

5]W\ U`Y Vh'g]W\ Yf. '? f]a]b U`hÅ h'g]b _hž I b ZÄ`Y '[Y\ Yb`ni fØW_°

5]W\ U`]a`@JbX_fY]g`DUggUi`j`Yfa`Y`XYh'fØW_`Äi`Z[`Y`
? f]a]b U`hÅ h'i`bX`ghY][`YbXY`J`Yf`Y\`fgg]W\ Yf\Y]h`Ui`h`
Dc`]nY]VYf]W\ h'&\$&("



5]W\ Už`8 Yi`hgW\`UbX`!`8]Y`G]W\ Yf\Y]h`i`b`5]W\ U`j`cfa`K`U`X`gc f[`h`
ZØf`dcg]h]j`Y`Gh]a`a`i`b[`i`bhYf`XYb`6Øf[`Yf]bbYb`i`bX`6Øf[`Yfb`"
5b`Ägg`]W\`XYg`Ä\`f`]W\`Yb`6Yf]W\`hg`XYf`Dc`]nY]]bgdY_h]cb`J`j`g\`cZYbž`
XYb`Dc`]nY]\`Ui`dh_ca`a`]ggUf`A`]W\`UY`9a`a`Yf`]a`F`Uh\`Ui`g`
dfÄgYbh]YfhYž`k`i`fXYb`X]Y`U_hi`Y`Yb`? f]a]b U`hÅ hg!`i`bX`
J`Yf`Y\`fgi`bZU`nU\`Yb`ZØf`XUg`>\`f`&\$&(`YfØfhYfh`"

8]Y`NU\`Yb`g]bX`YfZFYi`]W\.`æ`[`YgUa`hYb`&gdY_h]cbgVYfY]W\`
k`i`fXY`Y]b`F`ØW_[`Ub[`XYf`GhfUZhUhYb`i`a`%(`ž`i`j`YfnY]W\`bYhž`a`]h`
%)`\$(`fY[`]ghf]YfhYb`8Y`_hYb`"6YgcbXYfg`]b`5]W\`U`g]bX`X]Y`NU\`Yb`
j`]Y`j`Yfgd`fYW\`YbX`i`Yf[`UV`Yg`(&`GhfUZhUhYbž`nY\`b`k`Yb][`Yf`U`g`
]a`J`cf`U\`fž`k`Ug`Y]bYa`F`ØW_[`Ub[`j`cb`%-`ž&`i`Ybhgd]W\`h`8`Ua`]h`
Y[`h`X]Y`5i`Z`Äfi`b[`gei`chY`]b`5]W\`U`VY]`+*`ž&`i`ž`k`Ug`k`Y]h`ØVYf`

XYa`VUmYf]gWXYb`8i fWgWb]hij cb`*(ž`i`)Y[hi bX`nY][hž`XUgg
X]Y`Dc`]nY][i hY`5fVY]h`Y]ghYh"

@Ui hiXYb`GhUh]gh]_Yb`[UV`Yg`]b`5]WU`&\$&(`_Y]bY`5i hc!`cXYf
: U\ffUXX]YVghA`Y`gck`jY`_Y]bY`K`c\bi`b[gY]bVfØWYž`k`Ug`XUg
G]WYf\Y]hg[YZØ\`XYf`6Yj`Ö`_Yfi`b[`ni`gÀhn`]W`ghÀf`h"
; Yk`U`hj`YfVfYWXYbž`]bgVYgcbXYfY`?`ÖfdYfj`Yf`Yhni`b[Ybž`V`]YVYb
a`]h`%+`: `À`Yb`Ui`Z`A`b`]WXYa`B]j`YUi`]a`]`J`Yf[`Y]W`ni`a`]`J`cf`U`f"
8UVY]`Z`A`h`Ui`Z`XUgg`c`Zi`ž`[YbX`]WXY`i`bX`<YfUbk`UWgYbXY`]b
GWk`jYf][`_Y]hYb`j`Yfk`]W`Y`h`g]bXž`]bgVYgcbXYfY`]a
Ni`gUa`a`Yb`Ub[`a`]h`5`_c`c`_cbgi`a`"

