

@i WU'6Ui Yf'Ui g'GWX ÖbVYf[. 'Hf]i a d\
cXYf'B]YXYf`U[Y'VY]'XYf'7\U`Yb[Y'F ch\ 3

@i WU'6Ui Yf'Ui g'GWX ÖbVYf['b]a a h'Ua ' * " † '] & \$ &) 'Ub'XYf
7\U`Yb[Y'F ch\ žXYa ' [fÖ» hYb'@Ub[X]ghUbn!Hf]Uh\`cb'XYf
K Y'hž'hY]"



F ch\ ž'8Yi hgW\`UbX'!'5a 'GUa ghU[ž'XYb' * " † '] & \$ &) ž'k]fX'XYf
Ui g'GWX ÖbVYf['ghUa a YbXY' &) !Ä\] [Y '@ WU'6Ui Yf'VY]'XYf'8 5H9J
7\U`Yb[Y'F ch\`UbhfYhYbž'Y]bYa 'XYf'[fÖ» hYb'@Ub[X]ghUbn!
Hf]Uh\`cbg'XYf'K Y'h'` ðg[YgUa hi+") \$ \$ ' : fY]k]'' [Yž'Hf]Uh\`YhYb'i bX
l bhYfghØhnYf'k YfXYb']b'F ch\`Yfk UfhYhž'X]Y'ZØf'Y]bY
i bj Yf[`Y]W\`]W\Y'Gh]a a i b['gcf[Yb''8]Y'J YfUbghU`hi b[ž'X]Y'gY]h
%- , ('Ui g[YhfU[Yb'k]fXž'k UfhYhia]h'Y]bYa 'Ubgdfi W\gj c`Yb
K Yhh_Ua dZØVYf' ž ' ?]`ca YhYf'GWXk]a a Ybž%, \$ ' ?]`ca YhYf
FUXZU\ fYb'i bX' (& ž%-) ' ?]`ca YhYf'@Ui ZYb'Ui Z"

6Ui Yf'\Uh]g]W\ j cf[Ybca a Ybž'X]Y' _ca d`Yhh'Y'8]ghUbn']b'i bhYf
bYi b'Ghi bXYb'ni `VYk Ä`h] [Ybž']XYU'Yfk Y]gY']b', 'Ghi bXYb'i bX') \$
A]bi hYb''8Ua]h'_ÖbbhY'Yf'XYb'J YfY]bgfY_cfX'gY]bYf'F Y []cbU`] [U!

A UbbgWUZhHk]b`BYi a Uf_hi a `Y]bY`A]bi hY`i bhYfV]YhYb"" 8 U
`]Y[h`k Ug`Ub` ž Z]bXYh`6Ui YfžXYf`VYfY]hg`&\$&` `VY]a `@Ub[X]ghUbn!
Hf]Uh\`cb`]b`B]nnU`9fZU\fi b[Yb`gUa a Y`b`_cbbhY""8]YgYg`N]Y`
UbhfYhYb`ni `X0fZYbž`]gh`Z0f`]\b`Y]bY`[fc»Y`9`fY"

J c fVYfY]hi b[`i bX`< YfUi gZc fXYfi b[Yb

I a `cdh]a U`j cfVYfY]hYh`Ub`XYb`GhUfhi ni `[Y\Ybž`\Uh`6Ui Yf`]b`XYb
K cWYb`j`cf`XYf`7`U`Yb[Y`]b`hYbg]j`Y`HfU]b]b[gY]b`Y]hYb
UVgc`j`]Yfž`XUfi bhYf`YfghUi b`]WY`&&`Ghi bXYb`Ui ZXYa `: U\ffUX`]b
Y]bYf`Y]bn][Yb`K cWY""8 UVY]`]gh`]a `VYgcbXYfg`XYf`F UX!
GhfYW_YbUVgW`b]hh`Ua `Gc`UfYfY`6Yf[`Ubg`< Yfn`[Yk UW`gYbž`XYb`Yf
a]h`Y]bYf`dcg]h]j Yb`9]bghY``i b[`Ub[Y`h`K`À`fYbX`Yf`F UXZU`fYb
b]W`h`ni`gY]bYb`VYj`cfni [hYb`8]gn]d`]bYb`n`À`h`ž`gW`k]a a h`i bX
`Ài Zh`Yf`a]h[fc»Yf`@Y]XYbgWUZh"

