

: f]YX\Y`a : i b_Y`.Hf]i a d\U`Yf`GhUfh
VY]a `%" : 7 `? Ò`b °`5i Zgh]Y[`]b `G]W h°

: f]YX\Y`a : i b_Y`ZY]Yfh'gY]bYb`9]bghUbX`VY]a `%" : 7 `? Ò`b
a]h`Y]bYa `&.%!G]Y[`[Y[Yb`BØfbVYf[` `5i Zgh]Y[`]b`X]Y
6i bXYg`][U`a Ò[`]W"



? Ò`b ž`8Yi hgW\`UbX`! : f]YX\Y`a : i b_Y`ZY]YfhY`[YghYfb`Y]bYb
YfZc`[fY]WYb`9]bghUbX`U`g`HfU]bYf`XYg`%" : 7 `? Ò`b" `8]Y`? Ò`bYf
A UbbgW UZh`XfY`hY`XUg`Gd]Y`[Y[Yb`XYb`%" : 7 `BØfbVYf[`i bX
[Yk Ubb`a]h`&.%" `8]YgY`k]W h][Y`DUfh]Y`ZUbX`]a `F U\`a Yb`XYf`&"
6i bXYg`][U`ghUhh`i bX`_ÒbbhY`YbhgWY]XYbX`ZØf`XYb`Ub[YghfYVhYb
5i Zgh]Y[`]b`X]Y`6i bXYg`][U`gY]b" `5a `YhnhYb`Gd]Y`hU[`ghY`h`Y]b
YbhgWY]XYbXYg`8i Y`[Y[Yb`XYb`%" : 7 `? U]gYfg`Ui hYfb`VYj`cfž`k`c
? Ò`b`XYb`5i Zgh]Y[`a Ò[`]WYfk`Y]gY`g]WYfb`_Ubb" `8]Y : 5N
VYf]W hYhž`XUgg`X]b]g`5bh]ghY`BØfbVYf[`]b`XYf`(*" `A]bi hY`]b
: Ø]fi b[`VfUW`hYž`VYj`cf : `cf]Ub`? U]bn`]b`XYf`* +`" `A]bi hY`ZØf`XYb
5i g[`Y]W`gcf[hY`i bX`]b`XYf`- \$" `A]bi hY`XYb`G]Y[hfYZZYf`Yfn]Y`hY"
8]Yg[YgW U\`bUW`Y]bYa `YbhgWY]XYbXYb : Y\`Yf`j`cb`BØfbVYf[g
Hcf\ØhYf`A]W U`? i _i W U"

?Òb`VY[Ubb`XUg`Gd]Y`Xi fWUi g`XmbUa]gW`i bX`\UhhY`VYfY]hg`]b
XYf`&`"A]bi hY`Y]bYb`9`Za`YhYfz`XYf`YXcW`bUW`J]XYcVYk`Y]g
ni fØW_[Ybca`a`Yb`k`i`fXY`"7\UbW`b`k`i`fXYb`j`Yf[YVYbž`U`g`9f]W
A`UfhY`i`bX`H]a`@Ya`dYf`Y`b]W`h`hfUZ`bž`i`bX`b`b`H\]Y`a`Ubb`XUg
5`i`a`]b]i`a`a`]h`DZc`ghY`b`i`bX`@UhhY`hfUZ`Hfc`h`XYg`j`YfgW`UZY`bYb
GhUfhg`]b`X]Y`nk`Y]hY`<`U`VnY]hž`]b`XYa`5bh]ghY`XUg`YfghY`Hcf
Yfn]Y`hYž`_cbbhY`b`X]Y`?Òb`Yf`ni`fØW__ca`a`Yb`i`bX`X]Y`?cbhfc`Y
ØVYf`XUg`Gd]Y`ØVYfbY`a`Yb`"

