

GdUf_UggY`7cVi f[!@]W hYbZY`g. `%%"\$\$\$
9i fc`ZØf`?]bXYf[ÀfhYb`]b`B ch`

8]Y`GdUf_UggY`7cVi f[!@]W hYbZY`g`gdYbXYh`%%"\$\$\$`9i fc`ZØf`
?]bXYf[ÀfhYb`]a`@UbX_fY]gž`i a`6]Xi b[gUb[YVchY`ZØf`
?]bXYf`ni`Yfk Y]hYfb"



@]W hYbZY`gž`8 Yi hgW`UbX`!`9]b`[fc» Yf`GW f]h`ZØf`X]Y
?]bXYf[ÀfhYb`]a`@UbX_fY]g`@]W hYbZY`g. `8]Y`GdUf_UggY`7cVi f[`
@]W hYbZY`g`\Uh`Øfn`]W`Y]bY`VYa`Yf_Yb`gk`Yfh`GdYbXY`]b`<`Ø\Y
j`cb`ØVYf`%%"\$\$\$`9i fc`ØVYf[YVYb``8]YgY`[fc» nØ[] [Yb`A`]hY`
ghUa`a`Yb`Ui`g`XYa`FY]bYfhfU[`XYg`DG!GdUfYb`i`bX`;`Yk`]bbYbž`Y]b
Dfc[fUa`a`ž`XUg`VYfY]hg`gY]h`ØVYf`(`\$`š\`fYb`ZØf`X]Y`:`ØfXYfi`b[`XYf
FY[]cb`gcf[h`N]Y`XYf`h]Uh]`Y`]gh`Ygž`X]Y`5b[YVchY`XYf
?]bXYf[ÀfhYb`ni`Yfk Y]hYfb`i`bX`X]Y`@Yfb!`gck`]Y
9bhk`]W`i`b[gi`a`[YVi`b[`ZØf`X]Y`Øb[ghYb`ni`j`YfVYggYfb``8]Y
ZY]Yf`]W`Y`GdYbXYb`ØVYf[UVY`ZUbX`]a`:`fUb]g_i`g!`]bXYf[UfhYb`]b
@]W hYbZY`g`ghUhhž`k`c`X]Y`@]hYf]bž`h`Yg`:`i`W`gž`X]Y`8]f]b[`]W`_Y]h
ni`g`Àm`]W`Yf`5bgW`UZI`b[Yb`\Yf]`cf`\cVž`X]Y`ØVYf`XUg`bcfa`U`Y
6i`X[Yh`b]W`h`VYghf]hYb`k`YfXYb`_`ØbbYb"

8]Y`6YXYi hi b[`X]YgYf`GdYbXY`k]fX`Xi fW`X]Y`9bhk]W`i b[`XYf
?]bXYf[`ÀfhYb`j cb`fY]bYb`6YhfYi i b[gY]bf]W`hi b[Yb`\\]b`ni `YW`hYb
6]Xi b[gY]bf]W`hi b[Yb`i bhYfghf]W`Yb`"9`hYfb`\\UVYb`\\Yi hni hU[Y
\\Ò\\YfY`5bgdfØW`Y`Ub`X]Y`6YhfYi i b[`]`fYf`?]bXYfž`k Ug`X]Y
Bchk YbX][`Y]h`Y]bYf`Z]bUbn]Y`Yb`i bhYfghØhni b[`i bi a [`Àb[`]W`
a UW`h`GhY`j YfhfYhYf`XYg`@UbXfUhgž`<Y`a i h:]gW`Yfž`i bX
6Øf[Yfa`Y]ghYf`5bXfYUg`<Ø[Yf]W`nY][hYb`g]W`XUb`VUf`ZØf`XUg
9b[U[Ya`Ybh`XYf`GdUf`UggY`i bX`\\cVYb`\\Yfj`cfž`k]Y`k]W`h][
gc`W`Y`ϕ]h]Uh]j Yb`ZØf`X]Y`Ni `i bZh`XYf`?]bXYf`g]bX`"

9]b`i`bj`Yf[`Ygg`]W`Yf`HU[

I a fU`a`h`k`i`fXY`XUg`9j`Ybh`j`cb`a`i`g]_U`]gW`Yb`i`bX`h`ÀbnYf]gW`Yb
9]b`U[Yb`XYf`?]bXYfž`X]Y`a`]h`Y]bYa` `Y]bYb`H`YUhYfghØW`X]Y
; `ÀghY`VY[Y]ghYfhYb`"i`bX`U`g`8Ub`_YgW`Øb`ZØf`X]Y`i`bhYfghØhni`b[
Yf`\\]Y`hYb`X]Y`_Y]bYb`5`_hYi`fY`Y]b`Y`W`YfYg`9]g` `Y]bY`gØ»Y
, VYffUgW`i`b[ž`X]Y`g]W`Yf`ZØf`:`fYi`XY`[Ygcf[h`\\Uh`"

