

6fYa Yb`ja : i » VU`Z]YVYf. A ÅXW Yba UbbgW UZhYb`k UW gYb`fUgUb h°

5a `*"'&]'&\$&) `hfUZYb`X]Y`8: 6!: fUi Yb`ja `K YgYf!GhUX]cb
Ui Z`X]Y`B]YXYf`UbXY`"A ÅXW YbZi » VU`]b`6fYa Yb`k ÅW gh
ghUf_"



6fYa Ybž8Yi hgW`UbX`!`8]Y`6Y[Y]ghYfi b[`Z0f`XYb
: fUi YbZi » VU`k ÅW ghž`i bX`XUg`nY][h`g]W`b]W`hibi f`]b`[fc» Yb
Hi fb]YfYb`k]Y`XYf`! 9: 5`K ca Yb g`9! F C`&\$&) `]b`XYf`GW`k Y]nž
gcbXYfb`Ui W`[Ub`n`c`_U`]b`6fYa Yb`"5b`X]YgYa `GUa ghU[ž`XYb`*"
&]'&\$&) ž`hf]Zh`X]Y`XYi hgW`Y`: fUi Yb!BUh]cbU`a UbbgW UZh`ja
K YgYf!GhUX]cb`Ui Z`X]Y`B]YXYf`UbXY`"K Å\fybX`X]Y`DfcZ]g`Ui Z`XYa
D`Uhn`[`ÅbnYbž`Yb[U[]YfYb`g]W`X]Y`B`Uh]cbU`gd]Y`Yf]bbYb`dUfU`Y`ž
]bXYa`g]Y`A ÅXW YbZi » VU`!5; g`]b`6fYa Yb!K U`Y`VYgi W`Yb`"
**6i hYb`i b`6]bbYb`VYf]W`hYh`ØVYf`X]YgY`&]h]Uh]j Ybž`X]Y`X`Uni
VY]hfU[Ybž`XUg`&]hYfYggY`Z0f`XYb`Gdcfhi bhYf`† b[Yb`A ÅXW Yb`ni
k YW`Yb`"**

8]Y`NU`Yb`gdfYW`Yb`Y]bY`XYi h]W`Y`GdfUW`Y.`æ`!8: 6`j`YfnY]W`bYh

a Ub`Y]bYb`VYY]bXfi W_YbXYb`5bgh]Y[`Ub`k Y]V`]W\Yb`A]h[`]YXYfb"
5i Z`fi bX`%- "\$\$\$`A`AXW\Yb`V]g`%*`ϕ\`fY`\`Uh]g]W\`X]Y`NU\``]a
J Yf[`Y]W\`ni f`Y`hnhYb`GU]gcb`Yf\`O\`h` `XUg`Yb`hgd]W\`h`Y]bYa`D`i`g
j`cb`+`Df`cnYb`h`Ni`XYa`]gh`X]Y`5bnU\``XYf`A`AXW\Yba`UbbgW\UZhYb
Ui`Z`*`\$(`&`HYUa`g`[`Ygh]Y[`Yb`ž`k`Ug`Y]bYa`Ni`k`UW\`g`j`cb`%\$`Df`cnYb`h
Yb`hgd]W\`h`8]YgY`dcg]h]j`Y`9b`hk`]W_`i`b[`k`]fX`Ui`W\`j`ca`6fYa`Yf
:`i`»`VU``!`J`YfV`UbX`VYgh`Àh][`hž`XYf`VYf]W\`hY`hž`XUgg`X]Y`NU\``XYf
fY[`]ghf]Yf`hYb`A`AXW\Yba`UbbgW\UZhYb`j`cb`&`*`]a`ϕ\`f`&\$&`Ui`Z
a`]h`Yf`k`Y]Y`(`(`[`Ygh]Y[`Yb`]gh"

