

:]h'i bX '[Ygi bX]b '@i Xk][g\ UZYb . '8]Y
bYi Yb '9GJ !? i fgY '&\$&)' ghUfhYb °

9GJ '@ Xk][g\ UZYb 'ghUfhYh; Ygi bX\Y]hg_i fgY'UV'5i [i gh
&\$&)" '5ba Y'Xi b[Yb'i bX' †Zcfa Uh]cbYb'cb`]bY'cXYf
hY'YZcb]gW\ 'Yf\À'h]W\ "



C g_Uf!J cb [Yf]W\ hYb!GhfU» Y '+ž' * +\$ * % '@i Xk][g\ UZYb ž
8 Yi hgW\ `UbX '!5V'XYa ' &) " '5i [i gh'&\$&)' _ÖbbYb' †hYfYgg]YfhY']b
'@ Xk][g\ UZYb 'k]YXYf'U_hj' 'k YfXYb'i bX']\fYf'; Ygi bX\Y]h'Yhk Ug
'; i hYg'hi b" '8Yf'9GJ '@ Xk][g\ UZYb 'V]YhYh]a 'nk Y]hYb' < U'V'U\ f
a Y\ fYfY'; Ygi bX\Y]hg_i fgY'Ubž'X]Y'j cf'U`Ya 'Ui Z'6Yk Y [i b ['i bX
9bhgdUbbi b ['UVn]Y'Yb" '8]Y' ? i fgY 'Z]bXYb']b'XYf'9GJ 'Gdcfh\U`Yž
C g_Uf!J cb [Yf]W\ hYb!GhfU» Y '+ž'ghUhh'i bX'g]bX'Y]bY'hc`Y
'; Y'Y [Yb\Y]hž'g]W\ 'Z]h'ni '\U'hYb'i bX' ['Y]W\ nY]h [; 'Y]W\ [Yg]bbhY'ni
hfYZZYb" 'A F B 'B Yk g'VYf]W\ hYhž'XUgg'XYf' ? i fg' C \bY'GW\ k Y]» '_Y]b
DfY]g 'ØVYf'%) 'Ghi bXYb' [Y\h" '8]Y 'HY]'bY\ a Yf' _ÖbbYb'g]W\ 'XUVY]
a cbhU [g'j cb % . %) 'V]g %- . %) 'I \f'a]h' ? i fg'Y]hYf'Fc'Z'Hca U`_
Ui ghcVYb'i bX']\fY':]hbYgg'j YfVYggYfb"

9]b`k Y]hYfYg`5b[YVch]gh`XYf`?i fg` 7UfX]c`U_hj] .`< Yfn!
?fY]g`Ui ZhfU]b]b[`i bX`9bhgdUb]b[`ZØf`fUi Yb ž`XYf`a]h`%(
Ghi bXYb`Ui Zk UfhYh`8]YgYf`Z]bXYh`a]h`k cW`g`j cb`\$- .() `V]g`%\$.()
I \f`i bhYf`XYf`@Y]hi b[`j cb`6]f[]hU`GW`Y]V`ghUhh`:`Øf`X]Y`À`hYfYb
GYa YghYf`[]Vh`Yg`XYb`?i fg` 7UfX]c`U_hj] .`:]h`UV`) \$`ZØf`G]Y`i bX
=b ž`XYf`nk Y]a U`X`cb`bYfghU[g`Ub[YV`chYb`k]fX`ž`Yk Y]`g`i a`\$- .\$\$
i bX`%\$.%) `I \f`<]Yf`_Øa`a Yfb`g]W`YVYbZU`g`6]f[]hU`GW`Y]V`i bX
;]gY`U`?cW`Yi`i a`XUg`K c\`XYf`HY]`bY`a Yf`

