=a Ua c[`i `i bhYf'8fi W_. '9fXc[Ub'gYhnh
› gh]n'[Y[Yb'C ddcg]h]cb'Y]b°

=ghUbVi `g'6Øf[ Yfa Y]ghYf'9\_fYa `a Ua c[`i `k]fX'k Y[Yb
› gh]n_f]h]_`i bhYfgi W'h"9fXc[Ubg'F YdfYgg]cbYb '[Y[Yb
C ddcg]h]cbY`Y`bY\`a Yb`ni "

=ghUbVi `ž'HØf\_Y]`!`b`XYf'HØf_Y]`gd]mnh'g]W`X]Y`dc`h]gW`Y`@U[Y
YfbYi h'ni ž]bgVYgcbXYfY`ZØf'C ddcg]h]cbgZØ\`fYf"9_fYa `a Ua c[ `i ž
XYf`ghUbVi `Yf'C VYfVØf[Yfa Y]ghYf'i bX`Ub[ YgY\YbY`Dc`h]\_Yf`XYf
F YdiV`\_Ub]gW`Yb`J c`_gdUfhY]`f7 < Dž`g]Y\`h'g]W`Y]bYf`bYi Yb
9fa]hhi b[`Xi fW`X]Y`hØf\_]gW`Y`GhUUhgUbK U`hgW`UZh[Y[YbØVYf"
8]Y`9fa ]hhi b[ Yb`k i fXYb`]ba ]hYb`gY]bYf`gW`UfZYb`?f]h]\_Ub`XYf
› gh]n`Y]b[ Y`Y]hYhž`X]Y`Yf`ZØf`dUfhY]]gW`\_`À`h"=a Ua c[ `i `ghY`hY`]b
gY]bYf`F YXY`ZYghž`XUgg`]a a Yf`XYfgY`VY`; i hUW`hYf`]b`J YfZU\`fYb
[Y[Yb'C ddcg]h]cbgdc`h]\_Yf`Y]b[YgYhnh`k YfXYž`cV`k c\`Yg`]b
=ghUbVi `ZUgh`- "\$\$\$`GUW`j Yfgh`AbX][ Y`[YVY"8]Yg`Yfk YW`h`XYb
J YfXUW`hž`XUgg`X]Y`› gh]n`[ Yn]Y`h[Y[Yb`]b`j cf[Y`h`Ni XYa`k]fX
=a Ua c[`i `j YfX`W`h][hžj Yfgi W`h'ni `UVYbž`X]Y`› gh]n`ni
VYY]bZi ggYbž`k Ug`Yf`j Y\`Ya Yb`h'ni fØW`_k Y]gh`i bX`U`g`HY]`Y]bYf
VfY]hYfYb`?Ua`dU[bY`XYf`dc`h]gW`Yb`J YfZc`[i b[`XYi hYh`
**HU[Yggd]Y[Y`VYf]W`hYhž`XUgg`Yf`VYfY]hg`a Y\`fYfYb`fYW`h]W`Yb
J YfZU\`fYb`[Y[YbØVYfghY\`hž`X]Y`]\`a`]a`gW`]a a ghYb`: U`Y]b
Dc`h]\_j YfVch`Y]bVf]b[Yb`_ØbbhYb"**

<Yi hY`hfUhi`a Ua c[`i `j cf`; Yf]W`h`Ui Zi bX`k]Yg`U`Y`J cfk ØfZY
YbhgW`]YXYb`ni fØW`\_`9f`Uf[ i a Ybh]YfhYž`XUgg`Yg`i ba Ø[`]W`gY]ž
gc`W`Y]bY`6YY]bZi ggi b[ `ni`dfU`_h]n]YfYb"8fUi » Yb`i bhYfghØhnhYb
<i bXYfhY`j cb`A YbgW`Yb`XYb`6Øf[ Yfa Y]ghYf"8]YgY`fYW`h]W`Yb
<YfUi gZcfXYfi b[Yb`g]bX`HY]`Y]bYg`i a ZUggYbXYfYb`HfYbXg`i bhYf
XYf`F Y[ ]Yfi b[ `j cb`Df`Ag]XYbh`F YW`d`HUmm]d`9fXc[Ubž`XYf`gY]bY
A UW`h`Xi fW`Y]b`Df`Ag]X]U`gmghYa ž`XUg`Yf`a ]h`Y]bYf`gW`f]h`k Y]gYb

F YZcfa 'gY]h'&\$%- 'Y]b[YZØ\fh\Už'k Y]hYf'ZYgh][h''9I dYfhYb'k]Y
<ck UfX'9]ggYbghUh'ghY''Yb'ZYghž'XUgg'9fXc[Ubg'5i hc_fUW]Y'_Y]bY
DUi gY'a UW\Y'i bX'X]Y'F YdfYgg]cb'j]Y'Yf'; fØbXY'X]YbYž'i bhYf
UbXYfYa 'ni f'5V'Yb_i b['j cb'DfcV'Ya Yb']bbYf\U'V'XYf'FY[]Yfi b["
5C@\YVh'\Yfj cfž'XUgg'i bhYf'9fXc[Ubg'<YffgW\UZh'X]Y
I bUV\Åb[][_Y]h'XYf'ž gh]n'ghUf'_YfcX]Yfh]ghž'k Ug'X]Y'Dcg]h]cb'XYf
C ddcg]h]cb'Yfbgh\UZh[YZÅ\fXYh"