8]Y`F`Y[]cbU``[U!GU]gcb`]a `Hf]Uh\`cb``Ài Zh`XYfnY]h`Ui Z
<cW`h`ci`fYb""@`WU`i bX`gY]b`HYUa ` \UVYb`_0fn`]W`]b`HfYV[Ugh
[Yk`cb`bYb`i bX`Z0`fYb`X]Y`HUVY``Y`Ub""`a `9]bnY`k`YhhVYk`YfV
VY`Y[hY`Yf`XUVY]`XYb`j`]YfhYb`D`Uhn""8]Y`YI`nY``Yb`hY`@Y]ghi b[
gY]bYg`HYUa`g`i bX`gY]b`Y][YbYf`: cfhgW`f]hh`a`ch]j`]YfYb`6Ui`Yf
Ybcfa`""`9f`c`i b[`]gh]j`cf`XYa`K`Yhh`Ua`dZ`k]W`h][ž`VY`h`cb`h`Yf"

Hf]Uh\`cb!?!`i`hi`f`]b`8Yi`hgW`UbX

8Yf`Hf]Uh\`cb`\Uh]g]W`gY]h`gY]bYb`5bZ`Àb[Yb`]b`8Yi`hgW`UbX`]a
»U`f`%-` ,`&`fUgUbh`Yb`hk]W_Y`h""@Ui`h`XYf`8Yi`hgW`Yb`Hf]Uh\`cb`i b]cb
[]Vh`Yg`À`f`]W`fi bX`*`\$\$`Hf]Uh\`cb!]YfUbghU`hi b[Yb`a]h`a`Y`f`U`g
%)`\$\$`K`Yhh`_`Àa`dZ`b""8Yf`8`5H9J`7`U`Yb[Y`F`ch`gY`V`gh]g]bX`b]W`h
bi`f`X]Y`5h`Y`hYb`j`YfdZ]W`hY`hž`gcbXYfb`Ui`W`X]Y
HY]`bY`a`YfnU`Yb`g]bX`VY`a`Yf`_`Ybgk`Yfh`A]h`Yhk`U`""`\$\$
HY]`bY`a`Yfb`n`À`h`Yf`ni`XYb`[f0»`hYb`9j`Yb`hg`]b`8Yi`hgW`UbX`ž
X]fY`_`h`\]bhYf`XYf`#H`K`cf`X`Hf]Uh\`cb`GYf]Yg`]b`<Ua`Vi`f[ž`X]Y`WU"
%\$`\$\$\$`HY]`bY`a`Yf`Ubn]Y`h"

K`Y]hYfY`<0`Y`di`b`_`hY`j`cb`F`ch`\`g]bX`XYf`GW`k]a a`ghUfhi`Ua`A`U]b!
8`Ubi`VY`?`UbU`i`bX`X]Y`ZYgh`]W`Y`N]Y`d`Uf`hm]a`Hf]Uh\`cb!`GhUX]cb"
#Zcfa`Uh]cbYb`ni`Zc`[Y`k`i`fXY`&\$&(`VY]`X]YgYa`9j`Yb`h]j`cb`A`U[bi`g

8]hYj`i bX`5bbY`<Ui [`gc[Uf`Y]bY`bYi Y`K Y`hVYghnY]h`Ui Z[YghY``h"
 8 Ug`5a V]YbhY`i bX`X]Y`[Ya Y]bgUa Y`@Y]XYbgW UZh!ZØf`XYb`Gdcfh
 a UWYb`X]Y`7\U``Yb[Y`Fch\`ni `Y]bYa `i bj Yf[Ygg`]WYb`9f`YVb]g
 ZØf`U``Y`6YhY]`][hYb"

6Ui Yf`d`Ubhž`g]W`bUW`XYa `K Yhh_Ua dZ`_ØbZh][`Ui ZL!HYffU`ni
 _cbnYbhf]YfYbž`k Ug`gY]b`ϕhYfYggY`Ua `VY`YVYbXYb`A ci bhU]bV]_Yb
 i bX`@Ui ZYb`]a `; Y`AbXY`k]XYfgd]Y[Y`h`ϕ`XYf`K Y`h`XYg`Hf]Uh\`cbg
 k]fX`g]WYf`bcW`j]Y`j cb`X]YgYa `hU`Ybh]YfhYb`5h\`YhYb`ni ` \ÖfYb
 gY]bž`k À\fybX`Yf`gY]bYb`K Y[`j YfZc`[h"

8YhU]`g	
Cfh	Fch\ž`8Yi hgW`UbX
EiY``Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "W U``Yb[Y!fch\ "Wca • `Y]XYbgW UZh!hf]Uh\`cb"XY

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