

6UmYfb`i bhYf`8fi W_. ; Y`]b[h`XYf`Gi dYf! ?]W_`]b`X]Y`D`Umc ZZg3

6UmYfb`6Ug_YhVU``ghY`h`i bhYf`8fi W_`j cf`XYb`D`Umc ZZg
[Y[Yb`5`VU`6Yf`b`"8]Y`DUfh]Y`Z]bXYh`Ua``%+`"'A U] &\$&) `ghUhh`



A ØbWXYbž`8Yi hgW`UbX`!`ϕ`XYf`6Ug_YhVU``!6i bXYg`][U`ghY`h`
XYf`:`7`6UmYfb`A ØbWXYb`bUW`XYf`<Ui dhfi bXY`Ui ZXYa`YfghYb`
D`Uhh`i bX`U`h`XUa`]h`XUg`<Y]a`fYW`h`ZØf`X]Y`D`Umc ZZ]DUfh]Yb`g]WXYf`
8cW`X]Y`J`cfZ`Yi`XY`Ui`ZX]Y`UbghY`YbXYb`Gd]Y`Y`]gh`a`]h`
5bgdUbbi b[`i bX`I`bfi`Y`j`YfVi`bXYb`"Gc`VYfY]hY`h`g]W`XUg`HYUa`
i bhYf`HfU]bYf`:`cfXcb`<YfVYfh`Ui`ZXUg`YfghY`D`Umc ZZ]Gd]Y`[Y[Yb`
GmbhU]b]Wg`A`67`j`cfž`XUg`Ua`GUa`ghU`[`i`a`&\$`.\$\$.`I`f`ghUhhZ]bXYh`
BUW`Y]bYa`Ybhh`Ai`gW`YbXYb`5i`g`]b`XYb`9i`fc`YU[`i`Y!D`Um!`ϕ`g`
UVYb`X]Y`6UmYfb`]b`XYb`YhnhYb`K`cW`Yb`gW`k`UW`Y`@Y]ghi`b[Yb`
[YnY][hž`k`Ug`<YfVYfh`5b`Ugg`[UVž`gY]b`HYUa`bUW`Y]bYa`
_bUddYb`G]Y`[Y[Yb`A`<D`F]YgYb`@`Xk`][gVi`f[`gW`UfZ`ni`
_f]h]g]YfYb`"9f`VYnY]W`bYh`X]Y`8UfV]Yhi`b[`U`g`YfV`Åfa``]W`i`bX`
dY]b`]W`i`bX`VYhcbhYž`XUgg`bi`f`Y]b`A`Y]ghYfh]hY`Y]bY`dcg]h]j`Y`
6]`Ub`n`ZØf`X]Y`GU]gcb`[UfUbh]YfYb`_Ubb`"5V`Gca`a`Yf`&\$&`*`k`]fX`
<YfVYfh`X]Y`_UbUX]gW`Y`B`Uh]cb`U`a`UbbgW`UZh`VYhfYi`Ybž`k`Ug`]b`
A ØbWXYb`Ui`Z`[Ya`]gW`hY`F`YU`_h]cbYb`[Yghc`»`Yb`]gh`

æa ; Y[YbgUhn'ni '6UmYfb'Yf'YVhY'5'VU'6Yf'']b'Y]bY'Xi fWk UWgYbY
GU]gcb''5'g'b]W'h'df]a ÅfYf'<YfUi gZc fXYfYf'XYf'6UmYfb'\Uh'XUg
HYUa 'i bhYf'Y]bYa 'HfU]bYfk YWgY''[Y']hhYb'i bX'g]W'Yfgh]b'XYb
'YhnhYb'D'Uml'æg'Y]bYb'D'Uhn'ZØf'X]Y'D'UmcZZg'[Yg]W'Yfh''5'VU'hf]hh
bi b'U'g'5i »YbgY]hYf'[Y[Yb'fUh]cd\Ufa 'l'a 'Ub'i bX'VYbØh][h
Y]bYb'G]Y[ž'i a '']b'XYf'6Ygh!cZ!:]j Y!GYf]Y'a Ø['']W'Yfk Y]gY'Ui Z
6fUi bgWk Y]['cXYf'K ØfnVi f['ni 'hfYZZYb"

