

K YfXYf'6fYa Yb. 'J Yf`Yhni b[Yb '\Äi ZYb
g]W\ ' 'A YX]n]bYf']a '9]bgUhn°

K YfXYf'6fYa Yb_Äa dZi'Ua '%, "\$+ "&\$&) 'a]h'Y]bYf'\c\Yb
J Yf`YhnhYbei chY" 'BYi Y'a YX]n]b]gW\Y'GhfUhY []Yb'k YfXYb
Y]b[YZ\fhzi a 'X]Y'DfcV`Ya Uh]_ni 'VYk Ä'h][Yb"



6fYa Ybž8Yi hgW`UbX'!8]Y'@U[Y`VY]'K YfXYf'6fYa Yb'g]Y\h
U`Yg`UbXYfY`U`g`fcg]['Ui g"8Yf'J YfY]b '\Uh'XYfnY]h'a]h'Y]bYf': Ø`Y
j cb'J Yf`Yhni b[Yb'ni 'Äa dZYbž'X]Y'9f]bbYfi b[Yb'Ub'X]Y'GU]gcb
&\$%- #&\$'k YW_Yb"8Ua U`g'k Uf'X]Y'A UbbgW`UZh'YVYbZU`g'j cb
J Yf`Yhni b[gdfcV`Ya Yb'[Yd`U[hzi bX']bg[YgUa h'&&'Gd]Y`Yf
a i gghYb'Gd]Y`Y`Ui ggYhnYbž'k Ä`fYbX'UW`h'DfcZ]g'k Ä`fYbX'XYf
F Y\UV]`]hUh]cb`YfbYi hj Yf`Yhnh'k i fXYb"8Ug']gh'Y]b'5`VhfUi a ž'XYb
X]Y'J YfUbhk cfh]W`Yb'i bVYX]b[hj Yfa Y]XYb'k c`Yb"5_hi Y`
ghY\Yb'A]hW`Y`K Y]gYfž'A Ufj]b'8i W`gW`ž'X'bg'GhU[Yž'ž' gh]b
B'ba U\i bX'C`j] Yf'8Ya Ub'Ui ZXYf'@]ghY`XYf'J Yf`YhnhYbž'k cVY]
K Y]gYf`VYgcbXYfg'ghUf`VYhfcZZYb']gh'a]h'Y]bYa '?fYi nVUbXf]gg"

K]Y'K YgYf'?i f]Yf`VYf]W`hYhž'[]Vh'Yg`_Y]b`Yf_YbbVUFYg`A i ghYf

\]bhYf`XYb`J Yf`Yhni b[Ybž`i bX`XYf`J YfY]b` \Uh'gc [Uf`Øb[gh'gY]bY
a YX]n]b]gWXY`5VhY]i b[`bYi `Ui Z[YghY`h`8]Yg[YgW]Y`h`U`g
X]fY`_hY`FYU`_h]cb`Ui Z`X]Y`Ub`U`hYbXYb`J Yf`Yhni b[gdfcV`Ya Yž`X]Y
g]W`XfUa`Uh]gW`Ui`gk`]f`_Yb`"9]b`bYi`Yf`5bgdfYW`dUf`hbYf`k`]fX`8f`
5`VYf`hc`GWY`_gY]bž`XYf`ni`j`cf`A`UbbgW`UZh`gUf`nh`VY]`K`YfXYf`k`Uf`
i`bX`Y`hnh`U`g`7`Y`ZUf`nh`XYg`bYi`Yb`gdc`fha`YX]n]b]gWYb
: UW`VYfY]W`g`Z`b[]YfYb`k`]fX`"8]Y`DUfUW`gi`g!`?`]b`_`6fYa`Ybž`X]Y
U`g`a`YX]n]b]gWYf`DUf`hbYf`XYg`J`YfY]bg`U[]Yf`hž` \Uh`X]Y`D`Ubi`b[`ZØf`
Y]b`bYi`Yg`NYb`hfi`a`ZØf`Gdc`fha`YX]n]b`i`bX`Df`Āj`Yb`h]cb`]a
K`YgYf`ghUX]cb`j`cf`Ub[Yhf]YVYbž`XUg]a`C`_hc`VYf`Yf`ØZ`bY`h`k`YfXYb`
gc`""

