

8]Y ' [fÒ» hYb ' 6U\ b! 5 `VhfÀi a Y.
8 Yi hgW\ `UbXg'gW\ `]a a ghY 'GhfYW_Yb
&\$&(°

9bhXYW_Yb'G]Y'X]Y'gW\`YW.hYghYb'6U\bgfYW_Yb
8 Yi hgW\`UbXg'&\$&(ž'XUfi bhYf'X]Y'dfcV`Ya Uh]gWY
J YfV]bXi b['j cb'<Ua Vi f[!5`hc bU'bUW\`B ØfbVYf["



5`hc bUž'8 Yi hgW\`UbX'! 8]Y'DØb_h]W\`_Y]h]b`XYf'6U\ b']gh'Y]b
H\Ya Už'XUg'j]Y`Y'j cb'i bg`VYk Y[hž'j cf`U`Ya `ZØf`^ybYž'X]Y
fY[`Ya À»][`Ui ZX]Y`GW\]YbY'gYhnYb"5VYf`Ub`a UbW\Yb`GhfYW_Yb
gW\Y]bh'X]Y'8 Yi hgW\Y'6U\ b']\fY'DØb_h]W\`_Y]hgn]Y`Y'k Y]h] YfZY\`h
ni `UVYb"9]b'6`]W`_Ui ZX]Y`XfY]`gW\`YW.hYghYb'6U\ bj YfV]bXi b[Yb
]b'8 Yi hgW\`UbX'ja `š\`f'&\$&(`nY][hž'k c`Yg`VYgcbXYfg`\UdYfh"
6i nn: YX `Uh'X]Y'9f[YVb]ggY'j YfÒZZYbh]W\hi bX'k]f'nY][Ybž
k cfUi Z'g]W\`X]Y`F Y]gYbXYb`Y]bghY`Yb`a ØggYb"

K]Y'X]Y'8 UhYb'nY][Ybž'ZØ\fh'XYf'⇒79`%\$&%j cb'<Ua Vi f[!5`hc bU
bUW\`B ØfbVYf[`X]Y`@]ghY`a]h'Y]bYf'Xi fW\gW\ b]h]W\Yb`J YfgdÀhi b[

j cb`ZUgh(\$`A]bi hYb`Ub" <]YfVY`]gh`X]Y`DØb`_h`]W_X`_Y]h
YfgW`fYW`_YbX`ØVYfgW`Ui`VUf.`Bi`f`fi`bX`Y]b`8f]hhY`XYf`NØ[Y`_Ua
dØb`_h`]W`_Ub"; fi`bX`XUZØf`g]bX`Y]bY`a`UfcXY`bZfUghfi`_hi`f`gck`]Y
; fYbndfcV`Ya`Uh]_Ybž`X]Y`X]Y` :`U\`f[`ÀghY`VY`]\`fYf`F`Y]gY`_Ub[`Y
k`UfhYb`_UggYb" `A`Ub`ZfU[`h`g]W`ž`k`Ug`X]Y`6U`b`Y][`Yb`h`]W
i`bhYfb]a`a`hž`i`a`X]YgY`A`]gggh`AbXY`ni`VY`VYb"

8]Y`8`Ui`YffY`bbYf`XYf`I`bdØb`_h`]W_X`_Y]h

5i`ZXYa`_nk`Y]hYb`D`Uhn`_UbXYh`XYf`=7`&\$%` `j`cb`8`cfha`i`bX`b`UW
C`VYfghXcfZ`a`]h`Y]bYf`Xi`fW`gW`b]h`]W`Yb`J`Yfgd`À`hi`b[`j`cb`)`ž`
A`]bi`hYb" `Bi`f`&-`ž`i` `XYf`J`YfV]bXi`b[`Yb`k`UfYb`dØb`_h`]W`ž`k`Ug`XYf
J`YfV]bXi`b[`Ui`W`b]W`h[`YfUXY`[`i`h`ni` ;`Yg]W`h`ghY`h" `8`Yf`I`a`gh]Y[
Ui`Z`8]YgY`c`_ca`ch]j`Yb`Xi`fW`b]W`h`Y`Y`_hf]Z]n]YfhY`HY`ghØW`_Y`gcf[`h
ni`g`À`h`]W`ZØf`k`Y]hYfY`J`YfnØ[`Yfi`b[`Yb`_`Y]b`I`a`ghUbXž`XYf`gY]h
5i`[`i`gh`&\$`&(`b]W`h`a`Y`f`VY`c`VYb`k`YfXYb`_Ubbž`XU`XYf`Ni`[`b]W`h
a`Y`f`Z`À`fh"