J`Yf`_Y`\f`gi`b`Z`A`Y`]a`]:`c`_i`g`

8]Y`J`Yf`_Y`\f`gi`b`ZU`ghUh]gh]_]gh`YVYbgc`Ui`ZgW`i`ggfY]W`" `žg[YgUa`h
k`i`fXYb`%(`((`J`Yf`_Y`\f`gi`b`Z`A`Y`]c`\bY`X]Y`5i`hc`VU`b`5'
j`YfnY]W`bYhž`k`Ug`Y]bYa`F`ØW`[`Ub[`i`a``%(`+`: `À`Y`c`XYf`-`ž&(`i
Ybhgd]W`h"8YbbcW`gh]Y[`X]Y`NU\`XYf`j`Yf`YhnhYb`DYfgcbYb`i`a
&ž%*`i``Ui`Z`&`*`"5`Ufa`]YfYbX`]ghž`XUgg`a`Y`f`U`g`X]Y`<`À`ZhY`XYf`
l`b`Z`A`Y`]K`]`Xi`b`Z`A`Y`]g]bX`"8Yf`\`Ai`Z][`ghY`l`b`ZU`gW`k`Yfdi`b`_h`]b
5]WU`VY]Z]bXYh]g]W`Ub`XYf`?`fYi`ni`b[`Ui`Z`XYa`5i`hc`VU`b`ni`Vf]b[Yf
VY]a`]; Yk`YfVY[YV]Yhž`k`c`XUg`F`YW`hgZU`f[YV`ch`c`Zi`a`]ggUW`hYh
k`]fX"

8]Y`Ua`GcbbhU[j`cfa`]hhU[`A`i`Z][`ghYb`U`_c`c`VYX]b[hYb`5bnY][Yb
nY][Yb`X]Y`B`ch`k`YbX][`_Y]hž`Ui`Z]g]WYfYg`J`Yf`U`hYb`]a
GhfU»`Ybj`Yf`_Y`\f`ni`UW`hYb`"8]Y`Dc`]nY`]bZcfa`]Yfh`ØVYf`k`]W`h][Y
F`Y[Y`b`ž`X]Y`]a`]:`U`Y`Y]bYf`l`b`ZU`Zi`W`h`ni`VYUW`hYb`g]bXž
VY]gd]Y`gk`Y]gY`Y]bY`K`UfhYnY]hij`cb`a`]bXYghYbg`'`\$`A`]bi`hYb`c`XYf`
X]Y`DZ]W`hž`X]Y`Dc`]nY`]ni`j`Yfgh`A`bX][Yb`i`bX`gY]bY`8UhYb`ni
\]bhYf`UggYb"

9]b`6`]W`_`Ui`Z`X]Y`Vi`bXYgk`Y]hYb`NU\`Yb`

9]b`k`Y]hYfYf`,`VYfV`]W`_`Ui`Z`X]Y`Vi`bXYgk`Y]hYb`GhUh]gh]_Yb`nY][hž
XUgg`X]Y`?`f]a`]bU`]h`A`hgYb`hk`]W`_`i`b[`]b`8Yi`hgW`UbX`b]W`h`[`Ub`n`gc
fcg][`Ui`gZ`A`h`"@Ui`hiXYf`Dc`]nY`]WXYb`?`f]a`]bU`ghUh]gh]_`gUb`_`X]Y
?`f]a`]bU`]h`A`h]a`]`U`f`&\$&(`i`a``%ž+`i``Ui`Z`fi`bX`)`ž`(`A`j`)]`cbYb`: `À`Y`ž

k Ug [fc » hY]`g`Xi fW`X]Y`HY]`Y[U`]g]Yfi b [`j cb`7UbbUV]g`gY]h`5df`
 &\$&(`VYX]b [h`]gh"8]YgY`GhUh]gh]_Yb`Yf\YVYb`YXcW`bi`f`X]Y
 VY_Ubbh`[Yk cfXYbYb`i bX`VYUfVY]hYhYb`GhfUZhUhYb` `XUg
 8i b_Y`ZY`Xž`U`gc`b]W`h`YfZUgghY`GhfUZhUhYbž`V`Y]Vh
 i bVYfØW_g]W`h][h"

