HØI Yb`i b hYf`J YfXUW h. `K ]XYfgdfØW Y`ni f B G!J Yf[Ub[Yb\Y]h°

BYi Y`Ghi X]Y`ni `FY]b\c`X`HØI Ybg`B Un]!J YfV]bXi b[Yb`k]fZh
: fU[Yb`ØVYf`XYb`HØI Yb!DfY]g`]b`F ]bhY`b`Ui Z`Di V`]\_Uh]cb`]a
A Åfn`&\$&) "

F]bhY`bž`8Yi hgW`UbX`!`&`F]bhY`b`k]fX`XYfnY]h`Y]bY
I bhYfgi W`i b[ `ni`XYb`a`Ò[ `]W`Yb`J Yfk]W`i b[ Yb`XYg
DZUbnybgcn]c`c[ Yb`DfcZYggcf`FY]b\c`X`HØI Yb`ni a
BUh]cbU`gcn]U`]ga`i`g`Xi fW [ YZØ\fh`8Yf`%,`-`-`[YVcfYbY`HØI Ybž
BUa`Ybg[ YVYf`XYg`HØI Yb!DfY]gYgž`XYf`gY]h`%`-,`+`ZØf
\YfUi`gfU[ YbXY`@Y]ghi`b[ Yb`]b`XYf`J Y[YhUh]cbg`\_i`bXY`j`Yf[YVYb
k]fXž`ghY`h`]a`A]hY`di`b`\_h`X]YgYf`?`ca`a`]gg]cb`XYg
B]YXYfgÅW`g]gW`Yb`<`Y]a`UhVi`bXYgž`X]Y`Ui`W`X]Y`:`fU[Y`gY]bYf
a`Ò[ `]W`Yb`A`]hk ]f`_i`b[ `Ub`XYf`?`Ufh]Yfi`b[`j`cb`5i`gW`k`]hn
VY`Yi`W`h`h`"

8 Ug`;`i`hUW`hYbž`XYggYb`J YfØZYbh]W`i b[ `]a`A Åfn`Yfk`UfhY`h`k]fXž
_ØbbhY`k`YgYbh]W`Y`5i`gk ]f`_i`b[ Yb`Ui`ZX]Y`Ni`\_i`bZ`XYg`HØI Yb!
DfY]gYg`\UVYb`"H\ca`Ug`?`fi`Y[Yfž`;`YgW`ÅZhgzØ\`fYf`XYg
<`Y]a`UhVi`bXYgž`a`Yf`_h`Ubž`XUgg`X]Y`I`bhYfghØmi`b[`XYg`FY[]a`Yg
Xi`fW`HØI Yb`b]W`h`Y]bXYi`h][`VYUbhk`cfhY`h`k`YfXYb`_`Ubb`"
<]ghcf]_Yf`B]`g`:`fUb`\_Y`j`Yfk ]Yg`VYfY]hg`&\$%\*`]b`Y]bYa`5fh]_Y`Ui`Z
HØI Ybg`]XYc`c[]gW`Y`J YfV]bXi`b[ Yb`ni`BUhi`fgW`i`hnU`\_h]j`]ghYb`i`bX
XYa`BUh]cbU`gcn]U`]ga`i`g"

<]ghcf]gW`Y`J YfZ`YW`hi`b[ Yb`i`bX
?`cbhfcj`YfgYb

HØI Yb`YVhY`X]Y`YhnhYb`>\fnY\bhY`gY]bYg`@VYbg`]b`HcXYba`Ubb
i`bX`_bØdZhY`XUVY]`]bhYfbUh]cbU`Y`?`cbhU`_hY`]b`XYf`K`]ggYbgW`UZh`"

K Å\fybX`XYg`B Uh]cbU`gcn]U`]ga i g`ZcfXYfhY`Yf`%- (&`X]Y
5i gfc hhi b[`XYg`_`Y]bk ØW`g][Yb`Gdf]b[ \_fUi hg`i bX`k Uf`Ub`XYf
6Y[fØbi b[`XYg`F`Y]W`gdUfhY]hU[g[Y`ÅbXYg`]b`B`ØfbVYf[`VYhY]`][h"
8 UfØVYf`\]bUi g`k]f_hY`Yf`Ub`XYf`HUfbi b[`XYg`K`Yghk U`g`a]hi bX
gY]b`ægh]hi h`gW`i [ `6Y[`Y]h[ fØb`ZØf`X]Y`F`Y]W`gUi hcVU`bYb`j`cf`"9g
k]fX`Ui W`VYf]W`hYhž`XUgg`gY]bY`A]hUfVY]hYf`@`ZUi`ZbU`a`Yb`ZØf`
X]Y`K`Y`fa`UW`h`Ui`gk`YfhYhYb"