9f[YVb]ggY'XYf'D'UmcZZ!Gd]Y`Y

æa 'nk Y]hYb'Gd]Y'XYf'D'UmcZZg'Yfk]Yg'g]W'5'VU'6Yf'']b'U'g'ghUf_Yg
HYUa 'i bX'[Yk Ubb'[Y[Yb'XYb': 7'6UmYfb'A ØbWYb'a]h'+- .+\$"
8]Yg'V']YV'b]W'h'c\ bY'6YXYi hi b[ž'XYbb'X]Y'GYf]Y'ghY\h'bi b']b'XYf
6Ygh!cZ!:]j Y'Ui Z%.%" æ'X]YgYf'DUfh]Y'_Ua 'A Uhh'H\ca Ug'Ui Z&%
Di b_hYž'k Å\fybX'GhYf'']b['6fck b'%'Di b_hY'Yfn]Y'hY''5i W'k Ybb
X]Y'6UmYfb'Y]bYb'ghUf_Yb'GhUfh'\UhYb'i bX'bUW'bi f'gYWg
A]bi hYb'a]h'%' Di b_hYb'ZØ\fhYbž'_cbbhY'5'VU'j cf'U''Ya 'ja
nk Y]hYb'5VgWb]hh'Ui Z'c'Yb'i bX'X]Y: Ø\fi b['ØVYfbY\ a Ybž'X]Y
g]Y'V]g'ni f'<U'VnY]h'Ui Z'g]YVYb'Di b_hY'Ui gVUi hY''8]Y'8YZbg]j Y
j cb'5'VU'\]Y'h'ghUf_'ja 'Xf]hhYb'J]YfhY'ž'cVkc'\'? Ud]hÅb'æ\UbbYg
H\]Ya Ubb'bUW'gY]bYf'J Yf'Yhni b['bcW'b]W'h']b'HcdZcfa 'k Uf"
6Ya Yf_Ybgk Yfh]ghž'XUgg'5'VU'c\ bY'bca]bY''Y; i UfXg
Ui g_ca a Yb'a i ggž'XU'U''Y'XfY]'5i ZVUi gd]Y'Yf'j Yf'Yhnh'g]bX"

D'UmcZZ!A cXi g'i bX'5i gV`]W_

8]Y'D'UmcZZg'XYf'6Ug_YhVU''!6i bXYg'][U'Zc'[Yb'Y]bYa ' '_UfYb
A cXi g''Bi f'X]Y'YfghYb'gYWg'HYUa g'XYf'fY[i 'ÅfYb'GU]gcb'n]Y\Yb
X]fY_h']b'X]Y'J]YfhY'Z]bU'!D'UmcZZg'Y]bž'k Å\fybX'X]Y'D'ÅhnY'+ 'V]g'%'\$
]b'D'Uml'æg'i a 'X]Y''YhnhYb'nk Y]'D'UmcZZ'D'ÅhnY'_Åa dZYb''6UmYfb
A ØbWYb'hf]Zh'U'g'9fghd'Uhn]YfhYf'ja 'J]YfhY'Z]bU'Y'Ui ZXYb'G]Y[Yf
XYg'nk Y]hYb'D'Uml]bg''8]Y'bÅWghYb'VY]XYb'Gd]Y'Y'XYf':]bU'gYf]Y
nk]gWYb'6UmYfb'i bX'5'VU'Z]bXYb']b'6Yf'']b'ghUhhž'Ua ' '_ca a YbXYb
A]h'k cW'i bX': fY]hU["' : Øf'X]Y'HYUa g'Ui g'7\Ya b]h'ni bX
<Y]XY'VYf[' []VhYg'Y]bYb'gdUbbYbXYb'?Ua dZi a 'XYb'9]bni [']bg
J]YfhY'Z]bU'Yž'k Å\fybX'X]Y: Uj cf]hYb'Ui Z'XYb'H]hY''i bhYf'UbXYfYa
6UmYfb'i bX'FUh]cd\Ufa 'l'a 'V'Y]VYbž'k]Y'VY]'gd c fhgWk Ui "XY
ni gUa a Yb[YZUggh"

8Yf'5i g[Ub['XYf'D'UmcZg'V'Y]Vh'UVni k UfhYbž'XcW'X]Y'U_hi Y''Yb
 @Y]ghi b[Yb'XYf'HYUa g'i bX'X]Y'_f]h]gWXYb'Gh]a a Yb'\]bg]W'h]W
 XYf'6UmYfb'nY][Ybž'XUgg'XYf'8fi W_]b'XYf'XYi hgWXYb'6Ug_YhVU''!
 GnYbY'\cW']gh"K]Y'g]W'XUg'Hi fb]Yf'k Y]hYfYb'k]W_Y'hž'k]fX
 g]WXYf'W'j]Y'Y'6Ug_YhVU''ZUbg'ZYggY'b''8UVY]'g]bX'gÅa h]WXY
 DUfh]Yb'Ui ZXYf'GhfYUa]b[!D'Uhhžcfa ' 8mb 'gck]Y'Ui g[Yk Å'\hY
 , VYfhfU[i b[Yb'VY]' K Y'h'HJ 'i bX' V]'X"XY 'ni 'j YfZc'[Yb"

: Øf'X]Y'bÅW ghYb'Gd]Y'Y'\Uh'XYf': 7'6UmYfb'A ØbWXYb' [fc»Y
 5a V]h]cbYbž'YXcW''Åi Zh'XYf'7ci bhXck b'i bX'XYf'8fi W_]gh
 gdØfVUfž'k Å\fybX'5'VU'6Yf']b'g]W']b'Y]bYf'ghfUhY[]gW' [Øbgh][Yb
 Dcg]h]cb'VYZ]bXYhž'i a 'YfbYi h'ni 'ØVYffUgWXYb"

8YhU]`g	
C fh	A ØbWXYbž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "nXZ"XY • k k k "gd c fhgW'Ui "XY

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