

< Y]» Yf`%"`A U]. `HUi gYbXY`XYa cbghf]YfYb
]b`6Yf`]b`i bhYf`Dc`]nY]VYk UWX i b[°

5a`%"`A U]`&\$&) `Z]bXYb`]b`6Yf`]b`nU\`fY]WXY
8Ya cbghfUh]cbYb`ghUhhž`VY[`Y]hYh`j cb`Dc`]n]ghYbY]bgUhn`i bX
hY]`g`\]hn][Yf`Gh]a a i b["

GØXghYfbž`6Yf`]bž`8Yi hgW\`UbX`!`5a`%"`A U]`&\$&) `Z]bXYb`]b
6Yf`]b`i bX`6fUbXYbVi f[`nU\`fY]WXY`8Ya cbghfUh]cbYb`ghUhhž`X]Y
j cb`gcb]b][Ya`K`YhhYf`a`j`hY`Ya`dYfUhi`fYb`nk`]gWXYb`&(`i bX`&,
; fUX`VY[`Y]hYh`k`i`fXYb`"Hfchn`XYg`\]ghcf]gWXYb`?`cbhYI`hYgž`XYf
gY]h`XYb`%-, \$Yf`U\`fYb`]a`a`Yf`k`]YXYf`?`fUk`U`Y`VY]`b`_Yb
8Ya cbghfUh]cbYb`Yf`YVhYž`j`Yf`]YZYb`X]Y`9fY][b]ggY`]b`X]YgYa`U\`f
V]g`Ui`ZY]b][Y`Nk`]gWXYbZ\`Y`k`Y]h[Y\`YbX`Zf]YX`]W`"@Ui`h`fVV&(
k`Uf`X]Y`Dc`]nY]`a`j]bg[YgUa`h`%"(\$`\$`?`f`Z`hYb`]a`9]bgUhn`i bX`\Uhh
g]W\`[i`h`Ui`Z`X]Y`j`YfgW\]YXYbYb`J`Yf`UbghU`hi`b[Yb`j`c`fVYfY]hYh"

8]Y`F`Y`j`c`i`h]cb`ÅfY`%"`A U]`!8Ya cbghfUh]cb`nc[`Xi`fW`X]Y`GhfU»`Yb
j`cb`?`fYi`nVYf[`ž`k`c`X]Y`HY]`bY\`a`YfnU\`b`UW\`XYa`GhUfh`Ui`ZYhk`U
("\$`\$`\$`5bgh]Y["`6]g`&%`\$`i`f`U\`UhhY`X]Y`Dc`]nY]`X]Y`NU\`Ui`Z
%\$`\$`\$`\$`[YgW\`Å`hnh" `b`XYf`Nk`]gWXYb`nY]h`_Ua`Yg`Y`Xc`W\`ni`h`hn][Yb
Gh]a`a`i`b[`nk`]gWXYb`Dc`]nY]`i`b`X`Y]b][Yb`8Ya`cbghfU`b`hYb`"
:`Yi`Yfk`Y\`fk`Yf`_g`_Ö`f`Yf`g`c`k`]Y`6`Ö`Y`f`k`i`fXYb`]b`F]W`hi`b[`XYf
9]bgUhn`_f`Z`hY`[Yk`c`f`ZYb`ž`c`b`Y`X`Ugg`Y`g`X`UVY]`ni`b`Y`bb`Y`bgk`Y`fh`Y`b
J`Yf`Y`hni`b[Yb`c`XYf`i`Y`ghb`U\`a`Yb`_Ua`"

8Ya cbghfUh]cbYb`]b`6Yf`]b`i bX
6fUbXYbVi f[

8]Y`8;`6!8Ya cbghfUh]cb`Ua`f`chYb`f`Uh\`Ui`g`n`Å\`hY`[Y[Yb`%&`&&
I`f`Y`hk`U`)`")`\$\$`HY]`bY\`a`Yf`5i`»`Yf`XYa`[UV`Yg]b`Dc`hgXUa`fi`b`X
&`)`\$\$`A`Y`bgW\`Yb`i`b`X]b`GØXVfUbXYbVi f[`%"`-`\$\$`HY]`bY\`a`Yf`"

6YgcbXYfgVYa Yf_Ybgk Yfh'k Uf'X]Y' [fc»Y'5bnU\`j cb
DfchYgh]YfYbXYb`ja` ; Òf`]mYf`DUf_ž`X]Y' [Y[Yb`X]Y`i a nAi bi b[`XYg
DUf_g`a cV]`a UW hYb` \]Yf`k i fXYb`Yhk U`%, "\$\$\$`DYfgcbYb
[YnÀ\`hž`X]Y`dUfU`Y`ni`Y]bYa` F Uj Y`U[U]bgh`h\Y`NUi b`DfchYgh
ZY]YfhYb"

