

K cW YbYbX!<][\`][\h']b`C VYf\ Uj Y`.
: Y]Yfbž?i`hi f'i bX`5VYbhYi Yf°

9f`YVYb`G]Y`Y]b`gdUbbYbXYg`K cW YbYbXY`]b`?fYa a Yb`j ca
%%"V]g`%' "'&'`]a]h`Gdcfhž`K cf_g\cdg`i bX`i bj Yf[Ygg`]W Yb
9j Ybhg`ZØf`X]Y`[UbnY`: Ua]`Y"



? fYa a Ybž`8Yi hgW`UbX`!`8Yf`&'`]Vf]b[h`Zf]gW Yb`K]bX`]bg
C VYf\ Uj Y`gY]b`a]h`Y]bYa`Vi bhYb`Dfc[fUa a ž`XUg`UbghY\YbXY
J YfUbghU`hi b[Yb`]b`XYf`FY[]cb`_ca V]b]Yfh`J ca`'%%"V]g`%' "'&'`]
_ÖbbYb`X]Y`A YbgW Yb`Ui g`C fUb]YbVi f[ž`<Ybb][gXcfŽ`?fYa a Yb
i bX`NY\XYb]W_nU\`fY]W Y`5_hj]]h`hYb`YbhXYW_Ybž`X]Y`ZØf`YXYb
; YgW a UW`Yhk Ug`VYfY]h`U`hYb`"8]Y`A 5N`VYf]W hYhž`XUgg`XYf
: fY]hU[`a]h`Ui ZfY[YbXYb`9f`YVb]ggYb`VY[]bbhž`XUfi bhYf`Y]b
K UggYfgdcfhZYgh]b`: ØfghYbVYf[`Ua`GWk YXhgYY`UV`%-`.' \$`I` \f
i bX`Y]b`?`Yna Yf!`?cbnYfh]b`XYf`GhUXh_]fW Y`ni` \ÖfYb`gY]b`k]fX"

5`Yž`X]Y`g]W`Ui Z`_i`]bUf]gW Y`; YbØggY`ZfYi Ybž`g]bX`]a` : Y`X\Y]a
VY]`XYf`GW i`Y!]gh!Ui g!DUfhmif]W h]["'8cfh`k]fX`j cb`%)`V]g`%,`I` \f
D]nnU`Ui g`XYa`@Y\`a cZYb`gYfj]Yfh`i bX`X]Y`: Yi Yfk Y\`f`VYhY]`][h

g]W\`U_hj]`a]h`Y]bYa`gdUbbYbXYb`Dfc[fUa a "5i W\`]b
<]a a Y`dZcfhk]fX`Yg`b]W\`h`Ub[k Y`][.9]b`:]`a UVYbX`]b`XYf
?`cghYffi]bY`VY[]bbh`i a `&&`l \f`zi bX`XYf`9]bhf]hh`VYhfA[h`%\$`9i fc"

8 Ug`K`cW\`YbYbXY`j`c``j`cb`5_hj]`h`hYb

5a`GUa`ghU[ž`XYa``%&"`ž`V\UVYb`X]Y`:]`Ua`:]`Yb`X]Y`; Y`Y[Yb`Y]hž
]\fY`:]`À\][`_Y]hYb`VY]a`FYdU]f!7UZ`]b`6]f`_Ybk`YfXYf`ni`hY`ghYb`
<]Yf`_ÖbbYb`g]Y`j`cb`%\$`V]g`%`l`f`U`hY`; Yf`hY`k`]YXYf`]b`GW\`i`gg
Vf]b[Yb`:]`Øf`X]Y`Yb][`Yb`ž`X]Y`Yg`]YVYf`gdcfh]W\`a`Ö[Yb`ž`VY[]bbh
X]Y`K`UggYfZYgh!5_h]cb`]b`:]`ØfghYbVYf[`VYfY]hg`i`a``%`l`f`ž`i`bX`X]Y
GhUXhZØ\fi`b[`i`a``%`l`f`j`Yfgdf]W\`h]bhYfYggUbhY`9]bV`]W_Y`]b`X]Y
GhUXh[YgW\]W\`hY`"8Yb`5VYbX`_ÖbbhY`a`Ub`XUbb`VY]:`c`_a`i`g]`_]a
6Øf[Yf`U`i`g`<Ybb][`gXcfZ`ghUhhZ]bXYb`UggYb`ž`k`c`H]W_Yhg`ZØf`%
9i`fc`Yf`A`h]W\`g]bX"

