

GW ØggY `Ub `6i g\ U`hYghY``Y `]b `F YbXgVi f[.
%- !>À\ f][Yf`]b `I !< UZh°

Nk Y]`J YfXÅW h][Y`gW cggYb`Ui Z`nk Y]`A ÀbbYf`Ub`Y]bYf
F YbXgVi f[Yf`6i g\ U`hYghY``Y/Y]b`%- !>À\ f][Yf`]b `I !< UZhž
<]bhYf[fØbXY`i b_`Uf"



?]Y`Yf`GhfU» Yž`&(+* , `F YbXgVi f[ž`8Yi hgW`UbX`!`5a`) "A U]
&\$&) `Ua`Yg]b`F YbXgVi f[ž`GW`Ygk][!<c`ghY]bž`ni`Y]bYa
[Yk U`hhÅh][Yb`J cfZU``ž`XYf`bi b`XUg`b`hYfYggY`XYf`² ZYb`h]W`_Y]h
i bX`XYf`6Y\ ÒfXYb`Ui Zg]W`n]Y`h"Nk Y]`A ÀbbYf`ja`5`hYf`j cb`&&
i bX`&*`>\fYb`k i fXYb`Ub`Y]bYf`6i g\ U`hYghY``Y`]b`XYf`?]Y`Yf
GhfU» Y`a`h`GW ØggYb`j Yf`Yhnh`G]Y`gU» Yb`ni a`NY]hdi b`h`XYg
, VYf[f]Zg]b`]\fYa`5i hcž`U`g`a`Y`fYfY`GW ØggY`Ui Z`XUg`: U`fnYi [
UV[Y[YVYb`k i fXYb``6Y]XY`J Yf`YhnhYb`YfgW]YbYb`Ua
A cbhU[a`]hU[`a`]h`GW i ggk i bXYb`]b`Y]bYa`F YbXgVi f[Yf
?fUb`_Yb`Ui gž`k c`]\bYb`]b`XYf`GW Òb!`?`]b`_ [Y`c`ZYb`k i fXY`
;`ØW`_]W`Yfk Y]gY`g]bX`X]Y`J Yf`Yhni b[Yb`b]W`h`YVYbg[YZÀ`f`]W`"
8]Y`Dc`nY]`Y]hYhY`i a [Y`YbX`Y]bY`: U`bXi b[`a`]h`a`Y`fYfYb
GhfY]ZYbk U[Yb`Y]bž`bUW`XYa`X]Y`HUh`VY`_Ubb`h`k i fXYž`i bX`gdYffhY

XYb`a i ha U»`jWYb`HUhc fh`ZØf`Gdi fYbgjWXYfi b[ga U» bU`a Yb`UV"
8]Y`<]bhYf[fØbXY`XYg`J cfZU`g`gWXY]bYb`ja`dYfgØb`jWYb`l a ZY`X
XYf`6YhY`][hYb`ni`][Y[Ybž`Yg`[]Vh`Y]bY`i bVY`Ub bhY
J cf[YgW`]W`hY"

8]Y`9fa`]hh`i b[Yb`ZØ`fhYb`gW`bY`ni`nk`Y]`HUhj`YfX`ÅW`h][Yb`"9]b
%-!`Å`f][Yf`A`Ubb`k`i`fXY`Ui`Z[fi`bX`XYg`<`UZh`VYZ`gž`XYf`Ua
gd`Å`hYb`A`]hk`c`W`UVYb`X`Yf`UggYb`k`i`fXYž`]b`l`bhYfgi`W`i`b[g`UZh
[Yb`ca`a`Yb`"9f`VY]b`XYh`g]W`bi`b`]b`Y]bYf`ž`[Yb`XU`b`gh`U`h`"GY]b
&%!`Å`f][Yf`?`ca`d`]nY`k`i`fXY`\\]b[Y[Yb`k`]YXYf`Ui`Z`ZY]Yb`i`i`»
[YgY`h`hž`V`Y]Vh`Y`X`c`W`i`bhYf`j`YfX`U`W`hž`X`U`[Y[Yb`]`b`k`Y]hYf`\\]b
Yfa`]h`hY`h`k`]fX`"6Y]XY`A`Å`b`bYf`\\U`h`Yb`g]W`Ua`8]Yb`ghU[a`cf[Yb
XYf`Dc`]nY`][Yg`hY`h`"i`@Ui`h`XYf`@U`b`XY`gdc`]nY`]G`W`Y`gk`][!<`c`g`hY]b
[]Vh`Y`g`U`bg`W`Y]bYb`X`_Y]bY`;`Y`ZU`f`ZØf`X]Y`5`][Ya`Y]b`\\Y]hž`i`b`X
Yf`ghY`<]b`k`Y]gY`j`cb`NYi`[Yb`g]b`X`VYfY]hg`Y]b[Y[Ub[Yb`i`b`X
k`Yf`XYb`Y`h`h`[Ydf`Ø`Zh"