F YdfYgg]cbgk Y''Y'[Y[Yb'X]Y'C ddcg]h]cb

8]Y'G]hi Uh]cb'k]fX'bcW_'ca d`]n]YfhYf'Xi fW'X]Y'9fa]hhi b[Yb
[Y[Yb'UbXYfY'C ddcg]h]cbY''Yf'k]Y'A UbbUhi f'MUj Ugž'XYa '7<D!
6Øf[Yfa Y]ghYf'j cb'5b_UfUž'XYf'YVYbZU`g']b'XYb': c_i g'XYf
GhUUhgUbk U'hgW\UZh[YfUhYb']gh''6Y]XY'Dc`]h]_Yf'[Y'hYb'U'g
Yfbghni bY\ a YbXY'<YfUi gZcfXYfYf'9fXc[Ubg'VY]'XYf'bÅW\ghYb
DfÅg]XYbhgW\UZh'k U\''?f]h]_Yf'k]Y'C ddcg]h]cbgZØ\ fYf'^2 n[Øf'^2 nY'
k YfZYb'XYf'FY[]Yfi b['j cfž'X]Y'ž gh]n'ni 'j]bghfi a Ybhu']g]YfYbž'i a
dc`]h]gW'a ch]j ]YfhY'J YfZc`[i b['Xi fW\ ni ZØ\ fYb''8Yf'ghUbVi 'Yf
CVYfghUUhgUbk U'h'5_]b'; Øf'Y'_k i fXY'j cb'^2 nY''U'g' a cV]'Y
' ; i]'ch]bY 'VYnY]W\ bYhž'k Ug'X]Y'K i h'Ui Z'X]Y'I b[YfYW\h][_Y]hYb
j YfXYi h]W\hž'X]Y'X]Y'C ddcg]h]cb'Yf'YVYb'a i gg''a Ua c['i
VYa Yf_hY'ni XYa ž'XUgg'X]Y'ž gh]n'j Yfgi W\Yž'VYfY]hg'Yhnh'X]Y'K U\
j cb'&\$&, 'ja 'G]bbY'XYf'FY[]Yfi b['ni 'VYY]bZi ggYb''

**HU[Yggd]Y[Y' VYgW\ fY]Vh'Ui W\ž'XUgg'[Yk Å\hY'6Øf[Yfa Y]ghYf
XYf'_i fX]gW\Yb'89A !DUfhY']b'G]]fhUV[YgYhnh'k i fXYb'i bX'Xi fW\
Nk Ub[gj Yfk U'hYf'YfgYhnh'k YfXYb''**

Ni gÅhn`]W\ '[ ]Vh'Yg'6Yf]W\hY'ØVYf'dc`]h]gW\Y'J Yf\UZh' b[Ybž'i bhYf
UbXYfYa 'j cb'Y]bYf'VY_UbbhYb'GW\Ui gd]Y'Yf]bž'X]Y']b'J YfV]bXi b[
a]h'XYb'; Yn]!DfchYghYb'j cb'&\$%' '[YVfUW\h'k i fXY''8]YgY
J Yf\UZh' b[Yb'i bX'X]Y'XUa]hY]b\Yf[Y\YbXY'J YfZc`[i b['j cb
_i `hi fY''Yb'gck ]Y'dc`]h]gW\Yb'cdccg]h]cbY''Yb'Gh]a a Yb
j YfXYi h]W\Yb'XYb'ni bY\ a YbX'fYdfYgg] Yb'?i fg'XYf'hØf_]gW\Yb
FY[]Yfi b["**HU[YggW\Ui** 'Yf]bbYfh'XUfUbž'k]Y'9fXc[Ubg
DfÅg]X]U'gmghYa 'X]Y'; Yk U'hYbhY]i b['j b'XYf'HØf_Y]'Y]bgW\ fÅb_hž
XU'Yf'gck c\`DfÅg]XYbh'U'g'Ui W\ 'FY[]Yfi b[gW\YZ]gh'i bX'[fc»Y
HY]'Y'XYf'ž gh]n'_cb'hfc``]Yfh''; YfUXY']b'Y]bYa 'gc`W\Yb'dc`]h]gW\Yb
'?']a U']gh'X]Y'6YXYi hi b['XYf'VYj cfghY\YbXYb'K U\`Yb'i bX'X]Y

Fc`Y`XYf`Cddcg]h]cb`j`cb`nYbhfU`Yf`6YXYi`hi`b[`Z0f`X]Y`Ni`_i`bZi`XYf`
h0f_]gWXYb`8Ya`c_fUh]Y"

8YhU]`g	
J`c`f`Z`U``	?`c`f`f`i`d`h]`c`b`
I`f`g`U`W`X`Y`	6`Y`Y`]`b`Z`i`g`g`i`b`[ `X`Y`f` `]`g`h]`n`
C`f`h`	=`g`h`U`b`V`i` `z`H`0`f`_`Y`]
:`Y`g`h`b`U`\`a`Y`b`	%`
E`i`Y``Y`b`	<ul style="list-style-type: none">• k`k`k`"h`U`[`Y`g`g`d`]Y`[`Y``"X`Y`</li><li>• k`k`k`"U`c``"W`c`a`</li><li>• k`k`k`"h`U`[`Y`g`g`W`X`U`i`"X`Y`

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z.`b!U[`"XY`