

8 fY]ghYf`Gi dYfa Uf_h!8]YVghU\`. `HÅhYf
_Ui Zh'a]h[Yghc\`YbYa `; Y`X`Y]b`°

ϕ`9f`Ub[Yb`Ybhk YbXYhY`Y]b`&-!Å\ f][Yf`]b`Y]bYa
Gi dYfa Uf_h`Y]bYb`Fi W_gUW`i bX`Zc\`a]h[Yghc\`YbYa
; Y`X``CdZYf`i bX`Dc`]nY]`U`Ufa]Yfh"



9f`Ub[Ybž`8 Yi hgW\`UbX`!`9]b`i b[Yk Ò\ b`]W\Yf`8]YVghU\`
YfY][bYhY`g]W\`Ua` `A cbhU[ž`XYb`" \$``ž` b]`&\$&) ž[Y[Yb`%\$.` \$`I` \fž
]b`Y]bYa` `9]b`_Ui ZgnYbhfi a` `ja` `GhUXhhY]` `5`hYf`Ub[Yb``K]Y`
]bZfUb`Yb`VYf]W\hYhž`VYgW\`cgg`Y]b`&-!Å\ f][Yf`@Ub[Z]b[Yfž`gY]bY
_f]a]bY``Y`9bYf[]Y`Ui Z`VYgcbXYfg`XfY]ghY`K`Y]gY`Ui gni` `VYb`"
K`Å\ fYbX`Y]bY`) %!Å\ f][Y: fUi` `ja` `[YdUf_hYb`D_k` `k` UfhYhYž
VYgW\`ÅX][hY`XYf`HÅhYf`a`]h`Y]bYf`GdUbb[i` fhfUhgW\`Y`X]Y: U\ fYfhØf
i bX`Ybhk YbXYhY`Xi fW\`XUg`cZYbY: YbghYf`XYf`6Y]ZU\ fYfgY]hY
]\ fYb`Fi W_gUW`ž]b`XYa` `g]W\`]\ fY; Y`XV`ØfgY`VYZUbX"

B UW\`XYf`HUh`ZØW\hYhY`XYf`8]YV`]b`Y]bYb`bU\Y[Y`Y[YbYb
Gi dYfa Uf_h`8 Ug`I b[Yk Ò\ b`]W\Y`XUfUb. `9f`bi`mhY`XUg
[Yghc\`YbY; Y`Xž`i a` `@VYbga]hY``ni` `_Ui ZYb``5`g`XYf`9\Ya` Ubb

XYf; YgWÅX][hYb`Ua`HUhc fh`Y]bhfUZi bX`XYb`HÅhYf`ni f`FYXY
ghY`hYž[UV`X]YgYf`X]Y`6Yi hY`ni fØW_žj Yfgi W`hY`YXcW`ž`g]W`ni
j YfXfØW_Yb"8]Y`U`Ufa`]YfhY`Dc`nY]`_cbbhY`XYb`A`Ubb`gW`bY`
ghY`Ybž`k`cVY]`Yf`g]W`k`Å`fYbX`XYf`YghbU`a`Y`ni`k`Y`fYb`gi`W`hY`
8`U`Yf`_Y]bYb`ZYghYb`K`c`b`g]hn`UhhYž`k`i`fXY`Y]b`<`UZhVYZ`[`Y`[`Yb
]`b`Yf`UggYbž`b`UhØf`]W`]b`5VgdfUW`Y`a`]h`XYf`GhUUhgUb`k`U`hgW`UZh`
;`ØW_]W`Yfk`Y]gY`[`UV`Yg`_Y]bY`J`Yf`YhnhYb`VY]`X]YgYa`J`cfZU`"

8]YVghU`a`5`hU[

8]Y`U`nU`Yb`j`cb`8]YVghÅ`Yb`]b`8Yi`hgW`UbX`g]bX`]b`XYb
`Y`hnhYb`]`Å`fYb`Y]b`Y]Y`»`Yg`H`Y`a`Už`VYgcbXYfg`k`Ybb`a`Ub`g]W`X]Y
NU`Yb`Ui`g`XYa`]`Å`f`&\$&]`cf`5i`[`Yb`ZØ`fh`B`UW`GhUh]ghU
k`i`fXYb`U`Y]bY`]a`]`Å`f`&\$&fi`bX`%ž+,`A`]`cbYb`8]YVghÅ`Y
dc`nY]`]W`YfZUggh`Y]b`5bgh]Y`[`]a`J`Yf`[`Y]W`ni`XYb`J`cf`U`fYb`
6YgcbXYfg`Å`i`Z][`g]bX`@UXYbX]YVghÅ`Yž`U`ffUXX]YVghÅ`Y`i`bX
Ui`W`X]Y`8]YVghÅ`Y`Ui`g`?`fUZhZU`fnYi`[`Yb`"`#`B`cfXf`Y]b!
K`YghZU`Ybž`k`c`VY`_Ubbh]W`Ui`W`?`Ø`b`Y]Y`[`hž`[`UV`Yg`ØVYf`&`")`\$\$
K`c`bi`b`[`gY]bVfØW`Y"8]Y`5i`Z`Åfi`b`[`gei`chY`Y]Y`[`h`Y]Yf`YX][`W`
VY]`%*`ž%`"

