=a dYUW\ a Ybh! ? bU` . 'J]nYdfÄg]XYbh]b
8i hYfhY 'j c f'; Yf]W\ h°

8]Y`d\`]dd]b]gW\Y`J ]nYdfÄg]XYbh]b`GUfU`8i hYfhY`k`i`fXY`
k`Y[ Yb`A]ggVfUi`W\g`ÖZZYbh]W\Yf`A ]hhY`i`bX`k`Y]hYfYf`
5b_`U[ Yb`]a`dYUW\YX"

D\` ]dd]bYb`!`5a`) "': YVfi Uf'&\$&) `k`i`fXY`J]WdfÄg]XYbh]b`GUfU`
8i hYfhY`j`cb`XYf`l`bhYf\`Ui`g`XYf`D\`]dd]bYb`]a`dYUW\YX"A]h`XYf`
l`bhYfghØ`hni`b[ `j`cb`&%) `j`cb`'`\$*`5V[ YcfXbYhYb`]a`
F`YdfÄgYbhUb`hYb\`Ui`g`k`i`fXY`X]Y`5a`hgYbh\`YVi`b[`Y]b[ `Y`Y]hYhž`X]Y`
nU\`fY]W\Y`dc`h]gW\Y`GdUbbi`b[ Yb`]a` `@UbX`j`YfghÄ`f`_`h`Ni` `XYb`
J`cfk`ØfZY`b`[Y[Yb`8i hYfhY`nÄ\`Yb`i`bhYf`Ub`XYfYa` `XYf`
a`i`ha`U>`]W\Y`A ]ggVfUi`W\`j`cb`ØVYf`*`%&`A]` ]cbYb`DYgcg`ffi`bX`
%\$ž` `A]` ]cbYb`l`G!`8c`UfL`ÖZZYbh]W\Yf`A ]hhY`gck` ]Y`XUg`Ub[ YV`]W\Y`
D`UbYb`Y]bYg`A`cfXYg`Ub`DfÄg]XYbh: YfX]bUbX`A`UfW\g`ž`"i`bX`
k`Y]hYfYb`\`cW\fUb[ ] [ Yb`F`Y[ ]Yfi`b[gj`YfhfYhYfbž`XUfi`bhYf`XYggYb`
:`fUi`i`bX`XYa` `GdfYW\Yf`XYg`F`YdfÄgYbhUb`hYb\`Ui`gYgž`XYf`Y]b`
7ci`g]b`A`UfW\g`]gh`"8i hYfhY`\` ]b[ Y[ Yb`VYghfY]hYh`X]Y`J`cfk`ØfZY`
YbhgW\]YXYb`i`bX`VYnY]W\`bYh`XYb`Df`cnYgg`U`g`dc`h]gW\Yb`
J`Yb`XY`hhU"

8]Y`A`ch]cb`ni`f`5a`hgYbh\`YVi`b[`k`i`fXY`[YbY\`a`] [h`i`bX`k`]fX`bi`b`
XYa` `GYbUh`ni`f`J`Yf\`UbX`i`b[ `j`c`f[Y`Y[ hž`k`c`Y]bY`
Nk`Y]Xf]hhY`a`Y\`f\`Y]h`XYf`&( `GYbUhc`fYb`YfZc`fXYf`]W\` ]ghž`i`a`
8i hYfhY`Ui`g`]\`fYa` `5a`h`ni`Yb`hZY`fbYb`"9]b`\_`cb`\_`fYhYg`8`Uhi`a` `ZØf`
XYb`Df`cnYgg`ghY`\`h`bcW\`b]W\`h`ZY`ghž`XcW\`8i hYfhY`k`]fX`k`Ä`\`fYbX`
XYf`Df`cW\YX]b[`g`]a` `5a`h`V`Y]VYb`"8]Yg`]gh`Y]b`VYXYi`hYb`XYf`
GW\`f]hhž`XU`g]Y`X]Y`j`]YfhY`5a`hg]b\`UVYf]b`]b`XYf'; YgW\]W\`hY`XYf`
D\` ]dd]bYb`]ghž`X]Y`]a`dYUW\YX`k` ]fXž`bUW\`XYa` `Y\`Ya`U`] [Yb`
DfÄg]XYbhYb` `æ`gYd\`9ghfUXU`gck`]Y`k`Y]hYfYb`\`cW\fUb[] [Yb`
J`YfhfYhYfb`"

<]b hY f[fØb XY 'i b X 'd c `]h]gW X Y '8 mb Ua]_ Yb

8]Y'9bhk]W`i b[ Yb`_ca a Yb`\_i fn'j cf`XYb`k ]W h][ Yb`A]XhYfa !
K U\`Yb`]a `A U]ž`X]Y`a Ò[ `]W X Yfk Y]gY`Ui W X`9]b Zi gg`Ui Z`X]Y
DfÅg]XYbhgW UZh gk U\`Yb`&\$&, ` \UVYb`_ÒbbhYb`" DfÅg]XYbh`A UfWc g
\UhhY`ni j cf`XYb`?cb[ fYgg`Ui Z[YZcfXYfhž`j cb`XYf`5a hgYbh\YVi b[
UVni gY\Ybž`i bX`g]Y`U`g`5V`Yb`\_i b[ `VYnY]W X bYhž`U`YfX]b[g`Yf`_`ÀfhY
Yf`[ `Y]W X nY]h][ž`XUgg`XUg`6Øfc`XYg`DfÅg]XYbhYb`b]W h]b`X]Y
5b[Y`Y[ Yb`Y]h`Y]b[ fY]ZYb`k YfXY`"8]Y`GdUbbi b[Yb`nk]gW Yb
8i hYfhY`i bX`A UfWc g`\UVYb`g]W X`bUW X`XYf`K U\`&\$&&ž`X]Y`VY]XY
[Ya Y]bgUa `a ]h`Y]bYa `ØVYfk `À`h][ YbXYb`K U\`g]Y[ `ZØf`g]W
YbhgW]YXYbž`Yf\YV`]W `j YfgW`ÀfZh"

