

K c`hYa UXY`ØVYffUgW h`VY]a `K YfXYf!
6Ygi Wk .`Ni _i bZhgd`ÀbY`i bX
K YWk gY`[YfØWk hY`°

B]W`K c`hYa UXY`VYgi Wk hY`Ua` "%&"'†`]'&\$&) `XUg
K YgYfghUX]cb`]b`6fYa Yb`k`À`fYbX`gY]bYg`l`f`Ui`Vg`]b`†U`]Yb`"
K YWk gY`[YfØWk hY`V`]XYb`XYb`GWk Yfdi b`_h`"



6fYa Yb`ž`8Yi hgWk`UbX`!`9]b`gdUbbYbXYg`?`Ud]hY``]a` `@VYb`]`cb
B]W`K c`hYa UXY`b]a` a`h`[`YfUXY`gY]bYb`@Ui`Z`5a` "%&"'†`]'&\$&)
k`Uf`XYf`†`b`[`Y`GhØfa`Yf`XYg`J`Z6`Ghi`hh`[`Ufh`]a` `K`YgYfghUX]cb`XYg
GJ`K`YfXYf`6fYa`Yb`ni`gY`Yb`"8Yf`6Ygi`Wk`_Ua`b]Wk`hj`cb
i`b`[`YZ`À`f`9f`ZUbX`k`À`fYbX`gY]bYg`l`f`Ui`Vg`]b`†U`]Yb`ghUhh`i`bX`Vch
X]Y`;`Y`Y`[`Yb`Y`]hž`U`hY`K`Y`[`[`YZ`À`fhYb`ni`hfYZZYb`"8Yf`a`]`hh`Yfk`Y`Y`
&`!`À`f`[`Y`K`c`hYa`UXY`U`h]b`XYb`Y`h`hYb`A`cb`UhYb`Y`]bY
VYa`Yf`_Yb`gk`YfhY`9b`hk`]W`_i`b`[`Xi`fWk`[`Ya`UWk`hž`b`UWk`XYa`Yf
UV`ØgY`ZfY`]ni`a`J`Z6`Ghi`hh`[`Ufh`[`Yk`YWk`gY`h`k`Uf`i`bX`XcfhgWk`bY``ni
Y]bYa`@Y]ghi`b`[`ghf`À`[`Yf`Ui`Zgh]Y`["GY]b`dYfg`Øb`]Wk`Yg`†Y`f`k`Uf`fY]Wk
Ub`9f`YVb]ggYb`ž`XUfi`bhYf`Ui`Wk`Y`]bY`6Yfi`Z`b`[`]b`X]Y`XYi`hgWk`Y`

B Uh]cbU`a UbbgWkUZh'i bX`Y]bY`k]Wk]h[Y`F c`Y`VY]`XYf`I &%!9A "

K Ug`a UWk`h]\b`gc`VYgcbXYfg3`#`XYf`GU]gcb`&\$&(#&) `nA`hY`Yf`
a]h`%&`HcfYb`i bX`&`J`cf`U[Yb`]b`&, `9]bgÅhnYb`ni`XYb`VYghYb`
Gd]Y`Yfb`gY]bYf`A UbbgWkUZh`", VYf`U`Y`K`YhVYk`YfVY`\]bk`Y`
[Y`Ub[Yb`]`a`gc[Uf`%+`HcfY`i bX`" `5gg]ghg`"8]YgY`6]`Ubn`gdf]Wk`h`
ZØf`g]Wk`i bX`nY][hž`XUgg`K`c`hYa`UXY`a`]h`Y]bYa`GWk`b]hh`j`cb`\$ž+&`
HcfVYhY`][i b[Yb`dfc`-`\$`A`]bi`hYb`Y]b`YWk`hYf`Gd]Y`Yf`ZØf`[fc»`Y`
Gd]Y`Y`]gh`GY]b`HU`Yb`h`nY][hY`g]Wk`VYgcbXYfg`]a`8: 6!Dc`U`ž`k`c`Yf`
]b`YXYa`Gd]Y`V]g`ni`f`:]b`U`fi`bXY`hfUZ`i bX`a`U»[YV`]Wk`ni`a`
YfghYb`Dc`U`g]Y[`ZØf`Ghi`hh[Ufh`gY]h`%-`-`+`VY]hfi`["

8]Y`I &%!9A `i bX`gY]bY`5a V]h]cbYb

≈a`FU`a`Yb`XYf`I &%!9A`U`h`K`c`hYa`UXY`VYgcbXYfg`ØVYfnYi`[hž`
]bXYa`Yf`gYWk`g`HcfY`i bX`XfY]`5gg]ghg`]b`j`]Yf`Gd]Y`Yb`Yfn]Y`hYž`k`Ug`
]\a`XYb`H]hY`XYg`HcdgWk`fYfg`XYf`9A`Y]bVfUWk`hY`"@Ui`h`
**gdcfhgWkUi`"XY`U`h`Yf`a`]h`gY]bYb`@Y]ghi`b[Yb`VYfY]hg`
]b`hYfb`Uh]cbU`Y`K`Y`Yb`[YgWk`U[Yb`i bX`_Øbb`hY`a`]h`nk`Y]`k`Y]hYfYb`
HcfYb`]a`:]b`U`Y`[Y[Yb`9b[`UbX`XYb`FY`_cfX`j`cb`A`Uf`_`<`UhY`Ym`
Ui`g`XYa``U`f`%`-,`(`Y]bghY`Yb`"**