Ni`g`Àhn`]W`ni`f`GdYbXY`Ub`X]Y`?]bXYf[`ÀfhYb`]gh`Yg`Yfk`À`bYb`gk`Yfž
XUgg`X]Y`A`]hUfVY]hYbXYb`XYf`7Uf]hUg`[;`a`V`<`]a`f`U`a`Yb`XYf
5`_h]cb` `F`YghW`bh`YVYbZU`g`Y]b`NY]W`Yb`XYf`Gc`]XUf]h`Àh`g`Y`hnhYb`"
G]Y`ØVYf[UVYb`Y]bY`GdYbXY`j`cb`&")`*`+`9i`fc`Ub`XUg`?]bXYf!`i`bX
đ [YbX`\\cgd]n`GhYfbYbnY`h`6Ua`VYf[""8c`fh`k`YfXYb`:`Ua`j`]Yb`a`]h
?]bXYfb`i`bX`đ [YbX`]W`Yb`ž`X]Y`Ub`YVYbgj`Yf`ØfnYbXYb
9f`fUb`_i`b[Yb`Y]XYbž`Y]b`C`fh`XYf`Fi`\\Y`i`bX`9b`h`Ughi`b[`i`[YV`chYb`"
8Ug`<cgd]n`\\Uh`gdYn]Y`Y`5b[YV`chYž`k`]Y`Yhk`U`Y]bY`]bX]j`]Xi`Y`Y
HfUi`YfVY[`Y]hi`b[`i`bX`f`Ui`a`ZØf`;`YgW`k`]ghYfž`i`a`XYb`VY`UghYhYb
:`Ua`j`]Yb`VY]ni`ghY`Yb`"

;`Ya`Y]bgUa`Y`J`YfUbhk`cfhi`b[

GdYbXYb`g]bX`b]W`h`bi`f`Y]b`Z]bUbn]Y`Yf`6Y]hfU[ž`gcbXYfb`Ui`W`Y]b
NY]W`Yb`XYf`Gc`]XUf]h`Àh`i`bX`J`YfUbhk`cfhi`b[`]b`XYf`;`Ya`Y]bgW`UZh`"
NU`\\fY]W`Y`C`f[Ub]gUh]cbYb`i`bX`ϕ]h]Uh]j`Yb`gYhnYb`g]W`XUZØf`Y]bž
bchY]XYbXYb`A`YbgW`Yb`ni`\\Y`ZYb`"ϕ`X]YgYa`Ni`gUa`a`Yb`\\Ub[`]gh
XYf`J`U`]X]Yfi`b[gdfcnYgg`j`cb`75:`ϕ`hYfbUh]cbU`ZØf`[Ya`Y]bbØhn][Y
C`f[Ub]gUh]cbYb`j`cb`[fc»Yf`6YXYi`hi`b[""A`]h`XYa` `J`U`]X]YfhYb
C`f[Ub]gUh]cbgVUX[Y`k`]fX`g]W`Yf[YghY`hž`XUgg`X]Y

Y]b[YgUa a Y`hYb'; Y`XYf`hUhgÅW`]W`XYb`i bhYfghØhnhYb`Dfc`Y`hYb
 ni [i hY`ca a Yb"Gc`WY`A U»bU\`a Yb`\Y`ZYbž`XUg`J YfhfUi Yb`]b
 [Ya Y]bbØh][Y`9]bf]W`hi b[Yb`ni`ghÅf`_Yb`i bX`XUg`F]g]_c`j`cb
 6Yhfi [`i bX`A]ggVfUi W`ni`a]b]a]YfYb"

≠g[YgUa h`nY][hg]W`ž`XUgg`Xi fW` [Ya Y]bgW`UZh`]W`Yg
 9b[U[Ya Ybh`b]W`h`bi`f`]b`@]W`hYbZY`gž`gcbXYfb`Ui W`XUfØVYf
 \]bUi g`dcg]hj] Y`J YfÅbXYfi b[Yb`]b`XYf`; YgY`gW`UZh`\YfVY][YZØ\fh
 k YfXYb`_ØbbYb"8]Y`GdUf`_UggY`7cVi f[` `@]W`hYbZY`g`VYk Y]gh
 Y]bXfi W`gj c`ž`XUgg`a Ub`a]h]Y]bYa` [i hYb`<`ÅbXW`Yb`ZØf`gcn]U`Y
 Dfc`Y`hY`Y]bYb`Yf\YV`]W`Yb`i bhYfgW`]YX`]a`@YVYb`XYf`↑`b[Yb
 ; YbYfUh]cb`VYk]f`_Yb`_Ubb"9]b`<cW`Ui Z`X]Y`j]Y`Yb`<Y`ZYf`i bX
 l bhYfghØhYfž`X]Y`g]W`ZØf`Y]bY`VYggYfY`Ni`_i bZh`ghUf`_a`UW`Yb`°

8YhU]`g	
C fh	@]W`hYbZY`gž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k]YgYbhVchY"XY • k k k "Wf]hUg![[a V`"XY • k k k "Vi bXYgj YfVUbX! _]bXYf\cgd]n"XY

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