8`Yf`:`]i`hfU]b`:`@L`%&`+`j`cb`?`Ø`b`<`VZ`b`UW`6`Yf`]b`<`VZ`VY`Y[`h
gW`_Y]»`]W`XYb`Xf]hhYb`D`Uhn`a`]h`)`A`]bi`hYb`J`Yfgd`À`hi`b[`"
HYW`b]gW`Y`G`W`k`]Yf][`_Y]hYb`_Y]»`Yb`X]Y`F`Y]gYbXYb`c`Z`h]a
I`b[`Yk`]ggYb`ØVYf`X]Y`5`b`_i`b`Z`gnY]hYb" `9]bY`Y`W`hY
<`YfUi`gZcfXYfi`b[`ZØf`U`Y`ž`X]Y`Ui`Z`gW`bY`Y`J`YfV]bXi`b[`Yb
Ub[`Yk`]YgYb`g]bX"

DØb`_h`]W_X`_Y]h`]a` ;`YgUa`_h`_cb`hYI`h

8]Y`U`[`Ya`Y]bY`DØb`_h`]W_X`_Y]h`]a` :`Yfbj`Yf`_Y`f`XYf`8`Yi`hgW`Yb
6U`b`k`Uf`&\$`&(`b]W`h`j`]Y`VYggYf" `Bi`f`*`&ž`i` `XYf`NØ[`Y`_Ua`Yb
dØb`_h`]W`_Ubž`k`Ug`X]Y` :`fi`ghfUh]cb`j`]Y`Yf`F`Y]gYbXYb`bi`f`j`Yfgh`À`f`_h`
b`gVYgcbXYf`X]Y`ØVYf`UghYhY`i`bX`j`YfU`hYhY`bZfUghfi`_hi`f`]gh`_Y]f
c`Z`h`Y]b`G`hc`d`YfghY]b" `GhUh]ghU`_U`h`X]Y`NU`_Yb`YfZUgghž`X]Y`nY][`Ybž
XUgg`nk`]gW`Yb`_U`bi`Uf`&\$`%-`i`bX`A`U]`&\$`&)`X]Y`DØb`_h`]W_X`_Y]h`]a
B`U`!`i`bX`:`Yfbj`Yf`_Y`f`gW`k`Ub`_hYž`UVYf`b]Y`Y]b`k`]f`_]W
VYZf]YX][`YbXYg`A`U»`YffY]W`hY" `5`a` `%`" `ž`b]`&\$`&)`[`UV`Yg`k`Yb][
5b`Ugg`ni`f`<`c`Z`bi`b[`"

6YgcbXYfg]a`YfghYb`<`U`V`U`f`&\$`&(`ghUbX`X]Y`8`Yi`hgW`Y`6U`b

`Ui h'8 Yi hgWk Y'6 U\ b `VY]`XYb`D0b_h]Wk_Y]hgk YfhYb`i bhYf'8 fi W_ "
 K Å\ fYbX`XYf'8 6! ? cbnYfb`]bg[YgUa h', - ž- `i `YffY]Wk hYž`V0» hY`XYf
 : Yfbj Yf_Y\ f`a]h`bi f`* &ž+`i `Yf\YV`]Wk `Ub`E i U`]hÅh`Y]b``8]Y
 ; f0bXY`g]bX`j]Y`ZÅ`h][. . , VYfU`hYfhY` ðZfUghfi _hi fž`\c\Y
 J Yf_Y\ fgX]Wk hYž`DYfgcbU`Yb[dUgg`i bX`YI hfYa Y`K YhhYfYfY][b]ggY
 ghY``Yb`[fc» Y`< YfUi gZcfXYfi b[Yb`XUfž`X]Y`b]Wk h`Y]bZUWk `ni ``0gYb
 g]bX"

K c\]b`Z0\ fhi bg`X]YgYf`Ni ghUbX3`8]Y`F Y]gYbXYb`g]bX`[YZcfXYfhž
 g]Wk `Ui Zi bni j Yf`Ågg][Y`J YfV]bXi b[Yb`Y]bni ghY``Ybž`k Å\ fYbX`X]Y
 6U\ b`[`Y]Wk nY]h][`A U» bU\ a Yb`d`Ubhž`i a `X]Y`6Yhf]YVgei U`]hÅh`ni
 ghUV`]`g]YfYb``8]Y`DYbX`Yf`i bhYf`i bg`_0bbYb`bi f`\cZYbž`XUgg`XYf
 5_h]cbgd`Ub`D0b_h]Wk_Y]h`VU`X`[fY]Zh`i bX`k]f`b]Wk h`a Y\ f`0VYf`X]Y
 gWk`]a a ghYb`GhfYW_Yb`VYf]Wk hYb`a 0ggYb"

8 YhU]`g	
C fh	5`hcbUž`8 Yi hgWk `UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Vi nnZY YX"XY • XY"ghUh]ghU"Wč a • nV]f"XYi hgWk YVU\ b"Wč a

6Ygi Wk Yb`G]Y`i bg`Ui Z. `X]Y!bUWk f]Wk hYb"Wč a