8]Y`8YVUhY`i`a`HØI`Ybg`9fVY`]gh`Ub[`Yg]W`hg`gY]bYf`J`YfV]bXi`b[
ni`a`B`Uh]cbU`gcn]U`]ga i g`b]W`h`bYi`"æ``Å\`f`&`\$`%`,`Åi`»`YfhY`@`_Ug
B]W`c`U]gYb`X]Y`5bg]W`hž`XUgg`XYf`HØI`Yb!`DfY]g`b]W`h`a`Y`f`b`UW`
]a`VYb`Ubb`h`k`YfXYb`_ØbbY`"F]W`UfX`Dc`hž`XYf`XUa`U`][`Y
J`c`f`g]h`nYb`XY`XYf`HØI`Yb!;`YgY`g`W`U`Z`hž`k`]Yg`XUfUi`Z`\]bž`XUgg`HØI`Yb
gY`V`gh`ØVYf`gY]bY`J`YfV]bXi`b[`Yb`di`V`]n]Yfh`\`UVY"

æ`a`F`U`a`Yb`XYf`U`_hi`Y`Yb`i`bhYfgi`W`i`b[`\`UVYb`Ui`W`Ub`XYfY`
HØI`Yb!`DfY]ghf`Å[`Yf`ZØf`X]Y`K`Y`fa`UW`h[`YX]Yb`hž`k`Ug`X]Y`8YVUhY`
i`a`X]Y`k`]ggYbgW`U`Zi]W`Yb`J`YfX]Yb`ghY`j`cb`B`Uhi`fgW`Ø`h`nYfb`ž`X]Y`
XYa`B`Uh]cbU`gcn]U`]ga i g`b`U`Y`gh`Ub`XYb`ž`k`Y]hYf`Ub`\Y]nh`"9]bY`
Z]b`Ub`n]Y`Y`i`bhYfgh`Ø`hni`b[`ZØf`X]Y`Ghi`X]Y`gh`Ua`a`h`j`cb`XYf`6]b[`c!
Gh]Zi`b[`ž`i`bX`H`ca`Ug`?`fi`Y[`Yf`VY`hc`b`hž`XUgg`Yg`V]g`Yf`_Y]bY`
i`a`ZUggYb`XYb`5fW`j`ghi`X]Yb`ni`HØI`Ybg`J`Yf[`Ub[`Yb`\Y]h[`UV"

8f`"6YfbX`;`Y`\`\_Yb`j`YfhY]X][`hY`HØI`Yb`]a``Å\`f`&`\$`&`%`i`bX`
Uf[`i`a`Yb]YfhY`ž`XUgg`Yf`U`g`dfca`]bYb`hY`:`][`i`f`i`b`ZU]f`VY`\`Ub`XY`h`
k`YfXY`"HØI`Yb`Yf`\]Y`hi`Ui`»`YfXYa`nk`Y]`9\`fybXc`_hc`f!`H]hY`ZØf`gY]bY`
6Ya`Ø`i`b[`Yb`ž`Zf`Ub`n`Ø]g]gW`Y`?`f]Y[`g[`Y`Z`Ub[`Yb`Y`k`Å\`fybX`XYg`
?`f]Y[`Yg`ni`VY`ZfY]Yb`"8]Y`G`W`U`i`a`Vi`f[`Yf`@`Ub`X`g`W`U`Zi[`UV`XYb`
5bg`hc`»`ni`f`YfbYi`hYb`i`bhYfgi`W`i`b[`ž`X]Y`X]Y`\_ca`d`Yi`Y`6Yn]Y`i`b[
nk`]gW`Yb`K`]ggYbgW`U`Zi`i`bX`æYc`c[`]Y`_f]h]gW`VY`Yi`W`hYh"

:`Øf`h]Y`Z`f`Y`9]b`V`]W`\_Y`]b`X]Y`J`Yf`ghf]W`\_i`b[`Yb`j`cb`HØI`Yb`i`b`X`X]Y`
DZ`Ub`nY`bg`cn]c`c[`]Y`]b`XYf`NY]h`nk`]gW`Yb`%-`'`'`i`bX`%-`(`) `g]b`X`X]Y`
i`a`ZUggYb`XYb`æ`Zc`fa`Uh]cbYb`j`cb`**i`b]!**[`c`Y`hh]b[`Yb`"XY`k`Yfhj`c`""

J c f Z U ``	G c b g h [Y g
C f h	F] b h Y ` b ž 8 Y i h g W X ` U b X
E i Y `` Y b	<ul style="list-style-type: none"> • k k k " g n ` n " X Y • k k k " i b] ! [c Y h h] b [Y b " X Y

6 Y g i W X Y b ' G] Y ' i b g ' U i Z . ' b ! U [" X Y