* \$ ' >U\ fY 'j c`Yf': fU[Yb. 'Gi W\ Y 'bUW\ 'XYb
j Yfa]gghYb '6YUi a cbh! ?]bXYfb 'ghUfhYh
bYi °

: Ugh' * \$ ' >U\ fY 'bUW\ 'XYa ' J YfgW\ k]bXYb 'XYf'6YUi a cbh!
?]bXYf'k]fX 'Y]bY 'YfbYi hY 'Gi W\ Y ']b '5XY`U]XY 'Xi fW\ [YZØ\ fh"
BYi Y '<]bk Y]gY 'XYi hYb 'Ui ZY]bYb '< Ui dhj YfXÅW\ h][Yb"

5XY`U]XYž'5i ghfU`]Yb '!'5a ' &*": YVfi Uf'&\$&) 'k]fX'X]Y 'Gi W\ Y
bUW\ 'XYb '6YUi a cbh! ?]bXYfbž'X]Y %- * * 'k Å\ fYbX'Y]bYg'5i gZi [g
Ub 'Y]bYb 'GhfUbX']b '5XY`U]XY 'j YfgW\ k UbXYbž'YfbYi h']bhYbg]j]Yfh"
8]Y'; YgW\ k]ghYf' >UbY 'ft Łž'5fbbU'ft+Ł'i bX'; fUb'h'f(Ł'j YfgW\ k UbXYb
Ub 'Y]bYa '5i ghfU`]U'8Umž'U'g'g]Y'k]Y '[Yk c\ bhni a 'GhfUbX' []b[Ybž
UVYf'Ua '5VYbX'b]W\ h'ni fØW__Y\ fhYb" ' Æf' J YfgW\ k]bXYb '\ Uh'XUg
J Yf\ U'hYb 'Ui ghfU`]gW\ Yf': Ua]]Yb 'bUW\ \ U'h]['VYY]bZi ggh/ '9'hYfb
VYUi Zg]W\ h][Yb ']\ fY ?]bXYf'gY]hXYa 'k YgYbh]W\ 'j c'fg]W\ h][Yf" '8]Y
I fgUW\ Y 'ZØf'X]YgY '5b[gh']gh'X]Y'a mghYf]ØgY 'I a ghÅbXY ']\ fYg
J YfgW\ k]bXYbgž'X]Y 'V]g '\ Yi hY 'i b[Y 'Øgh'g]bX" 'NYi [Yb 'VYf]W\ hYhYb
j cb'Y]bYa 'A Ubb'a]h'V'cbXYfž' [YVfÅi bhYf' < Ui hž'XYf'ni 'Yhnh'Ua
GhfUbX' [YgY\ Yb 'k i fXY"

BYi Y '< cZbi b['Ui Z'5i Z_`Äfi b['Vf]b[h'Y]bY ']b'X]YgYf'K cW\ Y
VY[cbbYbY 'Gi W\ Yž'ZUgh' * \$ ' >U\ fY 'bUW\ 'XYa 'i fgd'fØb[']W\ Yb
J c'fZU`""N]Y`]gh'Y]b': UVf]_[Y`ÅbXYž'XUg'VYfY]hg'&\$%' 'i bX'&\$%,
i bhYfgi W\ h'k i fXYž'XUa U'g'YXcW\ 'bi f'H]Yf_bcW\ Yb'ni hU[Y
ZØfXYfhY" '8Yf'j Yfg'hc'fVYbY '6Yg]hYf'XYg'; Y`ÅbXYgž' < Uffm'D\]ddgž
]gh'Yhnh'Y]b' < Ui dhj YfXÅW\ h][Yf" 'BYi 'YbhXYW_hY 'ZUa]]'ÄfY
J YfV]bXi b[Yb'nk]gW\ Yb 'D\]ddg'i bX'XYb' ?]bXYfb ' [VYb 'XYb
9fa]h'Yfb'5b`Ugg'ni f' < cZbi b[" '8]Y'Gi W\ Y'k i fXY'j ca
i bUV\Åb[] [Yb'5V[YcfXbYhYb': fUb_'DUb[U`c'cf[Ub]g]Yfhž
bUW\ XYa 'bYi Y ' ÆZcfa Uh]cbYb'ØVYf'D\]ddg ': Ua]]Y'Ubg'@]W\ h
_Ua Yb" '8]Y'; fUVi b[Yb'k YfXYb 'df]j Uh'Z]bUbn]Yfhž'VYj c'f'XUg

; Y`ÄbXY`j Yf_Ui Zh`k]fX"

J YfXÄW h][Y`i bX`ZfØ\ YfY

9fa]hh`i b[gYf[YVb]ggY

9]b`VYa Yf\_Ybgk YfhYf`5gdY`h`XYg` : U`g`]gh`X]Y`5i ggU[ Y`j`cb
D\]ddg`Gc`b`<UmXbž`XYf`Ub[ UVž`XUgg`Yf`XfY]`? ]bXYf`]a`<Ui`g
gY]bYf` : Ua`]]Y`[ YgY\Yb` \UVYž`U`g`X]Y`6YUi`a`cbh!`?]bXYf
j`YfgW`k`UbXYb`"8]Yg`j`YfghÄf`\_h`X]Y`VYfY]hg`VYghY\YbXYb
J`YfXUW`hga`ca`YbhY`[ Y[ YbØVYf`D\]ddg`"NY]hnYi`[Yb`VYf]W`hYhYb
Ui`W`ž`XUgg`\JbY`Ua`HU[`]\fYg`J`YfgW`k`]bXYbg`a`]hY]bYa`9]b!
DŽ`bX!GW`Y]b`VYnU\`hYž`k`Ug`Y]bYb`@UXYbVYg]hnYf`Ub`X]Y
NU\`i`b[gUfh`XYg`A`UbbYg`Yf]bbYfhYž`j`cb`XYa`X]Y`? ]bXYf`ni`Yhnh
[YgY\Yb`k`i`fXYb"