Gc`a UW`Yb`J YfVfYW`Yb`[Y[Yb`XUg`@YVYbž`k]Y`A cfX`i bX
 HchgW`U[ž`YX][`]W`\$ž%`i `XYf`: Ä`Y`Ui gž`k Ä`fYbX`GYI i U`XY`]_hY
 a]h`Yhk U` (& , \$ \$ `C dZYfb`Y]bYb`hfUi f][Yb`< ØW`ghghUbX`YffY]W`Yb"
 8]Yg`j YfXYi h]W`hž`k]Y`_ca`d`YI`X]Y`H`Ya`Uh]_`G]W`Yf\Y]h`i bX
 ?f]a]bU`]h`h`]ghž`i bX`XUgg`XUg`G]W`Yf\Y]hg[YZØ` \ `Äi Z][`b]W`h`a]h
 XYb`fYU`Yb`NU`Yb`ØVYfY]bgh]a`a`h`8YbbcW`V`Y]Vh`X]Y
 5i Z_Äfi b [gei chY`]b`6UmYfb`a`]h) , `i` `ghUV]`"

6YgcbXYfg`]b`5]W`Už`k`c`X]Y`A`YbgW`Yb`g]W`g]W`Yf`ZØ` \ `Ybž`nY][h
 g]W`ž`XUgg`Y]bY`[i hY`Ni`gUa`a`YbUfVY]h`ink`]gW`Yb`XYf`Dc`]nY]`i bX
 XYf`;`Ya`Y]bXY`j`]Y`VYk`]f`_Yb`_Ubb"8Ug`G]W`Yf\Y]hg[YZØ` \ `XYf
 6Øf[Yf]bbYb`i bX`6Øf[Yf`]gh]b`XYf`_Y]bYb`;`Ya`Y]bXY` \ `cW`ž`k`Ug
 Ui W`Xi fW`X]Y`U`_hi`Y`Y`?f]a]bU`ghUh]gh]_`VY`Y[h`k]fX`"K`Yf`g]W`]b
 5]W`U`i`a`gW`Ui`hž`g]Y` \ `hž`XUgg` \]Yf`Y]b`[Ya`Y]bgUa`Yg`[i hYg
 < ÄbXW`Yb`ZØf`G]W`Yf\Y]h`i bX`C`fX`bi b [` \ YffgW`h"

Ni`gUa`a`Yb[YZUggh`Äggh`g]W`gU[Yb.`5]W`U`]gh`Y]b`g]W`YfYf`C`fhž`Ub
 XYa`a`Ub`g]W`k`c` \ `ZØ` \ `Yb`_Ubbž`i bX`X]Y`d`c`g]h]j`Yb`9b`hk]W`_i b [Yb
 XYf`Y`h`hYb` \ ` \ `fY`g]bX`Y]b`NY]W`Yb`XUZØfž`XUgg`X]Y`A`U»`bU` \ `a`Yb
 XYf`Dc`]nY]`i bX`X]Y`Ui`Za`Yf`_gUa`Y`;`Ya`Y]bgW`UZh`Zfi`W`hYb"

: Øf`k`Y]hYfY` ðZcfa`Uh]cbYb`ni`f`?f]a]bU`]h`hgYb`hk]W`_i b [`i bX`ni`f
 Dc`]nY]UfVY]h`]b`8Yi`hgW`U`bX`Z]bXYb`G]Y`XYhU]`]Yfhy`5bU`mgYb`Ui`Z
 XYb`GY]hYb`j`cb`DB`Dž`GhUh]ghU`i bX`6i bXYgfY []Yfi b ["

8YhU]`g	
C fh	5]W`Už`8Yi`hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • XY"ghUh]ghU"Wč a • k k k "di V`]_Uh]cbYb! Vi bXYgfY []Yfi b ["XY

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