

: Ugn]bUh]c b ': UfVYbgd]Y`. 'GUbXfU
A]b[fUa 'VY[Y]ghYfh']b ': Øfh\` °

9bhXYW_Yb`G]Y`X]Y`5i gghY`i b[/ ei ch[Ya U`hY`@]YXYf/ ei ch/
j cb`GUbXfU`A]b[fUa `]a `i `hi f`c`_U`': Øfh\`j ca `%%`"V]g`&`&`"
`&`\$`&`)"`J Yfb]ggU[Y`Ua `%%`" `&`\$`&`)"`



6U\ b\ cZgd`Uhn`&ž`- \$+ * &': Øfh\ ž`8 Yi hgW\`UbX`!`b': Øfh\`ghY\`h
X]Y`b`ÀW\ghY`_Øbgh`Yf]gW\Y`8 UfV]Yhi b[`Ub.`8]Y`5i gghY`i b[
[Ya U`hY`@]YXYf`j cb`GUbXfU`A]b[fUa `k]fX`j cb`%%`"V]g`&`&`" `&`\$`&`)"`
&`\$`&`)"`j a `i `hi f`c`_U`"Øfh\`ž`6U\ b\ cZgd`Uhn`&ž`[YnY][h`8]Y
J Yfb]ggU[Y`Z]bXYh`Ua `%%`" `&`\$`&`)"`UV`%, `i \f`ghUhh`ž`k`c`X]Y`6Ygi W\Yf
Ui W\`X]Y`A`Ò[`]W\`_Y]h`\UVYbž`X]Y`YfghYb`K`Yf`_Y`ni`VYghUi`bYbž`X]Y
j cb`XYf`K`Y`h`XYf`A`i`g]_`]bgd]f]Yfh]g]bX`"A`]h]`fYa`Y]bn][Ufh][Yb
Gh]`VY[Y]ghYfh`A]b[fUa `X]Y`6Ygi W\Yfž`]bXYa`g]Y': `ÀW\Ybž': UfVYb
i bX`Ghfi`_hi`fYb`]b`UVghfU`_hY`?ca`dcg]h]cbYb`j`Yfk`UbXY`hž`
: i`Yfh\`"XY`VYf]W\hYh`

9]b`VYgcbXYfYg`<][\`][\h`XYf`5i gghY`i b[`g]bX`X]Y`@=] 9`D5`B`H`B`;
GYgg]cbgž`X]Y`Ua` `("`i`bX`%, "`&`\$`&`)"`Yk`Y]`g`UV`%`" `i \f`ghUhh]bXYb`"

<]Yf`_ÖbbYb`X]Y`Ni gWUi Yf`Ui hbU`Yf`YVYbžk]Y`A]b[fUa`]\fY
ÆYYb`Ui ZX]Y`@]bk UbX`Vf]b[h`5a`YhnhYb`HU[`XYf`5i gghY`i b[ž
XYf`:]b]ggU[Y`Ua`&&"`š`]UV`%*`I`fžk]fX`Ui W`X]Y`A Ö[`]W`_Y]h
[YVchYbžg]W`a`]h`XYf`?Øbgh`Yf]b`Ui gni hUi gWYb`i bX`]\fY
; YXUb`_Yb`ni`XYb`[YnY][hYb`K`Yf`_Yb`ni`_ÖfYb`"

? Øbgh`Yf]b`a`]h`h]YZYb`K`i`fnY`b`

GUbXfU`A`]b[fUa` `k`i`fXY`%-`+` `]b`Ghi`hh[Ufh`[YVcfYb`i`bX`YVhigY]h
&\$-\$`-`a`]h`]\fYf`:]Ua`]Y`]b`:]Øfh`" `ÆfY`_Øbgh`Yf]gWYb`K`i`fnY`b`
fY]WYb`k`Y]h`ni`fØW`/`VYfY]hg`]a` `5`hYf`]`cb`%)` `š]\fYb`bU`a` `g]Y`ZØbZ
š]\fY`Ub[`I`bhYff]W`h`]b`U`ha`Y]ghYf`]W`Yf`2` `a`U`YfY]"`B`UW` `]\fYa
Ghi`X]i`a` `XYf`:]`fUZ`!`i`bX`ZfY]Yb`?`i`bgh`]b`:]bb`UbX`i`bX`XYa
:]Ygh]U`XYf`A`U`YfY]`gck`]Y`XYf`æghU`Uh]cb`]b`B`Øfh]b[`Yb
Ybhk`]W`_Y`hY`g]W`A`]b[fUa` `ni` `Y]bYf`ZfY]gW`UZZYbXYb`?Øbgh`Yf]bž
X]Y`gck`c` `]b`XYf`A`U`YfY]`U`g`Ui`W` `]b`XYf`?`i`bghh`YfUd]Y`h`Åh][`]gh`
`Æf`_Øbgh`Yf]gW`Yg`GdY`_hfi`a` `fY]W`h`j`cb`ZfY]Yf`A`U`YfY]`V]g` `]b`ni`f
Dcfhf`Åh`i`bgh]a` `5i`ZhfU[ž`i`bX`g]Y`UfVY]hYh`]bhYbg]j`Yf`a`]h
?`]bXYf[fi`ddYbžk`Ug`]\fY`_fYUh]j`Y`J`]Y`gY]h][`_Y]h`i`bhYfghfY]W`h`
;`U`YfY]Y`8`i`_`[]Vh`XUni` `k`Y]hYfY`9]bV`]W`_Y`"