9b`hk`]W_`i`b[`]a`6fYa`Yf`:`i`»`VU``

C`]j`Yf`6Ui`a`[`Ufh]`ca`6fYa`Yf`:`i`»`VU``!`J`YfV`UbX`Ài`»`Yfh`Y`g]W\`
Yf`Z`FY`i`h`Ø`VYf`XYb`dcg]h]j`Yb`5bgh]Y[`]bgVYgcbXYfY`VY]XYb`9!`i`bX
8!`ž`b]cf]bbYb`"ϕ`XcW\`[`]Vh`Yg`Ui`W\`<`YfUi`gZc`fXYfi`b[`Yb.`I`f`_Y
;`Y]h\`Yž`X]Y`J`nYdf`Àg]XYb`h]b`XYg`J`YfV`UbXYgž`VYbYb`bh`XYb`A`Ub[`Y`
Ub`[`i`h`Ui`g[`YV]`XYhYb`HfU]bYf]bbYb`i`bX`HfU]bYfb`U`g`Y]b
<`Ui`dhd`fc`V`Ya`";`Y]W\`nY]h][`_f]h]g]Yf`h]g]Y`X]Y`ZY`\`Yb`XYb`5b[`YV`chY
ZØf`A`AXW\Yb`]b`j`]Y`Yb`J`YfY]bYb`ž`k`Ug`XUfUi`Z`\]bk`Y]ghž`XUgg`bcW\`
DchYbn]U``]b`XYf`9b`hk`]W_`i`b[`]j`cb`:`fUi`Yb`Zi`»`VU``VYghY`\`h"

9g]gh`VYa`Yf`_Ybgk`Yf`hž`XUgg`XYf`:`fUi`Yb`Zi`»`VU``]b`8Yi`hgW\`UbX
`Ub[`Y`NY]h`i`bhYf`Y]bYa`GW\`UhYb`gh`UbX`"6]g`%-`))`k`Uf`Yf`gc[`Uf
j`YfV`chYb`ž`i`bX`gY`Vgh`bUW\`XYf`5i`Z`YVi`b[`XYg`J`YfV`ch]g]a`ϕ\`f
%-`+`\$`XUi`YfhY`Yg`bcW\`nk`Ò`Z`ϕ\`fYž`V]g`X]Y`YfghY`XYi`hgW\`Y`:`fUi`Yb`!
B`Uh]cb`U`a`UbbgW\UZhY]b`@`ÀbXYfgd]Y`Ui`ghfU[`Yb`_`cb`bhY`"<`Yi`hY
`Y`XcW\`]gh`X]Y`G]hi`Uh]cb`[`Ub`n`UbXYfg.`;`VYf`+)`i`XYf`VY`ZfU[`hYb
:`fUi`Yb`]b`8Yi`hgW\`UbX`nY][`Yb`[`fc`»`Yg`ϕ`hYfYggY`Ub`:`i`»`VU``"8]Y
XYi`hgW\`Y`:`fUi`Yb`Zi`»`VU``a`UbbgW\UZhž`X]Y`VYfY]hg`U`g`nk`Y]ZUW\Yf
K`Y`ha`Y]ghYf`i`bX`UW\`hZUW\Yf`9i`fcd`Ua`Y]ghYf`[`Àbnhž`[`Y\`h`a`]h
\c\Yb`9fk`Ufhi`b[`Yb`]b`X]Y`_ca`a`YbXY`9A`"

ϕ`hYfb`Uh]cb`U`Yf`?`cb`hYI`h

6YfY]hg`Y`hnh]g]bX`X]Y`XYi`hgW\Yb`Gd]Y`Yf]bbYb`]b`XYf`K`Y`hf`Ub[`]ghY
\cW\`dcg]h]cb]Yfh`i`bX`ghY\Yb`Ui`Z`XYa`Xf]hhYb`D`Uhn`"A`]h`H]hY`b
i`bX`A`YXU]`Yb`]b`XYf`:`YgW\W\`hY`XYg`:`fUi`Yb`Zi`»`VU``g`b]a`a`h
8Yi`hgW\`UbX`Y]bY`VYXYi`hYb`XY`F`c`Y`Y]b`Ni`XYb`9fZc`[`Yb`

