

<]hnYk UfbYf`]b`?`Yj Y. `Gc`gW\ØhnYb`G]Y
g]W\`j`cf`YI hfYa Yf`<]hnY`°

?`Yj Y`]bZcfa]Yfh`ØVYf`<]hnY[YZU`fYb. `<]hnYk UfbYf`i bX
/ ei ch/?Ø`Y`CfhY/ ei ch!`?UfhY`i bhYfghØhnYb`6Øf[Yf`VY]
`c`Yb`HYa dYfUhi fYb"



?`Yj Yž`8Yi hgW`UbX`!`a a Yf`a Y`f`A YbgW`Yb`]b`8Yi hgW`UbX
a ØggYb`g]W`a]h`XYb`VY`UghYb`XYb`5i`gk]f`_i b[Yb`j`cb`<]hnYk Y`Yb
Ui`gY]b`Ub`XYfg`Y`hnYb`": Øf`i`bg`Yf`Y`GhUXh`?`Ø`b`]gh`Yg`XU`Yf`
i`b`Yf`Àgg`]W`ž`Ui`ZX]Y`; YZU`fYb`Xi`fW``c`Y`HYa`dYfUhi`fYb`
Ui`Za`Yf`_gUa`ni`a`UW`Yb`"8`Yf`<]hnYU`_h]cbghU[ž`XYf`Ua`(`"'> b]
&\$&`'`ghUhhZUbXž`U`h`XUg`6Yk`i`gghgY]b`ZØf`X]YgY`DfcV`Ya`Uh]`
[Ygh`Åf`_hi`bX`j`]Y`Y``h]Uh]j`Yb`]bg`@VYb`[Yfi`ZYbž`i`a`j`cf`<]hnY`ni`
gW`ØhnYb`"8`]Y`GhUXh`?`Yj`Y`U`h`VYfY]hg`Y]b`YZY`_h]j`Yg`?`cbnYdh`
Ybhk`jW`_Y`hž`XUg`VY]`ØVYf`&`,`;`fUX`7Y`g]i`g`ni`f`5bk`YbXi`b[`ca`a`h`
Y]b`<]hnYk UfbYf`]b`:`cfa`Y`]b`Yg`5i`Z`_VYf`gž`XYf`g]W`hVUf`a`UW`hž`
k`Ybb`X]Y`HYa`dYfUhi`fYb`i`b[Ygi`bX`ghY][Yb`"h`X]YgYb`:`Å`Yb`nY][`h`
XYf`_`VYb`XY`?`fY]g`5W`hi`b[`<]hnY`°`Ubž`XUgg`VYgcb`XYfY`j`cfg]W`h`
[YVchYb`]gh`8`]YgY`k`]W`h][Y`h`Zcfa`Uh]cbž`X]Y`ja`F`U`a`Yb`XYg`

Dfc`Y_hYg`9I HfUgg`XYf`æ\Ubb]hYf!5_UXYa]Y`BFK`i bX`XYf`I b]
DchgXUa`YfUfVY]hYh`k i fXYž`]gh`gdYn]Y``ZØf`À`hYfY`A YbgWXYbž
dZY[YVYXØfZh][Y`DYfgcbYb`i bX`?]bXYf`[YXUWkhž`X]Y`VYgcbXYfg
UbZÄ``][`ZØf`<]hnY!@Y]XYb`g]bX``8]Y`GhUXh?`Yj`Y`V]YhYh`X]Y
<]hnYk UfbYf`_cgYb`cg`Ubž`gc`XUgg`g]Wk`=bHYfYgg]YfhY`X]fY`_h`Ub
i a k Y`h4`_`Yj`Y`"XY`k YbXYb`_ØbbYb`cXYf`hY`YZcb]gWk`i bhYf`\$&, &%#
, (' - \$`Xi`fWk`_]b[Y`b"

K`Y]hYf\]b`[]Vh`Yg`]b`?`Yj`Y`Ui`Wk`Y]bY`]bhYfU`_h]j`Y`?Ø\`Y
CfhY`!`?UfhYž`X]Y`6Øf[Yfb`_]`Zhž`_Ø\`YfY`ÖZYbh]Wk`Y`F`Äi`a`Y`ni
Z]bXYb``8]YgY`?`UfhY`_Ubb`Ui`Z`XYf`c`Z]n]Y``Yb`K`YVgY]hY`XYf`GhUXh
?`Yj`Y`UV[Yfi`ZYb`k`YfXYbž`i bX`Yg`[]Vh`gc[Uf`Y]bYb`E`F!`7c`XYž`XYf
Ua`9]b[Ub[]`j`cb`J`Yfk`U`hi`b[gY]b]f]Wk`hi`b[Yb`Yf\`Ä`h]Wk`]gh``>XYf
_Ubb`a`]h\Y`ZYbž`]bXYa`Yf`Y][YbY`_Ø\`Y`CfhY`ni`f`?`UfhY`\]bni`ZØ[hž
i`a`XYf`;`Ya`Y]bgWk`UZh`Y]bYb`YWk`hYb`Bi`hnYb`ni`Vf]b[Yb``N]Y`
X]YgYg`9b[U[Ya`Ybhg`]gh`Ygž`XUg`U``[Ya`Y]bY`6Yk`i`ggHgY]b`ZØf`XYb
;`Ygi`bX\Y]hggWk`i`hk`Ä\`fYbX`XYf`\Y]»`Yb`A`cbU`hY`ni`j`YfVYggYfb"

