

?]W_Yfg'9a XYb' _Àa dZh'g]W\`ni`hcf`cgYa
F Ya]g'[Y[Yb'D97`Nk c``Y

?]W_Yfg'9a XYb'hfYbbhYb'g]W\`j]b`Y]bYa`HYghgd]Y`hcf`cg`j`cb
D97`Nk c``Y`i`bX`nY][`hYb`Y]bY`ghUf_Y`8YZYbgj]`Y]ghi`b[
k`À\`fYbX`XYg`HfU]b]b[`g`U[`Yfg"



9a XYbž'8Yi hgW\`UbX`!`b`Y]bYa`gdUbbYbXYb`HYghgd]Y`
hfYbbhYb'g]W\` \Yi hY`X]Y`?]W_Yfg'9a XYb`i`bX`XYf`b]YXYf`ÀbX]gW\`Y
9fgh][`]gh`D97`Nk c``Y`hcf`cg``8]Y`6Y[`Y[`bi`b[`ZUbX`]a`F`U\`a`Yb
Y]bYg`?`i`fn!`HfU]b]b[`g`U[`Yfg]`b`K`U[`Yb]b[`Yb`ghUhh`ž`k`c`XYf
FY[`]cbU``][`]gh`Ui`g`9a XYb`j]b`XYf`j`Yf[`Ub[`YbYb`K`cW\`Y`]bhYbgj]`Ub
gY]bYf`J`cfVYfY]hi`b[`[`YUfVY]hYh`\`Uh``8Yf`?]W_Yfg!`7cUW\`GhY`ZUb
9a`a`Yf`]b[`k`Uf`a`]h`XYf`XYZYbgj]`Y`@]ghi`b[`gY]bYf`A`UbbgW\`UZh
gY\`f`ni`Zf]YXYb`i`bX`c`VhY`X]Y`Nk`Y]_Ua`dZgh`Àf_Y`XYf`Gd]Y`Yf``**6GJ**
**?]W_Yf`9a XYb`VYf]W\`hYh`ž`XUgg`9a XYb`X]Y`VYghY`;`Y`Y[`Yb`Y]h
XYf`YfghYb`<`À`ZhY`j`Yf[`UV.`B`c`U\`;`i`a`dYfh`gW\`Y]hYfhY`a`]hY]bYa
Y]bXfi`W_gj`c``Yb`GY]hZU`n]Y\`Yf`Ub`Nk`c``Yg`?`YYdYf`8`i`_Y`J`YfXi`]b`]b
XYf`%,`"A`]bi`hY"**

8]Y`YfghY`<U`VnY]h`k Uf`j cb`Y]b][Yb`[i hYb`7\UbWb`Ui Z`VY]XYb
GY]hYb`[YdfÀ[h`9]b`[YZÀ\`f]WXYf`GWXi gg`j cb`9]Ubc`F Y]`bXYfg`ZØf
Nk c`Y`UbXYhY`bi f`Ua`DZcghYb`f&%"`A]bi hYŁ`9a XYbg`H\Yc
GWxfØXYf`j Yfgi W`hY`Yg`_i fn`j cf`XYf`<U`VnY]h`a]h`Y]bYa
K Y]hgWxi gg`Ui g`&) `A YhYfbž`n]Y`hUVYf`ØVYf`XUg`Hcf`f(%" `A]bi hYŁ`
5i W`]b`XYf`nk Y]hYb`<À`ZhY`V`]YVYb`X]Y`7\UbWb`b]W`h`Ui g`/gc
j Yf[UV`A]_U`9]W`_cZZ`Y]bY`A Ò[`]W`_Y]h`Ui g`gd]hnYa`K]b`_Y`"

HfU]b]b[`i bX`HYUa Vi]`X]b[

8 Ug`HYghgd]Y`k Uf`b]W`h`bi f`Y]bY`gdcfh]W`Y`<YfUi gZcfXYfi b[ž
gcbXYfb`Ui W`HY]`Y]bYg`A U» bU`a YbdU`Yhg`ni f`HYUa V]`Xi b["
K À\`fYbX`XYg`HfU]b]b[g`U[Yfg`bi hnhY`XUg`HYUa`X]Y`NY]h`Ui W`ZØf
gcn]U`Y`5_h]j]h`hYbž`XUfi bhYf`Y]b`DUXY`!HYbb]g!Hi fb]Yf`"HfU]bYf
9a a Yf`b[`Ài » YfhY`g]W`dcg]h]j`ØVYf`X]Y`HfU]b]b[gVYX]b[i b[Yb
i bX`VYXUb`_hY`g]W`VY]`<Ybb]b[ž`XYf`X]Y`; Y[YVYb`_Y]hYb
cf[Ub]g]Yfh`\Uh"

9]b`k Y]hYfYf`gd]Y`Yf]gW`Yf`<ÀfhYhYgh`k UfhYh`Ua`_ca`a YbXYb
GUa`ghU[`Ui Z`X]Y`?]W`_Yfž`k Ybb`g]Y`[Y[Yb`XYb`Nk Y]h][]ghYb`G7
DUXYfVcfb`\$+`UbhfYhYb`"8]YgYg`Gd]Y`Z]bXYhi bhYf`5i ggW`i gg`XYf
² ZZ`bh]W`_Y]h`ghUhtž`k Ug`VYXYi hYhž`XUgg`X]Y`A UbbgW`UZh`X]Y
b]W`h`ØZZ`bh]W`Y`: cfa`XYf`JcfVYfY]hi b[`bi hnYb`_Ubbž`i a
hU_h]gW`Y`: Y]b`_Y]hYb`Y]bni ØVYb`"BK Ncb`]bY`VYf]W`hYhž`XUgg
DUgWU`GhY]bk YbXYf`j cfUi gg]W`h]W`ZØf`X]YgYb`HYgh`Y]b[Yd`Ubh
]gh"

⊕g[YgUa`h`\Uh`g]W`X]Y`A UbbgW`UZh`Ui Z`\fYa`K Y[`ni`Y]bYf
YfZc`[fY]W`Yb`GU]gcb`]b`XYf`F Y[]cbU``[U[i h`dfÀgYbh]Yfh`8]Y
J YfVYggYfi b[`XYf`5Vk Y`f!`i bX`Nk Y]_Ua`dZghÀf`_Y`XØfZhY`ZØf`X]Y
_ca`a YbXYb`<YfUi gZcfXYfi b[Yb`j cb`[fc» Yf`6YXYi hi b[`gY]b`"5a
GUa`ghU[`ÒbbYb`X]Y`: Ub`g[YgdUbb`h`gY]bž`k]Y`g]W`_Y]h`fY
A UbbgW`UZh[Y[Yb`XYb`G7`DUXYfVcfb`gW`À[h"

K Y]hYfY`⊕Zcfa`Uh]cbYb`ni`HfU]b]b[g`U[Yfb`i bX`XYf`JcfVYfY]hi b[
Ui Z`X]Y`bYi Y`GU]gcb`Z]bXYb`g]W`_Ui Z`Zi`ggVU`fY]gYb`"bYh"

8YhU]`g	
C fh	9a XYbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vgj _]W_YfgYa XYb"XY • k k k "bk ncb`]bY"XY • Zi ggVU``fY]gYb"bYh

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