

: ØbZ' >U\ fY' 7cfc bU. '9f]bbYfi b[Yb' Ub' XYb
YfghYb ': U'']b'; Òdd]b[Yb

5a' &) "': YVfi Uf'&\$&) 'Yf]bbYfh'6UXYb!K ØfhYa VYf['Ub' XYb
YfghYb' 7cfc bU! : U'' žXYf' ZØbZ' >U\ fY' ni j cf' ZØf' [fc» Y' 6Ygcf[b]g
gcf[hY"

; Òdd]b[Ybž'8Yi hgW\`UbX'! 5a' &) "': YVfi Uf'&\$&) 'Ä\fh'g]W\`X]Y
YfghY' fY[]ghf]YfhY' 7cfc bU! ðZY_h]cb']b' 6UXYb!K ØfhYa VYf['ni a
ZØbZhYb' A U'' J cf[YbUi' ZØbZ' >U\ fYb' k i fXY']b' XYf' F Y[]cb' Ghi hh[Ufh
XYf' YfghY' 7cj]X!%- !: U'' [Ya Y' XYh''8Yf' DUh]Ybh'k Uf' Y]b' &) ! Ä\ f][Yf
A Ubb' Ui' g' XYa' '@UbX_fY]g'; Òdd]b[Ybž'XYf'g]W\`k Ä\ fYbX' Y]bYf
ñU']YbYf]gY' Ub[YghYW_h'\UhhY''@Ui h'GK F' nY][hY' X]Y' 6Yj Ò`_Yfi b[
gcZcfh' [fc» Y' Gcf[Yb' i bX' Ÿb[ghY' VYnØ[`]W\`XYg' J]fi gž'Y]b
l a ghUbXž'XYf' XYb' @UbXYg[Ygi bX\Y]hga]b]ghYf' A UbZfYX' @ W\U
XUni' VYk Y[hYž'gY]bYb' l f'Ui V'UVni VfYW\Yb' i bX' ni f
6YgcbYb\Y]h'Ui žni fi ZYb'' ðXYb' 5dch\Y_Yb' k UfYb' gW\`bY''
5hYa a Ug_Yb' i bX' 8Yg]bZY_h]cbga]hhY''Ui gj Yf_Ui žž'k Ä\ fYbX']b
; Òdd]b[Yb' < Ua ghYf_Äi ZYž']bgVYgcbXYfY' j cb' Hc]'YhhYbdUd]Yfž
Y]bgYhnhYb"

B UW\`XYa' YfghYb': U'' k i fXYb' VYfY]hg' Y]bYb' HU['gdÄhYf' nk Y]
k Y]hYfY' 7cfc bU! ðZY_h]cbYb' [Ya Y' XYh''8]Y' VYgcf[b]gYffY[YbXY
G]hi Uh]cb' ZØ\fhY']a' '@UbX_fY]g'; Òdd]b[Yb']bg[YgUa h'ni '(' ,
7cfc bU! HchYb' gY]h' 5i gVfi W\`XYf' DUbXYa]Y'' A Ufh]b' 6ca a Yfž
Ÿfnh']W\`Yf' 8]fY_hcf' XYg' 5' V':]`g' ?`]b]_i a gž' VYhcbhYž' XUgg
nU\`fY]W\`Y' DUh]YbhYb' Ui' g' XYb' i a']Y[YbXYb' @UbX_fY]gYb
VY\`UbXY'h'k YfXYb' a' i gghYb''8]Y' ghÄbX][Yb' ŸbXYfi b[Yb']b
5V' Äi ZYb' i bX' J YfcfXbi b[Yb']a' ; Ygi bX\Y]hgk YgYb' k UfYb' Y]bY
X]fY_hY': c' [Y' XYf' DUbXYa]Y"

