

HY]XY`]b` ; YZU\ f. `9]b hf]hhg[YVØ\ f`i b X
bYi Y`F Y[Y`b`UV`&\$&*`°

5V`&\$&*`a ØggYb`6Ygi W\Yf`XYg`HY]XY`Ui Z`HYbYf]ZZU`Y]bY`
9]bhf]hhg[YVØ\ f`nU\`Ybž`i a `l a k Y`hgW\i hna U» bU\`a Yb`ni
i bhYfghØhnYb"



HY]XYž`HYbYf]ZZUž`GdUb]Yb`!`5V`XYa`%"`>Ubi Uf`&\$&*`a ØggYb
6Ygi W\Yf`XYg`HY]XY`Ui Z`HYbYf]ZZU`Y]bY`9]bhf]hhg[YVØ\ f`nU\`Yb`
8]YgY`9bhgW\Y]Xi b[`k i fXY`j cb`XYf`F Y[]Yfi b[`XYf`? UbUfYb]bgY`
VY_Ubbh[Y[YVYb`i bX`]gh`HY`]Y]bYg`i a ZUggYbXYb
l a k Y`hdFc[fUa a g``8Yf`HY]XY`]gh`a]h`" +%)`A YhYfb`XYf`\`ÖW\ghY
6Yf[`GdUb]Ybg`i bX`n]Y\`h`nU\`fY]W\Y`Hci f]ghYb`Ub``5i Z[fi bX`XYf
\c\Yb`6Ygi W\YfnU\`Yb`i bX`XYf`XUa`]hj YfVi bXYbYb
l a k Y`hVY`Ughi b[Yb`k YfXYb`j YfgW\]YXYbY`A U» bU\`a Yb`ni f
l a k Y`hgW\cbi b[`Yf[f]ZYbž`i a `X]Y`GW`Öb\Y]hi bX`&hY[f]h`h
X]YgYg`BUhi fk i bXYfg`ni `VYk U\`fYb``@Ui h`h!`cb`]bY`"XY`]gh`XYf
i a `]Y[YbXY`BUh]cbU`dUf`_Y]bYf`XYf`a Y]ghVYgi W\hYb`C`fhY`]b
GdUb]Yb`i bX`Y]XYhi bhYf`XYb`bY[Uh]j Yb`5i gk]f_i b[Yb`XYg
A UggYbhci f]ga`i`g"

8]Y`bYi Y`FY[Y`i b[`g]Y\hj cfž`XUgg`XYf`Ni [Ub[`ni a `BUh]cbU`dUf_
_ØbZh][`ghUf`_fY[i `]Yfh`k]fX``Df]j UhY`5i hcg`k YfXYb`_Ui a `bcW`]b
XYb`DUf`_Y]bZU\ fYb`XØfZYbž`ghUhhXYggYb`g]bX`9`Y`_hfc!G\i hh`Yg
j cf[YgY\Ybž`i a `X]Y`6Ygi W`Yf`Ui Zi a k Y`hgW`cbYbXY`K Y]gY`ni
hfUb`gdcfh]YfYb``6YgcbXYfY`6YUW`hi b[`Z]bXYh`Ui W`X]Y
6Y[fYbni b[`XYf`hÀ[`]W`Yb`K UbXYfYf`Ui Za UI]a U`` \$ \$`DYfgcbYbž
X]Y`g]W`] cf\Yf`Uba Y`XYb`a ØggYb``8]YgY`A U» bU\ a Yb`n]Y`Yb
XUfUi Z`UVž`X]Y`I a k Y`hgW`X`XYb`k]Y`Ui g[YhfYhYbY`DZUXY`i bX`A Ø`
ni `fYXi n]YfYb``Ni XYa `k]fX`Y]b`ØVYfUfVY]hYhYf`GhfUZYb`_UhU`c[`ZØf
I a k Y`hj Yf[Y\Yb`]b`D`Ubi b[` [YVfUW`hž`i a `J YfghØ» Yb` [Y[Yb`X]Y
bYi Yb`FY[Y`b`_cbgYei Ybh`Ybh[Y[Ybni hfYhYb`**VYf]W`hYh**
hfUj Y`bYk g`W` "

