

:]bU`!8fUa U.`l `a !GhUfg`j cf`8]`Ya a U`
H]hY`cXYf`B 65!8fUZh3

:]bU`gd]Y`nk]gWXYb`fUh]cd\Ufa `l `a `i bX`6UmYfb`A ØbWXYb
Ua `%"`\$*"`&\$&) ` _ØbbhY`a]h`B 65!8fUZh!HYfa]bYb`_c``X]YfYb"



B Yi !l `a ž`8 Yi hgW`UbX`!`9]b`gdUbbYbXYf`GdcfhUVYbX`ghY`h
VYj cfž`XYbb`XUg`nk Y]hY` :]bU`gd]Y`XYf`6Ug_YhVU`!6i bXYg`[U
nk]gWXYb`fUh]cd\Ufa `l `a `i bX`6UmYfb`A ØbWXYb`Z]bXYh`Ua
A]hkc`cW`i a `&\$. \$\$`l `f`]b`XYf`fUh]cd\Ufa `UfYbU`ghUhh`8]YgY
6Y[Y[bi b[`]gh`b]W`h`bi f`Y]b`GW`ØggY`gd]Y``]b`XYf`U`hi Y`Yb`GYf]Yž
gcbXYfb`Ui W`Y]b`VYXYi hYbXYf`A ca Yb`h`ZØf`X]Y`VY]XYb`l `a Yf
Gd]Y`Yf`BcU`9ggYb[i Y`i bX`6Yb`GUfUZ`X]Y`j cf`Y]bYf`k]W`h[Yb
9bhgWY]Xi b[`ghY`Yb``8]Y`@[U!@Y]hi b[`Uh`Y]bY`a Ø[`]W`Y
JYf`Y[i b[`XYg`Gd]Y`g`UV[Y`Y`b`hž`k Ug`X]Y`G]hi Uh]cb`bcW`
_ca`d`n]YfhYf`a UW`h``@Ui`hi `a !bYk`g`]gh`X]Y`<U`Yb`_UdUn]h`h`XYg
G5D`; UfXYbg`Y]b` ; fi bX`XUZØfž`k Yg`U`V`_Y]bY`J`YfgW]YVi b[Yb
a Ø[`]W`g]bX"

8]Y'<YfUi gZcfXYfi b['ZØf'9ggYb[i Y' i bX'GUfUZ']gh]b'XcddY`hYf
<]bg]W\h\cWžXYbb'X]Y`HYfa]bY'XYf'k Y]hYfYb':]bU`gd]Y`Yž'X]Y
a Ò['W\Yfk Y]gY`Ui W\`Ui ZY]bYb'8fUZh!HYfa]b'ZU`Ybž'g]bX'bcW
b]W\hYbX[Ø'h]['ZYgh[Y`Y[h"6Y]XY'Gd]Y`Yf'a ØggYb'YhnhUVk Å[Yb.
Gc`hYb'g]Y`ja `YbhgW\Y]XYbXYb'A ca Ybh'ZØf']\fYb'J YfY]b'Ui ZUi ZYb
cXYf'g]W\`['Y]W\N]Y]h]['ZØf'XYb'VY[Y\fhYb'B65!8fUZh]b'BYk 'Mcf_
Uba Y`XYb3'8]Yg'_ØbbhY`XYf'YbhgW\Y]XYbXY`A ca Ybh'ZØf']\fY
Ni _i bZi]a `dfcZYgg]cbY`Yb'6Ug_YhVU``gY]bž'XU'g]Y`Ui ZXYf'Gi W\Y
bUW\`Y]bYf'?Uff]YfY`]b'BcfXUa Yf]_U'g]bXž'i bX'6Yb'GUfUZ'_ØbbhY
gc[Uf'XYf'YfghY'Gd]Y`Yf'Ui g`gUY`k YfXYbž'XYf']a `B65!8fUZh
[Ync[Yb'k]fX"FUh]cd\Ufa `i `a `ÅXh'X]Y`Gd]Y`Yf'Y]bž'g]W\`ZØf
XYb'bUh]cbU`Yb'H]hY`ni `YbhgW\Y]XYbž'i bX'fY]W\hY`Y]bYb'J cfgW\`U
ni f'5bdUggi b['XYg'NY]hd`Ubg'Y]bž'i a `VY]XYb'Cdh]cbYb'[YfYW\h
ni `k YfXYb"