8]Y`?ca`d`YI`]hÄh`XYg` : U`g`k`]fX`Xi`fW`XUg`J`cf\UbXYbgY]b`UbXYfYf
J`YfXÄW`h][Yfž`XUfi`bhYf`VY`_UbbhY`? ]bXYfa`ÖfXYf`k`]Y`6Yj`Ub
GdYbW`f`j`cb`9]bYa`i`bX`5fh\i`f`GhUb`Ymi6fck`bž`j`YfghÄf`_h`8Yf` : U`
_ÖbbhY`ni`XYa`a`]h`XYa`J`YfgW`k`]bXYb`j`cb`nk`Y]k`Y]hYfYb`?]bXYfb
]a` \f`%-`+` `]b`5XY`U]XY`]b`J`YfV]bXi`b[ `ghY\Yb`"Hfchn`Y]bYf
6Y`c\bi`b[`j`cb`Y]bYf`A`]]cb`Ui`ghfU`]gW`Yb`8c`Uf`V`Y]Vh`XYf` : U`
V]g`\Yi`hY`i`b[Y`Ögh"

8]Y`G]hi`Uh]cb`j`Yfa`]gghYf`?]bXYf`[ `cVU`

8Ug`GW`]W_gU`XYf`6YUi`a`cbh!`? ]bXYf`fYZY`\_h]Yfh`Y]bY`[fÖ»YfYž
[`cVU`Y`DfcV`Ya`Uh]\_`]a`l`a`[ Ub[ `a`]h`XYa`J`YfgW`k`]bXYb`j`cb
?]bXYfb`"GW`Ähni`b[ Yb`ni`Zc`[Y`k`YfXYb`]b`5i`ghfU`]Yb`Ä`f`]W`fi`bX
&\$`\$\$\$`?]bXYf`U`g`j`Yfa`]ggh`[Ya`Y`XYhž`Y]b`U`Ufa`]YfYbXYg`Gma`Vc`
ZØf`X]Y`<YfUi`gZcfXYfi`b[Ybž`XYbYb` : Ua` ]]Yb`[Y[YbØVYfghY\Yb`
5bXYfY`@ÄbXYf`k`Y]gYb`Ä`b`]W`Yž`c`Zi`bcW`YfgW`fYW`_YbXYfY
NU\`Yb`Ui`Z`Ni`a`6Y]gd]Y`k`YfXYb`]b`XYb`J`YfY]b][`hYb`GhUUhYb
Ä`f`]W`Yhk`U`(\*`\$\$\$`? ]bXYf`j`Yfa`]ggh`@Y]XYf`[]Vh`Yg`]b`j`]Y`Yb
@ÄbXYfb`\_Y]bY`ni`j`Yf`Ägg][`Yb`GhUh]gh]\_Yb`ni`j`Yfa`]gghYb`?]bXYfbž
k`Ug`X]Y`6Ya`Ø\i`b[ Yb`ni`f`5i`Z`Äfi`b[ `i`bX`DfÄ]`Ybh]cb`Yf\YV`]W
YfgW`k`Yfh`8]Y`bhYfbUh]cbU`7YbhfY`Zcf`A`]gg]b[` /`9i`d`c]hYX
7\]XfYb`f`7A`97E`\Uh`Y]b`A`cXY`A`]gg]b[ `7\]X` : fUa`Yk`cf_

Yb hk jW_Y`hzi a `@ÀbXYfb`ni `Y`ZYbž`YZZY_hj Y`FYU\_h]cbYb`i bX
@Ògi b[Yb`ZØf`j Yfa]gghY`?]bXYf`ni `gWUZZYb"

8]Y`Ub\U`hYbXYb`5bghfYb[ i b[ Ybž`X]Y`6YUi a cbh!?]bXYf`ni
Z]bXYbž`g]bX`b]W`h`bi f`Y]b`6Yk Y]g`ZØf`XYb`i bYfa ØX`]W`Yb`9]bgUhn
j cb` : Ua ]]Yb`i bX`5b[ Y\Òf][ Ybž`gcbXYfb`Ui W`Y]b`5i ZhfU[ `Ub`X]Y
[YgUa hY` ; YgY``gWUZhž`XUg`6Yk i gghgY]b`ZØf`XUg`Y]X][ Y`H\Ya U
XYf`j Yfa ]gghYb`?]bXYf`ni `gW`ÀfZYb" 8]Y`<cZbi b[`V`Y]Vh
VYghY\Ybž`XUgg`X]Y`bYi Yb`9fa]h`i b[ Yb`ni `Y]bYa `8i fW`Vfi W`
ZØ\fyb`k YfXYb"

K Y]hYfY` ðZcfa Uh]cbYb`Z]bXYb`G]Y`]b`XYb`6Yf]W`hYb`j cb`@B
C b`]bY`i bX` ðYZZUV`Y`A ]gg]b[ `7`\`XfYb"

8YhU]`g	
J c fZU``	J Yfa]gghYbZU``
C fh	5XY`U]XYž`5i ghfU`]Yb
E i Y``Yb	<ul style="list-style-type: none">• k k k ``b!cb`]bY"XY</li><li>• [ `cVU`a]gg]b[_]Xg"cf[

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