui gZÄ`Y`]b`K`YhhghYhhYb`Ua``%, "\$*"`&\$&)`.`I`fgUW`Yb`ž`
:`c`[`Yb`i`bX`U`_hi`Y`Y`DfcV`Ya`Y`]a``J`Yfgcf`[`YfbYhn`]a`
`VYfv`]W`_"



K`YhhghYhhYb`ž`8`Yi`hgW`_`Ub`X`!`i`ē`K`YhhghYhhYb`ž`Y]bYa`fi`_`[`Yb`C`fh`
]a`i`<`YfnYb`6`UmYfbgž`g]bX`Ua`_`Yi`h[`Yb`HU`[`ž`XYa``%, " ' & \$ &)`ž`
DfcV`Ya`Y`]a`Ghfca`bYhn`Ui`Z[`YhfYhYb`"8`Y`6`UmYfbk`Yf`_`BYhn`;`a`V`<`
_`Uh`a`Y`fYfY`GhÖfi`b`[`Yb`]b`XYb`C`fhghY`Yb`9`hh]b`[`i`bX`9`hh]b`[`K`Ygh`
ZYgh`[`YghY`_`hž`X]Y`ni`hYa`dcf`Ä`fYb`9`bYf`[`]Yi`bhYfvfYW`i`b`[`Yb`Z`Ø`fYb`
`Ö`b`Yb`"HYW`b`]`Yf`g]bX`VYfY]hg`]a`9]bgUmž`i`a`X]Y`GhÖfi`b`[`Yb`ni`
VY`YVYb`ž`X]Y`i`a``%&.`(+`i`_`f`[`Ya`Y`XYh`k`i`fXYb`"i`@Ui`h`U`_hi`Y`Y`b`
6`Yf]W`hYb`g]bX`Ub`&)`GhUb`XcfYb`]b`K`YhhghYhhYb`DfcV`Ya`Y`
Ui`Z[`YhfYhYb`ž`k`cXi`fW`X]Y`6`Yk`c`b`Yf`j`cf`Ø`VYf`[`Y`Y`b`X`c`b`Y`Ghfca`
Ui`g`_`ca`a`Yb`a`ØggYb`"5`i`Z`X]Y`:`fU`[`Y`ž`k`]Y`_`Ub`[`Y`X]Y`GhÖfi`b`[`
Ub`X`Ui`Yfb`_`Ö`b`b`hY`ž`V`Y]V`hi`b`_`Uf`ž`X`U`_`Y]b`Y`i`ē`Z`c`fa`U`h]c`b`Yb`Ø`VYf`
fci`h]b`Ya`Ä`»`][`Y`K`Ufhi`b`[`Yb`j`cf`]Y`[`Yb`b`Yk`g`"XY"

9]b`_i fnYf`Ghfca Ui gZU``]gh]b`8Yi hgW`UbX`b]W`h`X]Y`F`Y[`Y`ž
gcbXYfb`X]Y`5i gbU`a `Y.`8i fW`gW`b]h]W`Yf`YVYb`X]Y`6Øf[`Yf
k`Yb][`Yf`U`g`Y]b`Y`J]YfhY`ghi`bXY`c`bY`Ghfca`d`f`c`d`J`f`"8YbbcW`]gh
Yg`k`]W`h][`ž]b`gc`W`Yb`G]hi`Uh]cbYb`fi` \][`ni`V`Y]VYb`"6Y`Y]bYa
Ghfca Ui gZU``gc``hYb`X]Y`G]W`Yfi`b[`Yb`]a`G]W`Yfi`b[`g`UghYb
ØVYfd`f`Ø`h`k`YfXYb`"9g`]gh`f`Uh`g`Ua`ž`gc`W`Y`J`c`f`Z`A``Y`b]W`h`gc`Z`c`f`h`V`Y]
Dc`]nY]`c`XYf`:`Yi`Yfk`Y`f`ni`a`Y`XYb`ž`gcbXYfb`X]fY`_`h`XYb
ni`gh`Å`b`X][`Yb`9bYf[`]Yj`Yfgcf[`Yf`ni`_`c`b`h`U`_`h]YfYb`"

I fgUW`Yb`ZØf`Ghfca Ui gZ`A``Y`

Ghfca Ui gZ`A``Y`_ØbbYb`j`]Y`Z`A`h][`Y`I`fgUW`Yb`_`UVYb`"@Ui`h`Y]bYa
6Yf]W`h`X`Y`f`6i`bXYgnYb`hf`U`Y`ZØf`d`c`h]gW`Y`6]`Xi`b[`g]b`X
hYW`b]gW`Y`:`Y`Y`f`i`b`X`Y`I`hf`Ya`Y`K`Y`h`h`Y`f`Y`f`Y][`b]ggY`_`Å`i`Z][`Y
5i`g`Ø`g`Y`f`"5i`W`a`Y`bgW`]W`Y`g`J`Y`fg`U[`Yb`c`X`Y`f`7`m`V`Y`f`U`b[`f]Z`Y`ž`k`]Y
]a`:`U``Y`X`Y`f`I`_`f`U]b`Y`&`\$`%)`ž`_ØbbYb`ni`k`Y]hfY]W`Yb`X`Y`b
I`b`h`Y`f`V`f`Y`W`i`b[`Yb`X`Y`f`Ghfca`j`Y`fgcf[`i`b[`ZØ`f`Y`b`"@U`b[`Z`f]gh][`Y
?`c`b`g`Y`e`i`Y`b`n`Y`b`g]b`X`Y`h`k`U`F`U`h]cb]Yfi`b[`Yb`X`Y`g`Ghfca`g]b`N`Y]h`Y`b
_Ø`Y`f`Y`f`B`U`W`Z`f`U[`Y`U`g`5b[`Y`V`ch`V`d`V`"X`Y`"

