

DfchYghY '[Y[Yb'5Z8'Ui Z'6]'Xi b[ga YggY
8]XUWhU.'8Ya c_fUh]Y']b'; YZU\ f°

5i ZXYf'6]'Xi b[ga YggY'8]XUWhU]'b'Ghi hh[Ufh'Ua'%%"\$&"&\$&)
fY[h'g]W\ 'a Ugg]j Yf'K]XYfghUbX'[Y[Yb'X]Y'HY]'bU\ a Y'XYf
5Z8"

Ghi hh[Ufh'8Yi hgW\ 'UbX'!'5a'%%": YVfi Uf'&\$&) 'ÖZbYhY'X]Y
6]'Xi b[ga YggY'8]XUWhU]'b'Ghi hh[Ufh']\ fY'HØfYb'i bX'n]Y\h'a]h
]\fYa '@Y]ha chhc' 8Ya c_fUh]YV]'Xi b['5i Za Yf_gUa _Y]h'Ui Zg]W\ "
9fgha U'g']gh'X]Y'5'hYfbUh]j Y'ZØf'8Yi hgW\ 'UbX'f5Z8 Ł'U'g
<Ui dhUi gghY''Yf']b'<U''Y'+ 'j YfhfYhYbž'k Ug'Ui Z'a Ugg]j Yb
K]XYfghUbX'j cb'j YfgW\]YXYbYb'GY]hYb'ghÖ» h"? f]h]_Yf'gY\Yb']b'XYf
DfÄgYbn'XYf'5Z8'Y]bY'; YZU\ f'ZØf'XUg'XYa c_fUh]gW\Y'A]hY]bUbXYf
i bX'X]Y'GW\i 'Yb"'8 Ug'@UbXYgUa h'ZØf'J YfZUggi b[ggW\i hn'ghi Zh'X]Y
DUfhY]'U'g'fYW\ hgYI hfYa Yb'J YfXUW\ hgZU''Y]bž'k Ug'X]Y'6Ygc f[b]g
ØVYf'X]Y'HY]'bU\ a Y'k Y]hYf'j YfghÄf_h" 'A Y\ fYfY'J YfVÄbXY'i bX
C f[Ub]gUh]cbYbž'XUfi bhYf'XYf'J YfVUbX'6]'Xi b['i bX'9fn]Y\i b[
fU'69Ł'i bX'X]Y'; Yk Yf_gW\ UZh'9fn]Y\i b['i bX'K]ggYbgW\ UZh'fI'9K Łž
\UVYb']b'Y]bYa 'cZYbYb'6f]YZ'Y]bY'8]ghUbn]Yfi b['j cb'XYf'5Z8
[YZcfXYfh"

8Yf'5Z8!@UbXYgj YfVUbX'6UXYb!K ØfhYa VYf['bi hnh'X]Y'D`UhhZcfa
XYf'8]XUWhUž'i a 'gY]b'6]'Xi b[gdfc[fUa a 'j cfni ghY''Yb"
DUfhY]W\YZ]b'5']W\ 'K Y]XY''\ UhY'g]W\ 'b'XYf'J Yf[Ub[Yb\Y]h
[YgW\]W\ hgYj]g]cb]gh]gW\ 'ØVYf'5Xc'Z<]h'Yf[YÄi » Yfhž'i bX'6'Øfb
<ÖW_Y'j Yfhf]hh'_UfY'Dcg]h]cbYb'[Y[Yb'Æ'_i g]cb'Ub'GW\i 'Yb"
8]YgY'5gdY_hY''UggYb'j]Y'Y'ja '6]'Xi b[ggY_hcf'U`Ufa]Yfh'Ui ZX]Y
U_hi Y''Yb'9bhk]W_'i b[Yb'V']W_Yb" 'A cb'_U'GhY]bž
@UbXYgj cfg]hnYbXY'XYf'; 9K ž'_f]h]g]Yfh'X]Y'DfÄgYbn'XYf'5Z8'i bX
k Ufbh]j cf'XYb'a Ö['W\Yb': c'[Yb']\fYf': cfXYfi b[Yb']a
6]'Xi b[gVYfY]W\ "

Dfc hY ghY 'i bX 'K]XY fghUb X

6YfY]hg]a 'J cfZY`X`XYf`A YggY`[UV`Yg`a Ugg]j Yb`Dfc hY gh`[Y[Yb`X]Y
5Z8!HY]`bU\ a Y`"A Y\ f`U`g`) \$`J Yf`U[Yž`J YfV`Å bXY`i bX`Ub XYfY
5_hYi fY`\ UVYb`hÅ[`]W\ Y`Dfc hY ghY`Ub[Y_ØbX][hž`X]Y`i a`%&`I` \f`]b
<U`Y`+`ghUhhZ]bXYb`"6Y]`XYf`YfghYb`8Ya`cbghfUh]cb`Ua`8]YbghU[
gUb[Yb`J YfhfYhYf`j cb`GW\ Ø`Yfb`i bX` ; Yk Yf_gW\ UZhYb`DUfc`Yb`k]Y
K`Y\ fh`Yi W\ ž`Y]ghYh`K]XY fghUb X`[Y[Yb`XYb` : UgW\]ga`i`g`\]Yf`]a
@UbX`"J]Y`Y`HfUbgdUfYb hY`a]h`5i ZgW\ f]ZhYb`k]Y`8Ya`c_fUh]Y
ghÅf`_Yb` `?Ua`dZ[Y[Yb`FYW\ hg`k`i`fXYb`YVYbZU`g`[YnY][hž`k`Ug
X]Y`VfY]hY`5V`Y\bi`b[`XYf`5Z8`j`YfXYi`h`]W\h"