A YX]n]b]gWXY`B Yi Yfi b[Yb`i`bX` HfU]b]b[g]b hYb g]hĀh

8Yf`:`c`_i`g`]Y[h`ghUf`_`Ui`Z`XYf`6Y`Ughi`b[gghYi`Yfi`b[ž`Y]bYa
H`Ya`Už`XUg`ZØf`X]Y`Gd]Y`Yf`[YfUXY`i`bhYf`XYa`bYi`Yb`HfU]bYf`
<cfgh`GhY`ZYb`Ybc`fa`k`]W`h[]gh`"GhY`ZYb` \Uh`X]Y
HfU]b]b[g]b hYb g]hĀh`Yf` \hž`k`Ug`X]Y`Gd]Y`Yf`X`Uni`a`ch]j`]Yf`hž`g]W`
ni`VYk`Y]gYb`"8`cW`b]W`h`Y`XYf`_`Ubb`X]Y`gYf`Yf` \hYb`6Y`Ughi`b[
ghU`bX` \U`hYbž`k`Ug`ni`XYb`J`Yf`Yhni`b[Yb`ZØ`f`h`"8]Y`
**6Y`Ughi`b[gghYi`Yfi`b[]a`HfU]b]b[]gh`Y`b`hgW`Y]XYb`Xž`i`a`
g]W`Yf`ni`ghY`Ybž`XUgg`X]Y`HfU]b]b[gY]nY`Y`ZY`_h]j`[Ybi`hnh`k`YfXYbž`
c` \bY`X]Y`Gd]Y`Yf`ni`ØVYf`UghYb`"**

8]Y`GW`UZZ`b[`XYg`bYi`Yb`gdc`fha`YX]n]b]gWYb`NYb`hfi`a`g]a
K`YgYf`ghUX]cbž`XUg`Ui`Z`nk`Y]9`hU[Yb`a`]h`fi`bX`)`\$\$`E`i`UXfU`ha`Y`hYf`b`
D`Um`V]Y`hYhž`_`cb`bhY`X]Y`G]h`i`Uh]cb`j`]Y`Y]W`h`Y`b`hgW`Āf`ZYb`"8`f`
GWY`_k`]fX`g]W`a`]h`gY]bYa`HYUa`XUf`Ui`Z`_`cb`nY`b`hf]YfYbž`X]Y
J`Yf`Yhni`b[gUb`ZĀ`][`_Y]h`ni`fYXi`n]YfYb`i`bX`X]Y`Df`Āj`Yb`h]cb`ni`
ghĀf`_Yb`"J`ca`bYi`Yb`5bgU`hn`ni`f`a`YX]n]b]gWYb`6Y`hfYi`i`b[
j`Yfgdf]W`h`a`Ub`g]W`ž`X]Y`k`]YXYf`_Y`fYbXYb`J`Yf`Yhni`b[gdfcV`Ya`Y`
YbX`]W`]b`XYb`;`f]ZZ`ni`VY`_ca`a`Yb`"Gdc`fhW`YZ`:`fUb`_`6Ui`a`Ubb`
nY][`hY`g]W`c`dh]a`]gh]gW`ØVYf`X]Y`F`ØW`_Y`f`j`cb`8f`"GWY`_i`bX`X]Y`
DUf`hbYf`gW`UZh`a`]h`XYf`DUfUW`gi`g!`?`]b`_`ž`X]Y`VYfY]hg`ni`6Y[]b`b`XYf`
GU]gcb`&\$%-`#&\$`]bhYb`g]j`]Yf`h`k`i`fXY`"

8]YgY`F`YZ`cfa`Yb`g]bX`Xf]b[YbX`b`c`hk`YbX][ž`XYb`b`X]Y`G]h`i`Uh]cb

À\bY`h'gY\`f'ghUf`_`XYf`j`c`f`XYa` `5Vgh]Y[`]b`X]Y`nk`Y]hY`@[`U``8Yf`
J`YfY]b`a` ÒW`hY`g]W`YfghY``Ybž`XUgg`X]Y`Gd]Y`Yf`b]W`h`b`i`f`
Y]bgUhnVYfY]h'g]bXž`gcbXYfb`Ui`W` `]b`XYf`@U[`Yž`X]Y``hYbg]h`h`XYg`
Gd]Y`g`j`c``gh`ÀbX][`Ui`gni` \U`hYb``9g`V`Y]Vh`UVni`k`UfhYbž`cV`X]Y`
?ca`V]bUh]cb`Ui`g`b`Yi`Ya` `HfU]bYfž`Y]bYf`fYcf[`Ub]g]YfhYb`
a`YX]n]b]gW`Yb`5VhY]i`b[`i`bX`Y]bYa` `j`YfVYggYfhYb`
HfU]b]b[`gUbgUhn`ni` `Y]bYf`VU`X][`Yb`HfYbXk`YbXY`ZØ`fh`