5i gk]f_ i b[Yb' Ui Z' XUg'; Ygi bX\Y]hgk YgYb

8]Y`7cfcbU!DUbXYa]Y`UhhY`h]YZ[fY]ZYbXY`5i`gk`]f`_i`b[Yb`Ui`Z`U`Y`
; YgY`gWk`UZhgyVYbYb`i`bX`j`Yfgh`f`_hY`VYghY`YbXY`
; Ygi`bX`Y]hgi`b[`Y]Wk`Y]hYb`z`k`]Y`]b`Y]bYf`Ub`U`c[Yb`5b`U`mgY`Ui`g`
XYb`j`Yf[Ub[YbYb`U`fYb`VYgWk`f]YVYb`k`]fX`"6YgcbXYfg`gc`n]U`
VYbUWk`hY`][`hY`; fi`ddYb`]b`8Yi`hgWk`Ub`X`k`UfYb`ghUf`_`VY`hfc`ZY`b`"
I`a`X`Yf`?`f]gY`<`Yff`ni`k`YfXYb`z`k`UfYb`gWk`bY`Y`i`bX`Yb`hgWk`c`ggYbY`
A`U`b`U`a`Yb`[`Y`Zc`fXY`fh`z`Y`Xc`Wk`nY`][`hY`g]Wk`z`X`Ugg`XYf`Ub`Z`Ab[`]Wk`Y`
9f`Zc`[`b]Wk`h`Ui`Z`X]Y`Zc`[YbXYb`K`Y`Y`b`ØVY`fhfU[VUf`k`Uf`"A`U`fh]b`
6ca`a`Yf`k`Y]gh`X`Uf`Ui`Z`[`b`z`X`Ugg`X]Y`6Y`U`b`X`i`b[ga`Ø[`]Wk`_Y]hYb`
ZØf`7`c`j`X]!`%-`]a` `@Ui`ZY`XYf`NY]h`XYi`h]Wk`j`YfVYggY`fh`k`i`fXYb`z`i`b`hYf`
UbXYfYa`Xi`fWk``a`dZ]b[Yb`i`bX`bYi`Y`A`YX]_Ua`Yb`hY"

K`Å`fYbX`XYf`DUbXYa]Y`_Ua`Yg`ni`Y]bYa`g][`b]Z]_Ub`hYb`F`ØW_[`Ub[`
XYg`J`Y`fhf`Ui`Y`bg`]b`b`Uh]cb`U`Y`; Ygi`bX`Y]hg]b`gh]hi`h]cb`Yb`z`c`V`k`c`l`
X]YgY`ZØf`X]Y`6Y`k`Å`h][`i`b[`j`cb`; Ygi`bX`Y]hg`_f]gYb`j`cb`
Yb`hgWk`Y]XYbXYf`6YXYi`hi`b[`g]bX`"J`Y`fhf`Ui`Yb`]b`X]Y`9I`dY`fh]gY`i`bX`
?`ca`a`i`b]_Uh]cb`XYf`ØZY`bh]Wk`Yb`; Ygi`bX`Y]h`k`Uf`k`]Wk`h][`z`i`a`X]Y`
6Øf[Yf`ni`j`Yf`Ub`hk`c`fh`i`b[`gj`c`Y`a`J`Yf`U`hYb`ni`VY`k`Y[Yb`"5`g`
Y`Xc`Wk`k`]ggYb`gWk`UZh]Wk`Y`9f`_Yb`bh]ggY`g]Wk`Å`b`XYfb`z`ZØ`f`hY`X]Y`g`
c`Zh`ni`Gd`Ubb`i`b[Yb`nk`]gWk`Yb`K`]ggYb`gWk`UZh`z`Dc`]h]_i`b`X`
; YgY`gWk`UZh`z`k`Ug`X]Y`<`Yf`Ui`g`Zc`fXY`fi`b[Yb`XYf`?`f]gYb`VY`k`Å`h][`i`b[`
j`Yfgh`f`_hY"

8]Y`F`c`Y`XYf`8][`]hU`]g]Yfi`b[

9]b`nYb`hfU`Yf`5gdY`_h`z`XYf`]a` `?`cb`hYI`h`XYf`DUbXYa]Y`ni`bY`a`Yb`X`
]b`XYb`6`]W_[`Yf`ØW`_h]gh`z`]gh`X]Y`8][`]hU`]g]Yfi`b[`XY`g`
; Ygi`bX`Y]hgk`YgY`bg`"Ghi`X]Yb`VY`Y[Yb`z`X`Ugg`X]Y`8][`]hU`]g]Yfi`b[`
Y]bY`Z]b`X`Ua`Yb`hU`Y`F`c`Y`]b`XYf`Gh`f`_i`b[`ØZY`bh]Wk`Yf`
; Ygi`bX`Y]hggm`ghYa`Y`gd]Y`h`"8]Y`VY`ggY`fY`?`ca`a`i`b]_Uh]cb`i`b`X`
J`Yf`Uf`VY]hi`b[`j`cb`; Ygi`bX`Y]hgX`UhYb`z`Y`hk`U`Xi`fWk`X][`]hU`Y`
5bk`Yb`Xi`b[Yb`z`_`Ubb`Yb`hgWk`Y]XYb`X`gY]b`z`i`a`X]Y`9Z]n]Yb`n]a`
; Ygi`bX`Y]hgk`YgYb`ni`ghY][`Yfb`"@Ui`h`V`d`V`[]Vh`Y`g`VY`fY]hg`
nU`fY]Wk`Y`b]h]Uh]j`Yb`ni`f`:`Øf`XY`fi`b[`X][`]hU`Y`f`
; Ygi`bX`Y]hg`Ub`k`Yb`Xi`b[Yb`z`X]Y`k`Å`fYbX`XYf`DUbXYa]Y`j`Yfgh`f`_h`
]b`XYb`:`c`_i`g[Yf`ØW`_h]g]b`X"