[Y\ÖfYb`Ui W`j]Yf`C`ma`d]gWXY`A`YXU]`Yb`i`bX`Y]bY
 VYY]bXfi`W`YbXY`GYf]Y`j`cb`gYWX`g`Ui`ZY]bUbXYfZc`[`YbXYb
 9i`fcdUa`Y]ghYfgW`UZhg[`Yk`]bbYb`nk`]gWXYb`%-`-`)`i`bX`&`\$`%`"``8]Y
 \Yfj`c`ffU[`YbXYb`@Y]ghi`b[`Yb`XYf`Gd]Y`Yf]bbYb`k`YfXYb`Xi`fW
 7`i`Vg`k`]Y`XYb`J`Z@K`c`ZgVi`f[`i`bX`XYb`7`6UmYfb`A`ØbWXYbž`X]Y`]b
 XYf`6i`bXYg][`U`Xca`]b]YfYbž`i`bhYfghØhnh"

Ni`gUa`a`YbZUggYbX`nY][`h`g]W`ž`XUgg`XYf`fUi`YbZi`»`VU``b]W`h`bi`f
]b`6fYa`Ybž`gcbXYfb`Ui`W`]b[`Ubni`8Yi`hgW`UbX`Y]bYb`5i`ZgW`k`i`b[
 Yf`YVh`K`À`fYbX`a`Ub`c`_`U`VYa`Ø`h]ghž`X]Y`6Ug]g`ni`gh`À`f`Ybž`i`a
 XYb`gdc`fh]W`XYb`9fZc`[``Ub[`Zf]gh][`ni`g]W`XYfbž`k`]fX`Ui`W`Ui`Z
]bhYfbUh]cbU`Yf`9VYbY`i`a`[`c`XYbY`A`YXU]`Yb`i`bX`H]hY``[`Y`_`À`a`d`Zh"
 9g`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]W`X]YgY`9bhk`]W`i`b[`Yb`_`ØbZh][`Ui`Z
 XYb`Gdc`fh`Ui`gk`]f`Yb`k`YfXYb"

;`YbYfY``]gh`XYf`fUi`YbZi`»`VU``b`8Yi`hgW`UbX`Ui`ZY]bYa`i`[`i`hYb
 K`Y[``A`]h`W``%`\$`\$`\$`\$`U`_`h]Yb`fUi`Yb`i`bX`%`\$`+`\$`\$`\$`A`À`X`W`Yb`V]g
 %`*``X`fYb`g]bX`X]Y`NU`Yb`j`]Y`j`Yfgd`fYW`YbX``i`bX`a`]h`XYa
 ghYh][`Yb`5bgh]Y[``Ub`HYUa`g`i`bX`Y]bYf`[`Yk`UW`gYbYb`7ca`a`i`b]hm
 ghY`Yb`X]Y`NY]W`XYb`Ui`Z`K`UW`ghi`a`"GhUh]ghU`U`h`X]Y
 9bhk`]W`i`b[`Yb`]a`i`fUi`YbZi`»`VU``i`a`ZUggYbX
 Xc`_`i`a`Ybh]Yfh``9g`k`]fX`g]W`nY][`Ybž`k`c`XYf`K`Y[``\]bZØ`f`h`XcW`
 X]Y`YfghY`i`»`VU``!`@]YVY`j`]Y`Yf`A`À`X`W`Yb`]ghi`bVYghfY]hVUf
 [`Yk`UW`gYb"

8YhU]`g	
C`fh	6fYa`Ybž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"Vi`hYbi`bV]bbYb`"XY • `ZZ``j • XY`"ghUh]ghU`"W`a

6Ygi`W`XYb`G]Y`i`bg`Ui`Z`X]Y!`bUW`f]W`hYb`"W`a