

: Y]Yf`]WXY`K]YXYfYfÖZZbi b[.`Gh"5i [i gh]b
]b`≠b[c`ghUXh`YfghfU\`h`bYi °

5a`&*"'†`]'&\$&) `k]fX`X]Y`?]fWXY`Gh"5i [i gh]b`]b`≠b[c`ghUXh
bUWX`nk Y]`Ä\`f][Yf`GUb]Yfi b[`ZY]Yf`]WXY`k]YXYfYfÖZZbYh"



≠b[c`ghUXhž`8Yi hgWX`UbX`!`8]Y`J`cfZfYi`XY`Ui`Z`X]Y`ZY]Yf`]WXY`
K]YXYfYfÖZZbi b[`XYf`?]fWXY`Gh"5i [i gh]b`]b`≠b[c`ghUXhghY][h`5a
&*"'†`]'&\$&) `k]fX`bUWX`nk Y]`Ä\`fYb`]bhYbg]j Yf
GUb]Yfi b[gUfVY]hYb`XUg`;`chhYg\Ui`g`YfbYi`h`gY]bY`HØfYb`ÖZZbYb`"
8]Y`i`a`ZUggYbXYb`A`U»`bU\`a`Yb`k`UfYb`bchk`YbX][`[`Yk`cfXYbž`XU
gck`c\`XUg`NY`hXUWX`U`g`Ui`WX`X]Y`ghUh]gWXY`?`cbghfi`_h]cb`b]WX`h
a`Y\`f`hfU[`ZÄ\][`k`UfYb`"8Yf`6`]W`_`Ui`Z`XUg`\]ghcf]gWXY`;`YVÄi`XY
VYk`Y]gh`9g`\Uh]g]WX`Y]b][`Yg`[`YhUb`",`VYf`gYWX`g`A`j`]cbYb`9i`fc
k`i`fXYb`]b`X]Y`GUb]Yfi b[`]bj`Ygh]Yfhž`i`a`XUg`K`U\`fnY]WX`Yb`XYf
GhUXh`ni`Yf\`U`hYb`i`bX`[`Y]WX`nY]h][`a`cXYfbY`5bgdfØWX`Y`Ub`X]Y
Bi`hni`b[`ni`YfZØ`Ybž`VYf]WX`hYh`X]Y`5i [gVi f[Yf`5`][Ya`Y]bY`"

8cWX`VY]`gc`WX`Yb`Dfc`Y`_hYb`[`Y\`h`Yg`b]WX`h`bi`f`i`a`HYWX`b]`_i`bX`

; Y`X"; Ya Y]bgUa `a]h`XYb`5fW`j]hY`_hYb`j cb`a YW`_UfW`j]hY`_hYb
[a V\`k i fXY`Y]b`?cbnYdhini f`]hi f[]gW`Yb`BYi cfXbi b[`YfghY`hž
gW`]XYfh`X]Y`A YW`_5fW`j]hY`_hYb" 8Yf`?]fW`Yb`fUi a `YfghfU\`h]b
bYi Ya `@]W`h`9]b`\Y`Yg`<c`nXUW`YfgYmh`XUg`j cf\Yf][Y`Xi b`_Y
:]W`hYb`\c`nž`i bX`XYf`9]bgUm`bYi Yf`6Y`Yi W`hi b[`gc f[h`XUz0fž
XUgg`g]W`X]Y`; Ya Y]bXY`Ui W`c`dh]gW`k c\`z0\`h" <]ghc f]gW`Y
?i bghk Yf`_Y`i bX`9`Ya YbhY`Ui g`XYf`Y\Ya U`][Yb`?]fW`Y`Gh`A cb]_U
k i fXYb`[YgW`[W`h]b]hY[f]Yfhž`k cXi fW`X]Y`HfUX]h]cb`YVYbX][
V`Y]Vhi bX`XYf`FUi a `[`Y]W`nY]h][`a cXYfb`i bX`Y]b`UXYbX`k]f`h"

F Ui a [YghU`hi b[`i bX`@]hi f[]Y

8]Y`bYi Y`D`Ubi b[`gW`UZZh`Y]bY`_`UfY`]hi f[]gW`Y`A]hhY`i bX
Yf0ZbYh`XUa]h: fY]fAi a Y`z0f`i bhYfgW`]YX`]W`Y: cfa Yb`XYf
@]hi f[]Y`6Yk Y[`]W`Y`G]hnUbcfXbi b[Yb`a UW`Yb`X]Y`?]fW`Y
ZYI]V`Yfž`VYgcbXYfg`Ub`XYb`<c`W`ZYghYb" 8Ug`N]Y`k Uf`Ygž`Y]bY
ZfY]Y`A]hhY`]a `FUi a `ni `gW`UZZYbž`XUa]h`a Ub`X]Y`k]W`h][ghYb
`]hi f[]gW`Yb`9`Ya YbhY`k]Y`5`hUf`i bX`5a Vc`cdh]a U`]b`GnYbY
gYhnYb`_Ubb žgc`X]Y`j YfUbhk cfh]W`Yb`5fW`j]hY`_hYb" A]h0VYf`%) \$
9]bnY`gh0\`Yb`gc`XYf`FUi a `bi b`j]Y`gY]h][Yf`[Ybi hnh`k YfXYb
_0bbYb"