8]Y`Gh`Å`b`X][`Y``a`dZ`_ca`a`]gg]cb`Ya`dZ]Y`h`k`Y]hY`f`]b`z`X`Ugg`j`c`f`

U`Ya `A`hYfY`A YbgW`Yb`i bX`DYfgcbYb`a]hJ`cfYf`_fUb`_i b[Yb`]\fY
 7cfcbU!`a dZ` b[`fY[Y`a `A»][`Ui Zf]gW`Yb`"UggYb`"8YbbcW`k Ufbh
 A Ufh]b`6ca`a Yfž`XUgg`X]Y`b`A`W`ghY`DUbXYa`]Y`i`bj`Yfa`Y]X`]W`gY]b
 k]fX`i`bX`ZcfXYfh`Y]bY`gmghYa`Uh]gW`Y`5i`ZUfVY]hi`b[`XYf`9fY][b]ggY
 c`bY`GW`i`Xni`k`Y]gi`b[Yb`"8]Y`Xf]b[YbXY`B`chk`YbX][`_Y]hž
 ; Ygi`bX`Y]hg]bgh]hi`h]cbYb`ni`gh`A`f`_Yb`i`bX`Ui`Zni`_ØbZh][`Y`?`f]gYb
 VYggYf`j`cfVYfY]hYh`ni`gY]bž`V`Y]Vh`Y]bY`nYbhfU`Y`<`YfUi`gZcfXYfi`b[`"

æg[YgUa`h`À`ggh`g]W`Z`Y`gh`U`h`Y`bž`XUgg`X]Y`7`C`J`æ`!`%`-`!DUbXYa`]Y
 b]W`h`b`i`f`Y]b`[`Ygi`bX`Y]h]W`Y`gž`gcbXYfb`Ui`W`Y]b
 [YgY`gW`UZh]W`Y`g`i`a`XYb`_Yb`[`Y`ZcfXYfh`\`Uhž`k`c`VY]`XYf`6`]W`_Ui`Z
 Y]bY`X][`]hU`]g]YfhYž`[`YfY`W`h`YfY`];`Ygi`bX`Y]hg]Yfgcf[`i`b[`[`Yf]W`h`Y`h
 k`YfXYb`a`i`gg`"8]Y`9fZU\fi`b[Yb`Ui`g`XYf`DUbXYa`]Y`_ØbbYb`i`bX
 a`ØggYb`U`g`k`Yfh]`c`Y`@Y`_h]cb`ZØf`X]Y`ni`_ØbZh][`Y
 ; Ygi`bX`Y]hg]Yfgcf[`i`b[`[`Ybi`hnh`k`YfXYb`"

8]Y`8][`]hU`]g]Yfi`b[`k`]fX`Yb`hgd`fY`W`YbX`k`Y]hYf`j`cfUb[`Yhf]YVYbž`i`a
 gmghYa`Uh]gW`Y`Y`Y`f`ni`j`Yfa`Y]XYb`i`bX`X]Y`ÒZYb`h]W`Y
 ; Ygi`bX`Y]h`b`UW`\`U`h][`ni`gh`A`f`_Yb`"æZcfa`Uh]cbYb`i`bX
 :`c`fgW`i`b[`gUfVY]hYbž]bgVYgcbXYfY]b`6Yni`[`Ui`Z`XYb`9]bgUhn`j`cb
 ?Øbgh]W`Yf`æ`hY`][`Ybn`i`bX`X][`]hU`Yb`;`Ygi`bX`Y]hgUb`k`YbXi`b[`Ybž
 g]bX`ZØf`X]Y`K`Y]hYfYb`hk`]W`_i`b[`]a`];`Ygi`bX`Y]hggY`_hc`f`YggYb`h]Y`
 i`bX`k`YfXYb`Ui`W`ni`_ØbZh][`j`cb`6YXYi`hi`b[`gY]b`"

8YhU]`g	
J`c`f`ZU`	; Ygi`bX`Y]hg`_f]gY
C`f`h	; Ødd]b[`Ybž`8Yi`hgW`\`Ub`X
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"gk`f`"XY • da`Wb`W]"b`a`"b]\`"[`cj • k`k`k`"VdV`"XY

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