<]hnYU`_h]cbgd`ÄbY`[fY]ZYb`<`UbX`]b`<`UbX`

5i`Z`UbXYgk`Y]hYf`9VYbY`UfVY]hYb`6i`bX`i`bX`@ÄbXYf`Ub
A`U»`bU\`a`Ybž`X]Y`Y]bY`VYggYfY`J`cfVYfY]hi`b[]`Ui`Z`<]hnYk`Y``Yb`]b
XYb`?`ca`a`i`bYb`[Yk`Ä\`f`Y]ghYb`gc``Yb``<]Yfni`[Y\`Øfh`X]Y
9b`hk`]W`_i`b[]`j`cb`<]hnYU`_h]cbgd`ÄbYbž`X]Y`gdYn]Z]gWk`Y
<`UbX`i`b[gYa`dZY`\`i`b[Yb`VUg]YfYbX`Ui`Z`XYb`;`Y[YVYb\`Y]hYb`j`cf
Cfh`V]YhYb``8]YgY`A`U»`bU\`a`Yb`VY]b\`U`hYb`Ui`Wk
GhUXh[YghU`hi`b[gghfU`hY[]Ybž`a`Y\`f`GhUXh[fØb`gck`]Y`gdYn]Y``Y
?`cbnYd`hY`ZØf`;`Ygi`bX\Y]hg!`i`bX`DZY[YY]b]f]Wk`hi`b[Yb``8`Ug
6i`bXYg[Ygi`bX\Y]hga`]b]ghYf]i`a`VYhcbhž`XUgg`Y]bY`YZZ`_h]j`Y
I`a`gYhni`b[]`XYf`D`ÄbY`YbHgWk`Y]XYbX`ZØf`XYb`GWk`i`hn`XYf
6Yj`Ö`_Yfi`b[]`gh`i`bX`UddY``]Yfh`Ub`X]Y`?`ca`a`i`bYbž`dUggYbXY
@Øgi`b[Yb`ni`]Z]bXYbž`X]Y`XYa`_`c`_`U`Yb`6YXUfZ`[YfYWk`h`k`YfXYb``
**8`UVY]`gd]Y`h`X]Y`Ni`gUa`a`YbUfVY]h`i`bX`XYf`5i`ghUi`gWk`j`cb
=bZcfa`Uh]cbYb`Y]bY`nYbhfU`Y`F`c``Y"**

5i`»`YfXYa`_]gh`Yg`ZØf`j`]Y`Y`6YgWk`ÄZh][hY`i`bX`6Øf[Yf`g]bbj`c``ž`g]Wk
ØVYf`X]Y`A`Ø[]`Wk`_Y]hYb`ni`f`5V`_Ø\`i`b[]`ni`]bZcfa`]YfYb``5``Y]bY`]b
6Yf`]b`ghY\`Yb`j`YfgWk`]YXYbYb`9]b]f]Wk`hi`b[Yb`VYfY]hž`i`a`A`YbgWk`Yb

k Å\fybX`XYf`<]hnYk Y`Yb`Y]bYb`gWUhh][Yb`i bX`_Ø\`Yb
 FØW_ni [gcfh`Ubni V]YhYb"Gc`k ÅFY`XUg`6Øf[YfnYbhfi a`BYi _Ø`b`]b
 XYf`K YfVY`]bghf" (&j cb`A cbhU[`V]g` fY]hU[`ni`XYb`ØV`]WYb
 6ØfcnY]hYb` [YØZZbYhž`k Å\fybX`j]Y`Y`UbXYfY`CfhY`k]Y`X]Y`HYI!`i bX
 K Åfa Yghi VY`BYi _Ø`b`cXYf`X]Y`D\`]dd!A Y`UbW`h\cb!`?]fW`Y
 Å\b`]W`Y`GYfj]W`g`UbV]YhYb"8]YgY`A U» bU\`a Yb`g]bX`YVYbZU`g
 HY]`XYg`[fØ» YfYb`D`Ubgž`X]Y`6Yj Ø`_Yfi b[`]b`ÅbX`]WYb`i bX
 ghÅXh]gWYb` ; YV]YhYb`ni`gWØhnYb`i bX`]`bYb`ni` \Y`ZYbž`X]Y
 Gca`a Yf\]hnY`VYggYf`ni`VYk`Å`h][Yb"9]bY`,` VYfg]W`h`ØVYf`X]Y
 _Ø\`Yb`F`À`i`a`Y`]b`6Yf`]b`_ØbbhY`a`Ub`ni`a`6Y]gd]Y` \]Yf
 bUW`YgYb"

; YfUXY`]b`Y]bYf`NY]hž`]b`XYf`<]hnYk Y`Yb`i bX`YI hfYa Y
 K YhhYfYfY][b]ggY`ni bY\`a Ybž`]ghYg`k]W`h][ž`[Ya Y]bgUa`ni
 \UbXY`b"; Ya Y]bgUa` _ØbbYb`k]f`X]Y`A U» bU\`a Yb
 k Y]hYfYbhk]W`_Y`b`i bX`j YfVYggYfbž`XUa`]h`i bgYfY` ; Ya Y]bgW`UZh
 Ui W`i]b`Ni`_i bZi`[i`h`[YgW`Øhnh`V`Y]Vh"

8YhU]`g	
Cfh	?`Yj Yž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "b]YXYff\Y]b!bUW`f]W`hYb"XY • k k k "VYf`]b"XY • k k k "Vi bXYg[Ygi bX\Y]hga`]b]ghYf]i`a"XY

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