HU`Ybh`ja `FUa dYb`]W\h

8Yf'B65!8fUZh]ghY]b'Å\`f]W\Yg'<][\`][\h]a `6Ug_YhVU``_U`YbXYf
i bX'Z]bXYh'bUW\`XYa `GU]gcbYbXY`XYf'Ua Yf]_Ub]gW\Yb
DfcZ]YU[i Y`ghUhh"8UVY]\UVYb'BUMk i W\ggd]Y`Yf'X]Y`7\UbW\ž
j cb'Y]bYa `B65!HYUa `Ui g[Yk Å\`h'ni `k YfXYb"J]Y`Y'Gd]Y`Yf
a ØggYb'ni j cf'Y]b`Å\`f'Ua `7c`Y[Y'j YfVf]b[Ybž'k Å\`fYbX
]bhYfbUh]cbU`Y`HU`YbhY` `k]Y`9ggYb[i Y' i bX'GUfUZ' `g]W\
fY[]ghf]YfYb'_ØbbYbž'k Ybb'g]Y`a]bXYghYbg`%-`Å\`fY`U`h]g]bX"
**6Ug_YhVU``!K]ggYb`Yf`Ai`hYfhž'XUgg'X]Y`5i`gk`U\`XYf'Gd]Y`Yf]b`
nk`Y]Fi`bXYb`YfZc`[`hi`bX'X]Y`YfghY`Fi`bXY` ;`UfUbh]Yb`]b`6Yni`[`Ui`Z
J`YfhfÅ[`Y`[`]Vhž'X]Y`ZØf'Gd]Y`Yf'a`]hj`]Y`DchYbn]U`j`cb`6YXYi`hi`b[
g]bX"**

8]Y`gdcfh]W\Y`G]hi`Uh]cb`]gh`Xi`fW\`XYb'8fi`W`_j`cb`6YfUHyfb`i`bX
XYb`K`i`bgW\`bUW\`Y]bYf'H]hY`[`Yk`]bbY`bcW\`X]ZZ]n]Yf"9]b'9fZc`[`]a
nk`Y]hYb'Gd]Y``_ØbbhY`i`a`X]Y`A`Ò[`]W\`_Y]h`Ui`ZY]b`j`]YfhYg'Gd]Y`
YfÒZbYbž'k`Å\`fYbX`[`]Y]W\N]Y]h][`X]Y`:`fU[`Y`]a`F`Ui`a`ghY\hž'cV`X]Y
GW\`ØggY`gd]Y`Yf`VYfY]h]g]bXž'Ui`ZXYb'8fUZh'ni`j`Yfn]W\hYb`i`bX
ghUhhXYggYb`i`a`XYb'H]hY`ni`_Åa`dZYb"8]Yg`Vf]b[`h'gck`c`\`
<c`Zbi`b[`]U`g`Ui`W\`i`bg]W\Yf\Y]h'a`]h]g]W\ž'XYbb`k`Å\`fYbX`X]Y
Gd]Y`Yf`j`cb`]\`fYa`HU`Ybh'dfcZ]h]YfYb'_ØbbhYbž']gh'XYf'G]Y[`]ZØf`i`a
YVYbZU`g`Y]b`k`]W\h][`Yf`5gdY`h"8]Y`66@N]Y][`h]g]W\`VYXUi`YfbX

ØVYf`X]Y`a Ò[`]WXYb`HYfa]b_cbZ]_hYž`Yf_Ybbh`UVYf`Ui W`X]Y
5bghfYb[i b[Yb`j cb`fUh]cd\Ufa `l `a `VY]`XYf` : ÒfXYfi b[`† b[Yf
HU`YbhY`Ub" `

K]Y`Ui W`]a a Yf`X]Y`9bhgWXY]Xi b[`Ui gZ`hž`Yg`k]fX`Y]b
gdUbbYbXYf`5VYbX`]b`XYf`fUh]cd\Ufa `UfYbU`Yfk UfhYh" `: Ubg
_ÒbbYb`g]W`Ui Z`]bhYbg]j Yg`6Ug_YhVU``i bX`a Ò[`]WXYfk Y]gY`Ui Z
YbhgWXY]XYbXY`K YbXYdi b_hY`]b`XYf`?Uff]YfY`j cb`9ggYb[i Y`i bX
GUfUZ`ZfYi Yb" `@UggYb`k]f`i bg`ØVYffUgWXYbž`k]Y`X]Y` ; YgW`]W`hY
X]YgYf`VY]XYb`HU`YbhY`i bX`]\fYf`A UbbgW`UZh]a `F`U`a Yb`X]YgYf
:]bU`gYf]Y`k Y]hYf[Y`h" `9g`V`Y]Vh`bi f`ni `k ØbgWXYbž`XUgg`X]Y
VYghYb`HU`YbhY`i bhYf`VYghYb`6YX]b[i b[Yb`gd]Y`Yb`_ÒbbYb"

8YhU]`g	
C fh	BYi !! `a ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "i `a !bYk g"XY• fUh]cd\Ufa i `a "W`a• VUg_YhVU``!k]ggYb"XY

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