8]Y`dUfhbYfgW UZh]W X Yb`6Yn]Y\i b[Yb`nk ]gW Yb`8i hYfhY`i bX
A UfWc gž`X]Y`U`g`Nk YW_[Ya Y]bgW UZh`VYhfUW X hYh`k i fXYbž`\UVYb
g]W X`[ YbUi `bUW X`X]YgYf`K U\`j YfgW`YW X hYfh"
Dc`]h`_k]ggYbgW UZh`Yf`k]Y`5f]Yg`5fi [Um`k Y]gYb`XUfUi Z`\]bž`XUgg
XUg`æa dYUW X a Ybh`8i hYfhY`b]W X h`bi f`X]Y`dc`]h]gW X Y`@UbXgW UZhž
gcbXYfb`Ui W X`\fY`7\UbW X b`Ui Z`Y]bY`a Ò[`]W X Y`DfÅg]XYbhgW UZh
ghUf`\_`VYY]bhf`ÅW X h][ Yb`_ÒbbhYb`"8i hYfhY`\`ÀhhY`i fgdfØb[`]W X`U`g
dc hYbn]Y`Y`B UW X Zc`[ Yf]b`j]\fYg`J UhYfgž`XYg`Y\Ya U`][Yb
DfÅg]XYbhYb`F cXf][ c`8i hYfhYž`[ Y[ c`hYb`"5`YfX]b[g`\Uh`g]Y
k `À`fYbX`j]\fYf`5a hgnY]h`Ui W X`ZØf`?f]h]\_ [ Ygc f[ hž`Yhk U`ZØf`\fYb
l a [Ub[`a ]h`XYb`HYff]hcf]U`ghfY]h][_Y]hYb`]a `GØXW X]bYg]gW Yb
A Yf"

2 ZZYbh`]W X Y`K U\fbY`a i b[ `i bX`F YU_h]cbYb

J]Y`Y`:]`d]bcg`i bhYfghØhnYb`X]Y`G]W X hk Y]gYž`XUgg`XUg
æa dYUW X a Ybh`j cb`8i hYfhY`dc`]h]gW `a ch]j ]Yfh`]gh`"5b[ Yg]W X hg`XYf
[Y[Yb`g]Y`Yf\cVYbYb`5b`_U[Ybž`X]Y`j cb`gW X k YfYb
JYfZUggi b[g] Yf`Yhni b[ Yb`V]g`ni `?cffi dh]cb`fY]W X Ybž`k]fX`XYf
DfcnYgg`U`g`Y]b`VYXYi hYbXYg`9`Ya Ybh]b`Y]bYa `g]W X`fUgUbh
j Yf`ÀbXYfbXYb`dc`]h]gW X Yb`?`]a U`]a `@UbX`[YgY\Yb`"8]YgY
fYW X h]W X Yb`5i gY]bUbXYfgYhni b[ Yb`_ÒbbhYb`b]W X h`bi f`X]Y
ni _ØbZh][Y`dc`]h]gW X Y`?Uff]YfY`j cb`8i hYfhY`[YZÀ`fXYbž`gcbXYfb
Ui W X`X]Y`[YgUa hY`8mbUa ]\_]bbYf\U`V`XYf`U`hi Y`Yb`F Y[]Yfi b[
[YZÀ`fXYb"

ð'XYb' _ca a YbXYb'K cWYb'k]fX'Yfk UfhYhž'XUgg'X]Y
 9bhk]W_`i b[Yb'fi bX'i a 'X]Y'5a hgYbh\YVi b['j cb'GUfU'8i hYfhY
 X]Y'dc`h]gWYb'; YgdfÅWY']b'XYf'FY[]cb'dfÅ[Yb'k YfXYb''8]Y
 5i Za Yf_gUa _Y]h'k]fX'g]W'ia Y\`f'i bX'ia Y\`f'Ui Z'XYb'GYbUh'f]W'hYbž
 k c'X]Y'9bhgWY]Xi b['ØVYf'8i hYfhYfg'GW]W_gU''ZU''Yb'k]fX"

A Y\`f' ðZcfa Uh]cbYb'ni 'X]YgYf'9bhk ]W\_`i b['Z]bXYb'G]Y'VY]'5`
 >UnYYfUž'H\Y'BYk 'Mcf_'H]a Yg'i bX'8Yj X]gWłi fgY"

8YhU]`g	
J c fZU``	⇒ a dYUWł a Ybh
I fgUWł Y	A]ggVfUi Wł 'j cb'ØZZYbh`]Wł Yb'A ]hhY`bž A cfXd`ÅbY
C fh	D\`]dd]bYb
E i Y``Yb	<ul style="list-style-type: none"> • k k k "U`^UnYYfU"Wł a • k k k "bmh]a Yg"Wł a • k k k "XYj X]gWłi fgY"Wł a

6Ygi Wł Yb'G]Y'i bg'Ui Z.'b!U["XY