9VYb`gc`k]fX`X]Y`V]g`Ub[`U`g`?UdY`Y`[Ybi hnhY`GY]hYb`_UdY`Y
_0bZ]h][`U`g`HUi Z`_UdY`Y`Zi b[]YfYb" 8]YgY`9bhgW`Y]Xi b[Yb
cf]Yb]h]YfYb`g]W`Ua `YX`Yb`Dfcdcfh]cbggmghYa `XYg`; c`XYbYb
GW`b]hrgž`XUg`gck c\`Y`gh\Yh]_`U`g`Ui W`: i b`_h]cbU`]hAh] YfY]bh" 8]Y
I a [YghU`hi b[`Y[h`XYb`: c`_i`g`Ui ZXYb`9f\U`h`XYg
XYb`_a U`[YgW`0mhYb`GhUhi gž`XYb`bž`k]Y`X]Y`Ni`_i`bZh`?]fW`Yb
F`Ai`a`Y`VYhcbž`]gh`Yg`k]W`h][ž`XYb`VUi`_i`hi fY`Yb`K`Yfh`i`bX`X]Y
Gma Vc`_]`XYf`?]fW`Y`z0f`X]Y`; Ya Y]bXY`ni`VYk U\`fYb"

:]bUbn]Yfi b[`i bX`5i gV`]W`_

I a `X]Y`:]bUbn]Yfi b[`XYf`GUb]Yfi b[`ni`[Yk`A`f`Y]ghYbž`k i fXY`XUg
; fi bXgh0W`_XYf`GW`k YghYf_]fW`Y`Gh`A cb]_U`]a `9fVVUi fYW`h`Ub
X]Y`; Ya Y]bb0m][Y`K`c\`bi b[gVUi [YgY`gW`UZh`b[c`ghUXh
j Yf[YVYb" 8]YgY`A U»bU\`a`Y`nY][hž`k]Y`k]W`h][`Yg`]ghž`_fYUh]j Y
@0gi b[Yb`ni`Z]bXYbž`i`a`XYb`_a U`[YgW`0mhY`; YV`Ai`XY`_Ub[Zf]gh][

ni `g]WXYfb"6Y]XYf`K]YXYfYfÖZbi b[`Ua `&*"`đ `]i a `%\$`i `f`g]bX
 U`Y` ðhYfYgg]YfhYb`Yfn`WXY]b[Y`UXYbž`X]Y`bYi [YghU`hYhY`?]fWXY
 ni `VYg]WXYh][Yb`i bX`Ub`Y]bYa `ZYgh]WXYb`Dfc[fUa a `a]h
 : Ø\fi b[Yb`Xi fWXY`X]Y`?]fWXY`hY]ni bY`a Yb"

8]Y`[Y`i b[YbY`GUb]Yfi b[`XYf`?]fWXY`Gh"5i [i gh]b`_ÖbbhY`ni f
 6`Ui dUi gY`ZØf`Ä\b`]WXY`Dfc`Y`_hY`ja `[YgUa hYb`@UbX`k YfXYb"
 8Ybb`g]Y`nY][h`Ui Z`VYY]bXfi W`YbXY`K Y]gYž`k]Y`a Ub`XYb`GdU[Uh
 nk]gWXYb`a cXYfbYa `6YXUfZi bX`XYa `9f`U`h`U`f`i bXYfhYU`hYf
 6Ui _i bgh`a Y]ghYfb`_Ubb"8 Ug`]gh`b]WXYh`bi f`Y]b`; Yk]bb`ZØf`X]Y
 ; Ya Y]bXYž`gcbXYfb`Ui WXY]b`k]WXYh][Yf`6Y]hfU[`ni f`9f`U`hi b[
 i bgYfYg`_i `hi fY`Yb`9fVYg"

8YhU]`g	
C fh	ð[c`ghUXhž`8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Ui [gVi f[Yf!U``[Ya Y]bY"XY • k k k "a YW`!UfWXY]hY`_hYb"XY • k k k "ni _i bZh!_]fWXYb!fUYi a Y"XY

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