F`Y`Yj`Ub`n`X`Yf`;`Yk`U`h`_f]a`]b`U`]h`Å`h

8]YgYf`J`cfZU`ghY`h`ja`?`cb`hYi`h`Y]bYf`VY`gcf[b]gY`ffY[Yb`XYb
9b`hk`]W`_i`b[]b`8Yi`hgW`U`b`X`"i`@Ui`h`G`h`U`h]gh]_Yb`ni
;`Yk`U`h`j`YfVfY`W`Yb`ž`X]Y`k`Yb][Yf`U`g`(`i`XYf`dc`]nY`]W`Yf`ZU`gghYb
G`h`f`U`Z`h`U`h`Yb`Ui`ga`U`W`Yb`ž`ghY][h`XYb`bc`W`X]Y`NU`\\`gc`W`Yf`HU`h`Yb`"
&\$`&(`k`i`fXYb`Y`hk`U`&%+"`\$\$\$`;`Yk`U`h`j`YfVfY`W`Yb`fY[]ghf]Yf`hž`k`Ug
X]Y`\\`Ø`W`ghY`NU`\\`gY]h`i`&\$`\$`+`X`U`f`ghY`h`"6Y`gc`b`XY`fg`Ui`Z`Å`][]gh`XYf
5b`gh]Y[`XYf`;`Yk`U`h`h`U`h`Yb`i`bhYf`↑`b[Yb`H`Å`h`Y`fb`"F`i`b`X`Y]b`8f]h`hY`
XYf`HU`j`Yf`X`Å`W`h][Yb`]gh`i`bhYf`&%`↓`\\`fY`U`hž`k`Ug`Ui`Z`ni`bY`\\`a`Yb`XY
[YgY`g`W`U`Z`h]W`Y`D`fc`V`Ya`Y`\\]b`k`Y]gh`"8Yf`5b`hY`]"↑`b[Yf
;`Yk`U`h`h`Å`h`Yf`\\U`h]b`XYb`Y`h`h`Yb`↓`\\`fYb`_`cb`h]bi`]Yf`]W`
ni`[Yb`ca`a`Yb`ž`k`Ug`Ui`W`X`i`f`W`k`]f`hg`W`U`Z`h]W`Y`l`bg]W`Yf`\\Y]h`Yb
i`b`X`gc`n]U`Y`6Y`U`gh`i`b[Yb`VY`X]b[h`gY]b`_`Ø`b`hY"

8Yf`J`cfZU`]b`f`Yb`X`g`Vi`f[`k`]f`Zh`i`fU[Yb`Ui`Z`Ø`VYf`X]Y`G]W`Yf`\\Y]h`]b
XYi`hgW`Yb`G`h`Å`X`h`Yb`i`b`X`X`U`g`U`[Ya`Y]b`Y`G]W`Yf`\\Y]hg[Y`ZØ`\\`XYf
6Øf[Yf";`Yk`U`h`j`YfVfY`W`Yb`VY]b`Zi`ggYb`X]Y`K`U`f`b`Y`\\`a`i`b[`ZØf
G]W`Yf`\\Y]h`i`gh`Å`f`_Yf`U`g`U`b`XYf`Y`8Y`]_`hY`k`]Y`8]YV`gh`U`\\`c`XYf`6Y`hfi`["
9]bY`l`a`Z`fU[Y]a`A`U]`&\$`&(`nY][hž`X`U`gg`-(`i`XYf`8Yi`hgW`Yb
;`Yk`U`h`i`b`X`5[[fY`gg]cb`[Y[Yb`DY`fg`cb`Yb`Ui`g`Dc`]nY]i`b`X

F Yhi b[gX]YbghYb`U`g[fc» Yg`DfcV`Ya `k U\fbY\`a Yb"9g`V`Y]Vh
 UVni k UfhYbž`k]Y`X]Y`9fa]hhi b[Yb`ni `XYb`GWØggYb`]b`FYbXgVi f[
 k Y]hYf`j Yf`Ui ZYb`k YfXYb`i bX`k Y`WY`?cbgYei YbnYb`X]YgY`ZØf`X]Y
 VYhY`][hYb`DYfgcbYb`gck]Y`X]Y`FØW_a Y`Xi b[Yb`Ui g`XYf
 6Yj Ò`_Yfi b[`UVYb`k YfXYb`"

8 YhU]`g	
J c fZU``	A YggYfUb [f]ZZ
I fgUWXY	dYfgØb`]WXYg`l a ZY`X
C fh	?]Y`Yf`GhfU» Yž`&(+*, `FYbXgVi f[ž 8 Yi hgW`UbX
J Yf`YhnhY	&
: YghbU\`a Yb	&
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a cdc"XY • k k k "bXf"XY • XY"ghUh]ghU"WŁa

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