5ba Y`Xi b[`i bX`? cghYb

8]Y`5ba Y`Xi b[`ZØf`X]Y`?i fgY`YfZc`[h`ØVYf`;]gY`U`?cW`Yi`i bhYf
XYf`HY`Y`Zcbbi`a`a Yf`\$`*`&`)`-`:`%`()`)`"K`Yf`a`Y`f`b`Zcfa`Uh]cbYb
gi`W`h`ž`k`]fX`Ui`Z`XYf`K`YVgY]hY`XYg`9GJ`@`Xk`][`g`UZYb`ZØbX][`.
k`k`k`"Ygj`!`i`"XY`"9]b`Y`W`hYf`J`cfhY]`XYf`5b[YV`chY`]ghž`XUgg`g]Y`bUW
z`&\$`G;`6`J`nYfh]Z]n]Yfh`g]bX`"8`Ug`\Y]»`hž`j`]Y`Y`[`YgYhn`]W`Y
?fUb`_Yb`_UggYb`hfU[Yb`Y]bYb`HY]`XYf`?cghYb`ž`k`Ug`X]Y`HY]`bU`a`Y
i`a`gc`U`hhfU_hj]`Yf`a`UW`h`";`**Ygi bX`Y]hggdcfhj YfY]b`k`Y]gh`XUfUi`Z
\]bž`XUgg`X]Y`?i fgY`]b`XYf`FY[Y`V`Yei`Ya`cb`]bY`[YVi`W`h`k`YfXYb
_ØbbYb`ž`k`cVY]`Y]bY`6`Ygh`Àh][`i`b[ga`U]`YfZc`fXYf`]W`]ghž`i`a`X]Y
5ba Y`Xi b[`j`YfV]bX`]W`ni`a`UW`Yb`"K`Yf`i`bg]W`Yf`]ghž`_Ubb`Ui`W
j`cf`C`fh]a`Df`Àj`Ybh]cbgVØfc`]b`XYf`@Ygg]b[ghfU»`Y`%
j`cfVY]gW`Ui`Yb`"**

8]Y`A`Ò[`]W`_Y]h`ni`f`?cghYb`ØVYfbU`a`Y`j`Uf]]Yfh`Y`bUW
?fUb`_Yb`_UggY`"J`]Y`"\`Àb[h`XUj`cb`UV`ž`VY]`k`Y`W`Yf`?`UggY`a`Ub
j`Yfg]W`Yfh]gh`"**?fUb`_Yb`_UggYb`"XY`Yf`Ài`hYfhž`XUgg`ZUgh`YXY
?`UggY`;** Ygi bX`Y]hgd`fc[fUa`a`Y`UbV]YhYh`8]Y`Ni`gW`ØggY`ZØf`X]Y
?i fgY`]Y[Yb]a`5`[Ya`Y]bYb`nk`]gW`Yb`+)`i bX`%\$\$`9i`fc`dfc
?i fgž`k`cVY]`?]bXYf`]b`XYf`FY[Y`j`c`Y`?cghYb`ØVYfbU`a`Y
Yf`U`hYb`"9]bY`k`]W`h][`Y`J`cfUi`ggYhni`b[`]ghž`XUgg`HY]`bY`a`Yf
a`]bXYghYbg`, \$i`XYf`?i fgY]b`Y]hYb`fY[Y`a`À»][`VYgi`W`Yb
a`ØggYb`"

; Ygi bX`Y]h`U`g`[Ya`Y]bgUa`Yg`N]Y`

8]Y`;`Ygi bX`Y]hg`_i fgY`g]bX`ZØf`j`]Y`Y`b]W`h`bi`f`Y]bY`A`Ò[`]W`_Y]h
ni`f`d`\mg]gW`Yb`J`YfVYggYfi`b[ž`gcbXYfb`Ui`W`Y]bY`7`\UbW`ž`

gcn]U`Y`?cbhU_hY`ni`'_bØdZYb""`#`XYf`; fi ddY`a UW`hXUg`HfU]b]b[
 cZi[`Y]W`XcddY`h`GdU» ""`5i »YfXYa`g]bX`X]Y`?i fgY`Y]bY`[i hY
 A U»bU`a Yž`i a`XYb`c`Yb`6Y`UbX`i b[g_cghYb`]a
 ; Ygi bX`Y]hgk YgYb`Ybh[Y[Ybni k]f_Yb""`J cfVYi [Yb`]gh`gW`Y]Y»`]W`
 VYggYf`U`g`Y]Yb`K Yf`U`gc`Ui Z`XYf`Gi W`Y`bUW`Y]bYf`A Ò[`]W`_Y]h
]ghž`U_hj] `ni`k YfXYb`i bX`[`Y]W`nY]h][`Yhk Ug`ZØf`X]Y`; Ygi bX`Y]h`ni
 hi bž`gc`h`g]W`X]Y`5b[YVchY`XYg`9GJ`@`Xk]][g`UZYb`b]W`h
 Ybh[Y`Yb`UggYb""`

8YhU]`g	
C fh	C g_Uf!J cb[Yf]W`hYb!GhfU» Y`+ž`*`+`\$`*`% @i Xk]][g`UZYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a fb!bYk g"XY • k k k "[Ygi bX`Y]hggdc fhj YfY]b"XY • k k k "_fUb_Yb_UggYb"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!Vk "XY