8]Y`6YhfØ[`YfY]Yb`i`bX`8]YVghÅ`Y`nY][`Ybž`k`]Y`k`]W`h][`Y`g`]ghž`g]W`
]b`XYf`2`ZYbh]W`_Y]hi`bX`]a`5`hU[`Ui`Z`gY]bY`dYfgØb`]W`Y
G]W`Yf`Y]h`ni`UW`hYb`"`#`j`]Y`Yb`:`Å`Ybž`k`]Y`YVYb`Y]Yfž`Yb`hghY`Yb
XYb`C`d`ZYfb`gck`c`a`UhYf]Y`Y`U`g`Ui`W`dgmW`]gW`Y`GW`ÅXYb"8]Y
Dc`nY]j`f`Å`h`6Yhfc`ZYbYbž`gc`Zc`fh`<`]ZY`ni`fi`ZYb`i`bX`XYb`J`cf`ZU`
i`a`[`Y`YbX`ni`a`Y`XYbž`XUa`]h`X]Y`HÅhYf`[`YgW`bUddh`k`YfXYb
_`ØbbYb`"

9]b`6`]W`_`Ui`Z`X]Y`F`Ub`_]b`[`g

@Ui`h`XYb`8`UhYb`j`cb`GhUh]ghU`UhhYb`8]YVghÅ`Y`]a`]`Å`f`&\$&
Zc`[`YbXY`J`YfhY]i`b`[`.

8]YVghU`gUfh	5bnU`XYf`:`Å`Y
@UXYbX]YVghÅ`Y	'`(``"*`*-`
:`U`ffUXX]YVghÅ`Y	&*)`")`*`&
8]YVghÅ`Y`]b`#Ui`g	&')`"+`&

? fUZhZU\fnYi [Yb	
9bhk YbXi b['j cb '? fUZhk U[Yb	&) ") %%

ðg[YgUa h'nY][h'g]W\ 'Y]b 'VYgcf[b]gYffY[YbXYf'HfYbXž'XYf'Ui W\ ']b
 X]Y'² ZYbh]W_Y]h'Y]b'; YgdfÅW'ØVYf'G]WYf\Y]h'Ub'XYb
 ?Ui ZghÅhhYb'Ub fY[Yb'gc'hY'"9]b'k Y]hYfYf'J cfZU`ž'XYf'g]W'Ua '&%"
 † b]'&\$&) ']'b'<Ua Vi f[!6fUa ZY'X'YfY][bYhYž'j YfXYi h]W'h'X]YgYg
 DfcV'Ya "': ØbZ'i bVY_UbbhY'A ÅbbYf'ØVYfZ]Y'Yb'Y]bYb'† k Y'Yf'i bX
 YbhbU\ a Yb'GW\ a i W_Ui g'Y]bYf'J]hf]bY'"8]Y'Dc`]nY]']gh'k Y]hYf\]b
 Ui ZXYf'Gi WY'bUW'NYi [Ybž'i a 'Ui W\ \]Yf'XYb'HÅhYfb'Ui ZX]Y
 Gdi f'ni '_ca a Ybž'k]Y'Ui Z'dfYggYdcfhU'"XY'VYf]W'hYh'k]fX"
 Gc'WY'J cfZÅ`Y'a UWYb'XYi h]W\ž'k]Y'gW\ bY`'i bX'i bVYfYWYbVUf
 ?f]a]bU']hÅh]a '5`hU['Ui ZhfYhYb'_Ubb"

8YhU]`g	
C fh	9f`Ub[Ybž'8Yi hgW\ `UbX
E i Y`Yb	<ul style="list-style-type: none"> • Ua d"]bZfUb_Yb"XY • k k k "dfYggYdcfhU'"XY • XY"ghUh]ghU"Wĉa

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