9]b hf]hhg[YVØ\ fYb`i bX`I a k Y`h]bj Ygh]h]cbYb

8]Y`9]bZØ\fi b[`Y]bYf`9]bhf]hhg[YVØ\`f`ghY`h`b]W`h`bi`f`]a `NY]W`Yb
XYf`I a k Y`hgW`cbi b[ž`gcbXYfb`Ui W`X`Yf`Z]bUbn]Y`Yb
I bhYfghØhni b[`XYg`BUhi f!`i bX`@UbXgW`UZhggW`i hnYg``8]Y
9]bbU\ a Yb`Ui g`XYa `H]W`Yha cXY``gc``Yb`X]fY`_h]b`X]YgY`6YfY]W`X
Z]Y» Yb``HYbYf]ZU`d`Ubhž`a Y`f`U`g`&\$ \$`A]``]cbYb`9i fc`]b`XYb
I a k Y`hgW`i hn`ni`]bj Ygh]YfYbž`k Ug`U`g`Y]b`FY`_cfX`]b`XYf`FY[]cb
[YgY\Yb`k]fX``8]YgY`⊕]h]Uh]j Y`]gh`HY`]Y]bYf`[fØ» YfYb
BUW`U`h][`Y]hgghfUhY[]Yž`X]Y`Ui W`A U» bU\ a Yb`k]Y`Y]bY
²`_cghYi Yf`]a `VY`]YVhYb`5i gZi [gcfh`A UgWU`i a ZUggh"

9]b`VYgcbXYfYg`<][`][`h`k]fX`X]Y`HY]XY!GY]`VU\`b`gY]bž`X]Y`U`g
YfghY`GY]`VU\`b`k Y`hk Y]hj c`gh`ÅbX][`a]h`Gc`UfYbYf[]Y`VYhf]YVYb
k]fX``8]YgY`9bhk]W`_i b[Yb`nY][Yb`Y]b`k UW`gYbXYg`6Yk i gghgY]b
ZØf`X]Y`B`chk YbX][`Y]hž`XYb`Hci f]ga i g`bUW`U`h][Yf`ni` [YghU`hYb
i bX`X]Y`XUa]h]j YfVi bXYbYb`<YfUi gZc`fXYfi b[Yb`Ubni [Y\Yb``⊕
XYf`8]g`_i gg]cb`i a `BUW`U`h][`Y]h]a `Hci f]ga i g`g]bX`gck c`\`
I a k Y`h]`U`g`Ui W`Gcn]U`!`i bX`K]fhgW`UZhgX]a Ybg]cbYb`k]W`h][ž
k]Y`XUg`I a k Y`hVi bXYgUa h]b`gY]bYa `H\Ya YbdUd]Yf`\YfUi gghY``h
ghY``h`ZYgh"

8]Y`A U» bU\ a Yb`Ua `HY]XY`g]bX`XU\Yf`b]W`h`bi`f`Y]b`GW`f]h`ni`f
J Yf`_Y\fgk YbXYž`gcbXYfb`Ui W`Y]b`NY]W`Yb`ZØf`Y]bYb
VYk i gghYfYb`I a [Ub[`a]h`XYf`BUhi f`i bX`XYb`FYggci fW`b`Ui Z

HYbYf]ZU"8i fW`X]Y: ÖfXYfi b[i a k Y`hgW\cbYbXYf
 HfUbgdcfha]hY`i bX`X]Y`6YgWfÀb_i b[`XYg`5i hcj Yf_Y\fg'gc``XYf
 H\fc b`GdUb]Ybgž`XYf`HY]XYž`ZØf`_ØbZh][Y; YbYfUh]cbYb`Yf\U`hYb
 V`Y]VYb"

8YhU]`g	
J c f Z U ``	I a k Y `h
I f g U W X Y	bY[Uh]j Y`5i gk]f_i b[Yb`XYg A UggYbhci f]ga i gž`A Ø`ž]`Y[U`Y`5_hj]]hÅhYb
C fh	HY]XYž`HYbYf]ZUž`GdUb]Yb
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "h!c b `]bY"XY • k k k "hfUj Y`bYk g"W\ • k k k "i a k Y`hVi bXYgUa h"XY

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