: Øf`X]Y`5i`hc`]YV\UVYf`]gh`XUg`7UfhfYZYb`UV`%`l`f`]b`A`]`XYbVYf[
Y]b`YW\`hYg`<][`]\][`hž`k`À`fYbX`?`i`bghZfY`i`bXY`]b`8UbbYbk`U`XY`X]Y
a`i`h]a`YX]U`Y`F`Ui`a`]bghU`U]h]cb`j`cb`<Y`Yb`J`Yf`c`Yj`Yb`V]g`ni`a``)"
C`_hc`VYf`VYghUi`bYb`_ÖbbYb`"8]Yg`]gh`Y]bY`hc`Y`; Y`Y[Yb`Y]hž`i`a
X]Y`c`_U`Y`?`i`hi`fgnYbY`ni`i`bhYfghØhnYb`i`bX`[`Y]W\`nY]h][`Y`hk`Ug
BYi`Yg`ni`Yb`hXYW_Yb`"

9]b`ZUa`:]`YbZfYi`bX`]W\`Yf`5VgW\`i`gg

8Yf`GcbbhU[ž`%`"ž`V]YhYh`a`]h`Y]bYa`:]`Ua`:]`YbZYgh]b`6`ÀfYb`_`Ui
j`cb`%(`V]g`%`l`f`Y]bY`YbhgdUbbhY`A`Ö[`]W\`_Y]hž`X]Y`K`cW\`Y
Ui`g_]`b[Yb`ni`UggYb`"æ`C`fUb]YbVi`f[`]gh`ni`XYa`Y]b
?]bXYfZØ\fi`b[`]a`GW\`c`gga`i`gYi`a`i`a``%(`l`f`[Yd`Ubhž`X]Y`[fc»Y
i`bX`_`Y]bY`; YgW\]W\`hg`]YV\UVYf`Ub`gd`fYW\`Yb`X`Øf`ZhY`"æ`a`a`Yf`]\b`]gh
XUg`GW\`c`gg`Y]b`VYgcbXYfYf`5bn]Y\i`b[`gdi`b`hž`XYf`9]bV`]W_Y`]b
X]Y`c`_U`Y`; YgW\]W\`hY`Yf`Ui`Vh`"8]Y`**F`Y]gY`UbXg`6fUbXYbVi`f[**
\YVh`XUfØVYf`\]bUi`g`Ui`W\`:]`Ø\fi`b[Yb`Ui`Z`XYa`:]`Ø`dYf`GYY
\Yfj`cfž`VY]`XYbYb`:]`]gW\`Yf`K`c`Z[Ub[`GW\`fØXYf`gY]b`K`]ggYb`ØVYf
XUg`Ni`[`bYhnZUb[Yb`hY]`h`i`bX`X]Y`HY]`bY`a`Yf`U_hj]`]b`XUg`gW\`ÖbY
C`i`hXccf!9f`YVb]g`Y]bV]bXYh`"

C`V`VY]a`HUb`nYb`ž`G]b[Yb`c`XYf`Y]bZUW\`bi`f`VY]a`:]`Yb]Y»Yb`XYf`

BUhi f' 'CVYf\Uj Y``\UhU`Ygžk Ug'XUg'<Yfn'VY[Y\fh"8 Ug
 K cWYbYbXY'j Yfgdf)W\h'U'gcž'Y]bY'k i bXYfVUFY'; Y`Y[Yb\Y]h'ni
 gY]bž'X]Y'J]Y`ZU'h'XYf'FY[]cb'ni 'Yf'YVYb'i bX'a]h: fYi bXYb'i bX
 : Ua]`Y'i bj Yf[Ygg`W\Y'A ca YbhY'ni 'hY]'Yb"; Ubn'[`Y)W\ž'cV'ZØf
 Y]b'_'i `]bUf]gWYg'9f'YVb]g'cXYf'Y]bY'gdcfh)W\Y'<YfUi gZcfXYfi b[ž
 ^XYf'Z]bXYh'gY]bYb'D'Uhn']b'X]YgYa 'j]Y`ZÅ'h][Yb'Dfc[fUa a "'I bX
 k Yf'XUni 'Y]b' [i hYg'K YhhYf'Yfk]gW\hž'XYf'_Ubb'g]W\`Ui Z'X]Y
 _Y]bYb': fYi XYb'XYg'@YVYbg'ZfYi Yb"'5`gcž'Ui Z]bg'5VYbhYi Yf°

8YhU]`g	
C fh	?fYa a Ybž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "fY]gY`UbX!VfUbXYbVi f["XY

6Ygi W\Yb'G]Y'i bg'Ui Z.'bU[!VfUbXYbVi f["XY