8]Y` ðbYbgYbUhc f]b` ð]g`GdfUb[Yf`Ai » YfhY`Xi fWk Y[`dcg]hj Y
Nk]gW YbV]`Ubnyb`i bX`UddY`YfhY`Ub`X]Y`HY]`bY\`a Yfž`Zf]YX`]W`ni
XYa`cbghf]YfYb`"G]Y`VYhcbhYž`X]Y`Dc`]nY]`\UVY`j]\f`9]bgUhn`cbnYdh
YfZc`[fY]W`i a [YgYmh`"8Yf`9]bgUhn`YVbYhY`XYb`K Y[`ZØf
k Y]hYgh[Y\YbX`ghÒfi b[gZfY]Y`8Ya`cbghfUh]cbYbž`k Ybb`a Ub`j cb
Y]bnY`bYb`J cfZÀ`Yb`UVg]Y\hž`XUfi bhYf`Y]b` ; YfUb[Y`ž`VY]`XYa
; Y[YbghAbXY`]b`F]W`hi b[`Dc`]nY]`[Yk cfZYb`k i fXYb`"h!cb`]bY
VYf]W`hYhY`ni XYa`j cb`dfcdU`Àgh]bYbg]gW Yb`GdfYW`W`ÖfYbž
VYb[U`]gW Yb` ; Yi Yfb`i bX`j YfY]bnY`hYb`j Yfa`i a`a`hYb
HY]`bY\`a`Yfb"

9fY][b]ggY`i bX`Nk]gW YbZÀ`Y

I a`%, .(&I` \f`\UhhY`X]Y`Dc`]nY]`a Y\fyfy`8fc`bYb`VYgW`U[bU\`a`h
i bX`Y]bY` ; `i [j YfVchgncbY`Y]b[Yf]W`hYh`"K`À\YbX`X]Y`Gh]a`a`i`b[
nY]hk Y]gY`Ub[YgdUbbh`k Ufž`k Uf`XYf` ; fc»hY]`XYf
8Ya`cbghfUh]cbYb`Zf]YX`]W`i bX`c`bY`[fÒ»YfY`Nk]gW YbZÀ`Y"
<]ghc f]gW`VYhfUW`hYh`nY][h`g]W`YXcW`ž`XUgg`XYf`%"`A U]`Ui W`
]a`a`Yf`k]YXYf`ZØf`5i`gY]bUbXYfgYhni b[Yb`[Ybi hnh`k i fXYž`k Ug
XYb`6Y\`ÖfXYb`VYgcbXYfy`J cfVYfy]hi b[Yb`UVj Yf`Ub[hY"

ðg[YgUa`h`k i fXY`Ua`%"`A U]`&\$&) `VYcVUW`hYhž`XUgg`X]Y
HY]`bY\`a`YfnU\`XYf` F Yj`c`i`h]cb`ÀfYb`%"`A U]`!8Ya`cbghfUh]cb`]a
J Yf[`Y]W`ni a`J cf`U\`f`ni`fØW`[Y[Ub[Yb`k Uf`/Xcfh`k UfYb
gW`Àhni b[gk Y]gY`%&"\$\$\$`A YbgW Yb`[YnÀ\`h`k cfXYb`"8]Y
j YfgW]YXYbYb`8Ya`cbghfUh]cbYb`VfUW`hYb`Y]bY`J]Y`nU\`j`cb
H\Ya`Yb`i bX`5b`]Y[Yb`ni a`5i`gXfi W`ž`XUfi bhYf`Ui W``Ui hghUf`_Y
HfUbgdUfYbhYž`X]Y`[Y[Yb` : UgW]ga`i`gž`F Ugg]ga`i`g`i`bX`ZØf`gc`n]U`Y
; YfYW`h][_Y]h`Y]bhfUhYb`i bX`X]Y`[Y[Yb`ghUUh`]W`Y`F YdfYgg]cbYb
[Yf]W`hYh`k UfYb"

: Øf`X]Y`6Yf`]bYf`Dc`]nY]`k Uf`X]YgYf`HU[`Y]bY`<YfUi`gZcfXYfi b[ž`X]Y

g]Y`V]g`ni`Y]bYa`[Yk`]ggYa` ; fUX`a`Y]ghYfb`_cbbhYž`k`Å`fYbX
 [`Y]W`nY]h][`Y]bY`J]Y`nU`j`cb`j`YfgW`YXYbYb`dc`]h]gW`Yb
 6chgW`UZhYb`Ui`Z`X]Y`GhfU»Yb`[YhfU[Yb`k`i`fXY`"Hfchn`Y]bnY`bYf
 J`cfZ`Å``Y`\\UVYb`X]Y`6Y`\\ÖfXYb`XUg` ; YgW`Y`Yb`]a` ; f]Z`VY`\\U`hYb
 i`bX`XYf`HU[`YbXYhY`k`Y]h[Y`YbX`Zf]YX`]W`"

8YhU]`g	
C`fh	GØXghYfbž`6Yf`]bž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"fVV&(`"XY • k`k`k`"h!`cb`]bY"XY

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