8]Y`?Øbgh`Yf]b`j`YfZc`[`h`a`]h`]\fYf`A`U`YfY]`Y]b`_`UfYg`N]Y`:`G]Y
a`ÖW`hY`X]Y`5i`Za`Yf`_gUa`_Y]h`]\fYf`6YhfUW`hYbXYb`ZØfXYfb`i`bX`g]Y
ni`a`[`YbUi`Yb`<]bgY`Yb`VYk`Y[`Yb`"8]Y`K`Yf`_Y`j`Yfn]W`hYb`VYk`i`ggh
Ui`Z`bUffUh]j`Y`cXYf`Yfn`Å`Yf]gW`Y`æhYbh]cbgž`k`Ug`X]Y`6Ygi`W`Yf
XUni` `Y]b`ÅXhž`]\fY`Y][`YbY`æhYfd`fYhUh]cb`XYf`UVghfU`]\fYhYb
:]cfa`Yb`i`bX`:]UfVYb`ni` `Ybhk`]W`_Y`b`"

6`]W`_` `]bhYf`X]Y`?`i` `]ggYb`XYf`?`i`b`ghh`YfUd]Y`

B`YVYb`]\fYf`H`Åh][`_Y]h`U`g`?Øbgh`Yf]b`]gh`A`]b[fUa` `Ui`W` `8]d`ca`!
?`i`bghh`YfUdYi`h]b`i`bX`Uh`Y]bYb`Ub[`Zf]gh][`Yb`9]bZi`gg`Ui`ZX]Y
?`i`bghh`YfUd]YgnYbY`" `ÆfY`K`Y]hYfV]`Xi`b[`]gh`XUVY]`b]W`h`bi`f`ZØf
]\fY`Y][`YbY`_Øbgh`Yf]gW`Y`9bhk`]W`_i`b[`k`]W`h][`ž`gcbXYfb`Ui`W` `ZØf
]\fY`F`c` `Y]b`XYf`DUh]YbhYbj`Yfgcf[`i`b[` "8Yf`8Yi`hgW`Y
:]UW`j`YfvUbX`ZØf`?`i`bghh`YfUd]Y`fB`:]?;`H`Ě`VYhc`b`hž`k`]Y
YbhgW`Y]XYbX`X]Y`_cbh]bi`]Yf`]W`Y`:]c`fhV]`Xi`b[`ZØf
?`i`bghh`YfUdYi`h]bbYb`]ghž`i`a` `Ui`Z`U`_hi`Y` `Y`k`]ggYbgW`UZh`]W`Y`

9f_Ybbhb]ggY`Y]b[Y\Yb`ni`_ÖbbYb"8]Y`A]h[`]YXYf`g]bX`[YZcfXYfhž
]\f`K]ggYb`fY[Y`a Å»][`ni`Yfk Y]hYfb`i bX`g]W\`Ub`bYi Yb
 9bhk]W_`i b[Yb`ja`H\YfUd]YVYfY]W\`ni`cf]Ybh]YfYbž8: ?; H`\YVh
 X]Yg`\Yfj cf"

8]Y`VYj cfghY\YbXY`5i gghY``i b[`j cb`GUbXfU`A]b[fUa`]b`: Øfh\
 V]YhYh`b]W\`h`bi`f`Y]bYb`ZUgn]b]YfYbXYb`9]bV`]W_`]b`]\fY
 _Øbgh`Yf]gW\Y`J]g]cbž`gc bXYfb`nY][h`Ui W\ž`k]Y`Yb[`?i bgh`i bX
 H\YfUd]Y`a]hY]bUbXYf`j Yfk cVYb`gY]b`_ÖbbYb"8]Y`5i gghY``i b[
 j Yfgdf]W\`h`Y]b`<][\`][\h`ZØf`?i bgh`]YV\UVYf`i bX`?hYfYgg]YfhY`ni
 k YfXYbž`X]Y`g]W\`j cb`XYf`9bYf[]Y`i bX`?fYUhj]]h`h`A]b[fUa`g
 UbghYW_Yb`UggYb`k c``Yb"

8YhU]`g	
C fh	6U\b\cZgd`Uhn`&ž`- \$+* &`: Øfh\ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Zi Yfh\ "XY • k k k "[U`Yf]Y!Xi _"XY • k k k "XZ_ [h"XY

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