GY]bY`VYY]bXfi`W`YbXY`@Y]ghi`b[`U`h`Ui`Wk`XUg`#`hYfYggY`j`]Y`Yf`
[fc»`Yf`7`i`Vg`[Yk`YW`_h`"Gc`k`]fX`ØVYf`Y]bYb`a`Ø[`]Wk`Yb`K`YWk`gY`
ni`a`:]7`6UmYfb`A`ØbWk`Yb`gdY`_i`]Yf`hž`ZØf`XYb`Y]bY`5V`ØgYgi`a`a`Y`
j`cb`V]g`ni`",`\$`A`j`]cbYb`9i`fc`]a`FU`i`a`ghY`h`5i`Wk`?`i`Vg`k`]Y`
@]j`Yfdcc`ž`5fgYbU`ž`7`Y`gYUž`FYU`A`UXf]X`i`bX`5h`Yh]Wk`A`UXf]X`
UVYb`Y]b`5i`[Y`Ui`ZXYb`A`]hY`ghØfa`Yf`[Yk`cfZYb`"8Yb`bcWk`U`h`Yf`
`Ui`h`hfUb`gZYfa`Uf`_h`Wk`a`VYfY]hg`dYfgØb`]Wk`Y`J`YfY]bVUfi`b[Yb`
a`]h`6UmYfb`Yfn]Y`h`i`bX`ZUj`cf]g]Yfh`X]YgYb`GWk`f]hhž`j`cfUi`g[YgYhnh`
X]Y`?`i`Vg`_ØbbYb`g]Wk`Ui`ZY]bY`5V`ØgYgi`a`a`Y`Y]b][Yb`"

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

CVk`c`\`K`c`hYa`UXY`j`cb`6UmYfb`A`ØbWk`Yb`hfÅi`a`hž`d`Ub`h`XYf`J`Z6`
Ghi`hh[Ufh`ZYgh`a`]h`]\a`ZØf`X]Y`_ca`a`YbXY`GU]gcb`"@Ui`h`Ghi`hh[Ufhg`
Gdcfhj`cfghUbX`:]UV]Ub`K`c`\`[Ya`i`h`]gh`K`c`hYa`UXYg`9b`hk`]W`_i`b[
bcWk`U`b[Y`b]Wk`h`UV[YgWk`cggYb`"8Yf`J`YfY]b`g]Y`h`h`b`]`]\a`Y]bY`

nYbhfU`Y:][i f`Z0f`X]Y`Ni _i bZř`VYgcbXYfg`bUW`XYa `5V[Ub[`j cb
 GhUfgd]Y`Yf`H\ca Ug`A 0`Yf" `K c`hYa UXY`_0bbhY`Y]bY`À\b`]WXY
 Fc`Y`Y]bbY\`a Yb`i bX`]b`Ni _i bZi`U`g`B UW`Zc`[Yf`Z0f`]\b`]b
 6YhfUW`h[Ync[Yb`k YfXYb"

9g`V`Y]Vh`gdUbbYbX`ni `VYcVUW`hYbž`k c\]b`XYf`K Y[`j cb`B]W_
 K c`hYa UXY`Z0\fh" `B UW`gY]bYa `6Ygi W`ja `K YgYfghUX]cb`_0bbhY
 Yg`gY]bž`XUgg`Yf`VU`X`k]YXYf`VY]`gY]bYf` : Ua]]Y`]ghž`XcW`XYf
 : i » VU``\Uh`bcW`j]Y`a Y\`f`Z0f`]\b`VYfY]h" `8Yf`↑ b[Y`Gd]Y`Yf`\Uh
 XUg`DchYbn]U`ž`Y]b`[Ubn`; fc» Yf`ni `k YfXYb`i bX`k]f`g]bX`[YgdUbbž
 cV`Yf`VU`X`]b`XYf`6i bXYg`][U`cXYf`[Uf`]b`XYf`7\Ua `d]cbg`@YU[i Y
 Z0f` : i fcY`gcf[Yb`k]fX" `8 Ugž`k Ug`XU`UbghY`hž`_0bbhY`XYb`6Y[]bb
 Y]bYg`bYi Yb`? Ud]hY`g`XUfghY``Yb"

8YhU]`g	
C fh	6fYa Ybž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XY]W`ghi VY"XY • k k k "hfUbgZYfa Uf_h"W`a • k k k "gdcfhgW`Ui "XY

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