: i b_Y`g`F ØW__Y`f`i`bX`GhfUhY[]Y

: f]YX\Y`a` : i b_Y`ž`XYf`Zf]gW`U`g`HfU]bYf`XYg`%": 7`?Òb
j`cf[YghY`h`k`i`fXYž`\Uh`Y]bY`VYgcbXYfY`J`YfV]bXi`b[`ni`XYa
J`YfY]b`"9g`\UbXY`h`g]W`i`a`gY]bY`Xf]hY`5a`hgnY]hž`bUW`XYa`Yf
VYfY]hg`]b`XYb`b`fYb`&\$\$&V]g`&\$\$`i`bX`j`cb`5df]`V]g`b`&\$\$%
U`g`HfU]bYf`[Yk`]f`h`\UhhY`"b`gY]bYf`nk`Y]hY`b`5a`hgnY]h`\UhhY`Yf`X]Y
?Òb`Yf`YfZc`[fY]W`j`cf`XYa`5Vgh]Y[`VYk`U`fh`"K`8F`VYf]W`hY`hž
XUgg`: i b_Y`Ua`A`cbhU[`bUW`XYf`fY]ghY`i`b[`j`cb`;`Yf`UfX
Ghf`VYfž`Ui`Z[fi`bX`i`b[YbØ[YbXYf`@Y]ghi`b[Yb`i`bX`XYa`J`Yf`i`gh
j`cb`J`Yf`h`Ui`Ybž`i`bhYf`J`Yf`h`U[`Ybca`a`Yb`k`i`fXY`": i b_Y`g`Y`Vgh
Ài`»`YfhYž`XUgg`Yg`Y]b[`i`hYg`;`Y`ZØ`\`gY]ž`k`]YXYf`VY]a`%": 7`?Òb`ni
gY]bž`i`bX`b]W`h`a`Y`f`a`]h`Y]bYf`F`ØW__Y`f`[YfYW`bYh`\UhhY`"9f`\Uh
ni`b`W`gh`ZØf`nk`Y]Gd]Y`Y`i`bhYfgW`f]YVYbž`_Ubb`UVYf`Ui`W`V]g`ni
j`]Yf`Gd]Y`Y`]a`5a`h`V`Y]VYb`"

«b`;`Ygdf`W`Yb`a`]h`XYb`Gd]Y`Yfb`a`ØW`hY`i`b_Y`X]Y`@Y]W`h[`_Y]h
i`bX`XYb`GdU`»`ni`fØW`Vf]b[Yb`"@Ui`h`K`8F`[`]h`Yf`U`g`fi`\][`Yfž
YfZ\`fYbYf`DfU[`a`Uh]_Yfž`XYf`XUg`C`dh]a`i`a`Ui`g`gY]bYf
A`UbbgW`UZh`\YfUi`g`c`Yb`_Ubb`": i b_Y`Y`Y[`h[`fc`»`Yb`K`Yfh`Ui`Z
a`UbbgW`UZh]W`Y`;`YgW`c`ggYb`Y]h`i`bX`g]Y`h`X]Y`?`UV]bY`U`g
F`ØW`_ni`[`gc`fhž`i`a`ØZY`bh]W`Y`?`f]h]_ni`j`Yfa`Y]XYb`"GY]b`N]Y`]gh`Ygž
]b`XYb`j`YfV`Y]VYbXYb`nk`Y]Gd]Y`Yb`U`Yg`ni`a`cV]`]g]YfYbž`i`a`XYb
;`Ui`VYb`Ub`X]Y`Y][`YbY`Gh`f`_Y`k`]YXYfni`[`Yk`]bbYb`"

HUVY`Yb`U[Y`i`bX`5i`gV`]W_

A`]h`XYa`G]Y[`ØVYf`B`Øfb`VYf[`\Uh`?Òb`j`cf`ØVYf[`Y`Y`bX`X]Y
HUVY`Yb`ZØ\fi`b[`ØVYfbca`a`Yb`"C`V`g]Y`X]YgY`Dcg]h]cb`VY`U`hYb`

_ÖbbYbž\Äb[h'YXcW`j cb'XYb'9f[YVb]ggYb'XYf'k Y]hYfYb'DUfh]Yb
 UVž]bgVYgcbXYfY'XYa'XYg<Ua Vi f[Yf'GJ ž'XYf'Ua'GUa ghU[
 bUWn]Y\Yb'_ÖbbhY"'#b'Y]bYa'k Y]hYfYb'Gd]Y`_cbbhY'XYf'G7
 DfYi » Yb'A ØbghYf'a]h'Y]bYa'&.\$!G]Y['[Y[Yb'<Yfh\U'6G7'Ui Z'D`Uhn
 %('_YhhYfb"'>ff]h<YbXf]l'k Uf'XUVY]'XYf'Ui ZÄ`][ghY'Gd]Y'Yfž
 Yfn]Y'hY'VY]XY'HcfY'i bX'gc f[hY'gc'ZØf'X]Y'YfghY'B]YXYf'U[Y'XYf
 <Yfh\U'bUW'g]YVYb'i b[YgW'U[YbYb'Gd]Y'Yb"8]Y': 5N
 VYf]W hYhžXUgg<Yfh\U'ni XYa'a]h'Y]bYf'fchYb'?UfhY'ZØf'@]bi g
 ; YW hYf'jb'XYf'++"A]bi hY'ni '_Äa dZYb'\UhhY"

8YhU]`g	
J cfZU``	Gdcfh
C fh	? Ö`bž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k %"k Xf"XY • k k k %"k Xf"XY

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