6`_]W`_]b`X]Y`Ni`_i`bZh

8]Y`_ca`a`YbXY`NY]h`k`]fX`Yb`hgW`Y]X]YbX`ZØf`K`YfXYf`6fYa`Yb``A`]h`
XYf`9fÒZbi`b[`XYg`b`Yi`Yb`a`YX]n]b]gW`Yb`NYb`hfi`a`g`i`bX`XYf`
F`Ycf[`Ub]gUh]cb`XYf`a`YX]n]b]gW`Yb`5VhY]i`b[`k`]fX`Y]b`_`UfYf`
:`c`_i`g`Ui`ZX]Y`J`Yf`Y`hni`b[`gdf`Àj`Yb]cb`[`Y`Y[`h``8Ug`N]Y``]gh`Ygž`
À\b`]W`Y`?`UhUghfcd`Yb`k`]Y`]b`XYf`J`Yf[`Ub[`Yb`Y]h`ni` `j`Yfa`Y]X]Yb`
i`bX`X]Y`A`UbbgW`UZh`k`]YXYf`Ui`Z;` `Y]g`ni` `Vf]b[`Yb``9g`V`Y]Vh`ni`
`c`ZYbž`XUgg`X]Y`Gd]Y`Yf[`i`h`Xi`fW`X]Yb`b`Yi`Yb`5bgUhn`bUj`][`]YfYb`
_`ÒbbYb`"

8Yf`7`i`V`]gh`g]W` `VYk`i`gghž`XUgg`Yf`gW`bY``\`UbXY`b`a`i`ggž`i`a` `X]Y`
8mbUa`_]`ja` `HYUa` `b]W`h`ni` ` [`Y`ZÀ`f`XYb``Gd`À`h`Y`ghY`bg` `Y`hnh`]gh`Y]b`Y`
gcf[`ZÀ`h][`Y`5bU`mgY`i`bX`X]Y`5bdUggi`b[`XYf`HfU]b]b[`ga`Yh`c`XYb`
[`Y`ZfU[`hž`XUa` `]h`K`YfXYf`gY]bY`gdc`fh]W`Yb`5a`V]h]cbYb`Ui`W`
`Ub[`Zf]gh][`j`Yfk`]f`_]W`Yb`_`Ubb``@UggYb`k`]f`i`bg`ØVYffUgW`Ybž`k`]Y`
g]W`X]Y`8]b[`Y`Yb`h`k`]W`Y`b`i`bX`cV`X]Y`b`Yi`Yb`A`U»`bU`a`Yb`]`fY`
K`]f`_i`b[`nY][`Yb`k`YfXYb`"

:`Øf`X]Y`:`Ub`g`V`Y]Vh`bi`f`ni` `c`ZYbž`XUgg`Yg`VU`X`VYggYfY`
B`U`W`f]W`h`Y`b`j`cb`XYf`J`Yf`Y`hnhYb`Zfcb`h`[`]Vh`i`bX`X]Y`Gd]Y`Yf`VU`X`
k`]YXYf`]b`j`c``Yf`Gh`Àf`_`Y`Ui`Z`Ui`Z`Yb`_`ÒbbYb``K`YfXYf`6fYa`Yb`n]Y`h`
XUfUi`Z`UVž`ni`fØW`_`ni` `U`hYf`Gh`Àf`_`Y`ni` `Z]bXYbž`UVYf`XUZØf`a`ØggYb`
X]Y`9]bg`À`hnY`Ui`Z`Y`XYa` `D`Uhn`gh]a`a`Yb` `gck`c``gdc`fh]W`U`g`Ui`W`
a`YX]n]b]gW`"

8]Y`_ca`a`YbXYb`K`cW`Yb`k`YfXYb`nY][`Ybž`cV`X]Y`B`Yi`Ui`gf]W`h`i`b[`
XYg`?`i`Vg`Ui`Z`Zfi`W`h`VUfYb`6cXYb`ZÀ``h`i`bX`cV`K`YfXYf`6fYa`Yb`
XUg`F`i`XYf`\`Yfi`a`fY]»`Yb`_`Ubb`"

8YhU]`g	
C fh	6fYa Ybž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • k k k "XY]W ghi VY"XY • XY"a "k]_dYX]U"cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`X]Y!bUW\ f]W\ hYb"Wĉ a