?i`hi`ga`]b]ghYf]b`H\YfYgU`GW\`cddYf`j`cb`XYb` ; fØbYb`\Uh`VYhc`b hž
XUgg`XYf`5Z8`b]W\h`ni`j`]Y`5i`Za`Yf_gUa`_Y]h[YgW\Yb`_h`k`YfXYb
gc`hYž`Zc`fXYfh`YXcW\`Y]bY`[YbUi`Y`DfØZ`b[`]`fYf`b\U`hY"
8Ya`c_fUh]Y`VfUi`W\h`6]`Xi`b[`6]`Xi`b[`VfUi`W\h`8Ya`c_fUh]Y`]gh
XUg`nYbhfU`Y`H\Ya`U`XYf`A`YggYž`i`bX`XYf`6i`bXYgV]`Xi`b[ga`]b]ghYf
7Ya`2`nXYa`]f`i`bhYfghfY]W\h]b`Y]bYa`J]XYc!; fi`»k`cfh`X]Y
B`chk`YbX][`_Y]hž`X]Y`8Ya`c_fUh]Y`[Y[Yb`YI`hfYa`]gh]gW\Y`<U`hi`b[Yb
ni`j`YfhY]X][`Yb"

F YW\ h`]W\ Y`5gdY`_hY`XYf`HY]`bU\ a`Y`

8]Y`A`YggY`Ghi`hh[Ufhi`bX`XYf`8]XUW\U!J`YfV`UbX`\UVYb`Yf`_`Åfhž
XUgg`X]Y`Ni`Uggi`b[g_f]hYf]Yb`Y]bY` ; `Y]W\ VY\UbX`i`b[`U`Yf
dc`]h]gW\Yb`b`gh]hi`h]cbYb`j`cfgY\Yb`"8]Yg`VYXYi`hYhž`XUgg`XYf
5i`ggW\`i`gg`XYf`5Z8`Ui`g`fYW\h]W\Yb` ; fØbXYb`b]W\h`a`Ø[`]W\`]gh"
BYVYb`XYf`5Z8`g]bX`Ui`W\`UbXYfY`DUfhY]Yb`k]Y`78I`ž` : 8Dž` ; fØbYž
@]b`_Y`i`bX`J`c`h`Ui`Z`XYf`8]XUW\U`j`YfhfYhYb`"8]Yg`hfÅ[h`ni`f
?`cb`h`f`c`j`Y`f`g]h`h`X`Y`f`A`Y`gg`Y`V`Y]ž`X]Y`U`g`[`f`Ø`»`h`Y`6]`Xi`b[ga`YggY
9i`fcdUg`a`Y\`f`U`g`+`\$\$`5i`gghY`Y`f`i`bX`fi`bX`%)`\$\$`[Yd`UbhY
J`Yf`Ub`gh`U`hi`b[Yb`i`a`ZUggh"

8]Y`A`YggY`n]Y\`h]b`XYb`_ca`a`YbXYb`HU[Yb`a`Y\`fYfY
NY\`bhUi`gYbX`6Ygi`W\Yf`Ubž`i`bX`X]Y`9f`ØZZbi`b[`Uh`VYfY]hg`ZØf`j`]Y`
8]g_i`gg]cb`gghc`ZZ[Ygc`f[h`K`Å\`fYbX`Y]b][Y`X]Y`A`Ø[`]W\`_Y]h
gW\`Å`hnYbž`X]Y`j`YfgW\]YXYbYb`GhUbX`di`b`_hY`ni`VYhfUW\`hYbž`k`UfbYb
UbXYfY`j`cf`XYb`d`chYbn]Y`Y`b` : c`[Yb`Y]bYf`gc`W\Yb`dc`]h]gW\Yb

DfÄgYbn'Ui ZY]bYf'6]'Xi b[gd`UhhZcfa "'8 Ug'GdUbbi b[gZY`X
 nk]gWYb'dc`h]gWYf'A Y]bi b[gZfY]\Y]hi bX`XYa `GWi hn
 XYa c_fUh]gWYf`K YfhY`V`Y]Vh'Y]b`nYbhfU`Yg`H\Ya U`XYf'8]XUWhU
 &\$&) "

8YhU]`g	
J c fZU``	DfchYgh
C fh	Ghi hh[Ufhž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "gi YXXYi hgWY"XY • fd!cb`]bY"XY

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