8]Y`Ghfca`j`Y`fgcf[`i`b[`]b`8Yi`hgW`UbX`[`]h`U`g`ni`j`Y`f`Å`gg][`ž`X`U`b`_`
a`Y`f`Y`f`Y`b`f`Y`Xi`b`X`U`b`h`Y`b`G`h`U`V]`g]Yfi`b[`ga`U`»`b`U`a`Y`b`"8`c`W`k`U`g
d`U`gg]Y`f`h`V`Y]`Y]bYa`h`U`hg`Å`W`]W`Y`b`6`U`W`_`ci`h`3`8]Y
K`U`f`g`W`Y]b`]W`_`Y]h`ž`X`U`gg`X]Y`Vi`b`X`Y`g`X`Y`i`hgW`Y`Ghfca`j`Y`fgcf[`i`b[
ni`g`U`a`a`Y`b`V`f]W`h`ž`k`]f`X`j`c`b`X`Y`f`6i`b`X`Y`g`b`Y`h`n`U[`Y`b`h`i`f`U`g`Å`i`»`Y`f`g`h
[`Y`f]b[`Y]b[`Y`g`W`Å`h`h`"ca`d`Y`I`Y`G`m`g`h`Y`a`Y`g`c`f[`Y`b`X`U`ZØ`ž`X`U`gg
gc`W`Y`G`n`Y`b`U`f]Y`b`]b`X`Y`f`F`Y[`Y`j`Y`fa`]Y`X`Y`b`k`Y`f`X`Y`b`":`Ø`f`Y]b`Y`b
6`U`W`_`ci`h`a`Ø`gg`Y`b`a`Y`f`Y`f`Y`6`Y`X]b[`i`b[`Y`b[`Y]W`n`Y]h][`Y`f`ZØ`h`g`Y]b`ž
Y`h`k`U`Y]b`Y`_`c`_`Y`Ghfca`b`U`W`Z`f`U[`Y`i`b`X`h`Y`W`b]g`W`Y`5i`g`Z`A``Y`
k`]b`Z`i`h`i`f`Y`"X`Y`"

6YXYi`hi`b[`Y]b`Y`g`gh`UV]`Y`b`Ghfca`b`Y`h`n`Y`g`

8`c`W`g]b`X`X]Y`F`]g]_`Y`b`Y]b`Y`g`6`U`W`_`ci`hg`b]W`h`ni`i`b`h`Y`fg`W`Å`h`n`Y`b`"
8]Y`f`h`Y`f`b`U`h]cb`U`Y`9`b`Y`f[`]Y`U[`Y`b`h`i`f`d`f`c[`b`c`g`h]n]Y`f`h`ž`X`U`gg`V]g`&`\$)`\$
X]Y`Ghfca`b`U`W`Z`f`U[`Y`]b`8Yi`hgW`UbX`i`a`a`Y`f`U`g`,`\$`i`ghY][`Y`b
Ø`b`h`Y`ž`k`U`g`X]Y`V`Y`g`h`Y``Y`b`X`Y`b`B`Y`h`n`Y`j`c`f`b`Y`i`Y
<`Y`f`U`i`g`Z`c`f`X`Y`fi`b[`Y`b`g`h`Y`h`"9]b`ni`b`Y`_`a`Y`b`X`Y`f`9]b`g`U`h`n`

YfbYi YfVUfYf'9bYf[]Yb'i bX'X]Y'5bdUggi b['Ub'XYb'?'`]a Uk UbXY`
a UWYb'Yg'YfZcFXf`]Wž'XUgg' ðXi ghf]Y'i bX'Dc`]h]_< UbX']b'< UbX
UfVY]hYbž'i a 'X]Y'Ni j Yf'Àgg][_Y]h'XYg'Ghfca bYhnYg'ni
[UfUbh]YfYb"

ðg[YgUa h'V'Y]Vh'X]Y'G]hi Uh]cb']b'K YhghYhhYb'gdUbbYbX" `8]Y
HYW.b]_Yf'XYf'6UmYfbk Yf_ 'BYhn'; a V< 'UfVY]hYb'Z]YVYf\UZh'Ub'XYf
6Y\YVi b['XYf'DfcV'Ya Yž'k À\fybX'X]Y'5bk c\bYf'UVk UfhYbž
k Ubb'XYf'[Yk c\bhY'5`hU['k]YXYf'Y]b_Y\fh" Gc'WXY'GhØfi b[Yb
i bhYfghfY]WYb'X]Y'K]W.h][_Y]h'Y]bYg'ghUV]`Yb'i bX'ni j Yf'Àgg][Yb
Ghfca bYhnYg'ZØf'U`Y" `9g']gh'Y]b' [i hYg'< ÀbXWYb' [YZfU[hž'i a 'X]Y
< YfUi gZcFXfYfi b[Yb'XYf'9bYf[]Yj Yfgcf[i b[']b'XYf'Ni _i bZi'ni
a Y]ghYfb"

8YhU]`g	
C fh	K YhghYhhYbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "VdV"XY • k]bZi hi fY"XY

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