

5a c_`Ui Z]b'; fUn. '8YVUhhY'i a
K UZZYbfYWX h'YffY]WX h'bYi Yb' < Ò\Ydi b_h

9]b'5a c_`Ui Z'Ub'Y]bYf'; fUnYf'GWi`Y`Ua`%&"' † b]'&\$&) ``Ògh
Y]bY'8YVUhhY`ØVYf`XUg`K UZZYbfYWX h]b'² ghYffY]WX`Ui`g"



; fUnž'² ghYffY]WX`!`†; fUn`UhY]b`hfU[]gWX`Yf'5a c_`Ui Zž`VY]
XYa`Y]b`&%!`À`f][Yf`bYi b' † [YbX`]WX`Y`gck]Y`Y]bY`@Y`fYf]b`XUg
@YVYb`_c`ghY`hYž`Y]bY'8YVUhhY`ØVYf`XUg`K UZZYbfYWX h]b'² ghYffY]WX
YbhZUWX`h"8Yf'5b[fY]ZYfž`XYf'g]WX`bUWX`XYf`HUh`Ua`HUhc`fh`XUg
@YVYb`bU`a`ž`k`Uf`a`]h`Y]bYf`GW`fchZ]bhY`i`bX`Y]bYf
: Ui`ghZYi`Yfk`UZZY`Ui`g[YghUhhY`hž`X]Y`Ui`h`Dc`nY]`Y[U`VYgYggYb
k`UfYb"8Ug`A`ch]j`ZØf`X]Y`[fUi`gUa`Y`HUh`V`Y]Vh`Y`XcWX`i`b_`Uf"8Yf
J`cfZU`U`Uh`b]WX`h`bi`f`XYf`GhUXh'; fUnž`gcb`XYfb`Ui`WX`XYf`[YgUa`hYb
B`Uh]cb`gWX`k`Yf`ni`[YgY`hnh"

6Yf]WX`hYb`ni`Zc`[Y`VY[Ubb`XYf`HÄ`hYf`XfY]`A`cb`UhY`j`cf`XYa
5a c_`Ui Zž]b`Y]bYa`GW`Ø`hnYbj`YfY]b`ni`hfU]b]YfYb`/cV`X]Yg
hUhg`Ä`WX`]WX`XYf': U`ghž]gh`Y`XcWX`b]WX`h`VYgh`Ä`h][h"8Yf`J`cfZU`U`Uh

X]Y`dc`h]gWXY`8]g_i gg]cb`ØVYf`XUg`K UZZYbfYWX`h`b`² ghYffY]WX`bYi
YbhZUWX`h"; fUnYf`6Øf[Yfa`Y]ghYf]b`9`_Y`? U\`f`gck]Y`Y]bY
DUf`Ua`YbhUf]Yf]b`XYf; fØbYb`ZcfXYfb`Y]b`ghf]_hYg`K UZZYbj`Yfvch
ZØf`Df]j`UhdYfgcbYb`U`g`FYU_h]cb`Ui`Z`X]Y`HfU[`ØX]Y`"5i`WX
6i`bXYgdfÅg]XYbh`5`Yi`UbXYf`J`Ub`XYf`6Y`Yb`\"b]bhYfZFU[`h`X]Y
5b[`Ya`YggYb`Y]h`XYg`XYfnY]h][`Yb`K UZZYbfYWX`hg`i`bX`VUh`i`a`Y]bY
i`a`ZUggYbXY`BYi`VYk`Yfhi`b[`"

Dc`h]gWXY`FYU_h]cbYb`i`bX`:`cfXYfi`b[`Yb

8]Y`C`ddcg]h]cb`ž`j`YfhfYhYb`Xi`fWX`X]Y`:`D²`ž`VYnY]WX`bYh`Y]bY
J`YfgWX`ÅfZi`b[`XYf`K UZZYbfYWX`hY`U`g`fY]bY`Gma`Vc`dc`h]_`"G]Y
k`Ufbhž`XUgg`ghfYb[`YfY`:`YgYhnY`YX][`]WX`XUni`ZØ`fYb`_ØbbhYbž
Y]bYb`:`YbYfU`j`YfXUWX`h[`Y[`Yb`i`bVYgWX`c`hYbY`6Øf[`Yf`ni`gWX`ØfYb`
⊕`²`ghYffY]WX`]gh`Yg`ZØf`XYb`9fk`Yfv`j`cb`:`Ui`ghZYi`Yfk`UZZYb
YfZcfXYf`]WX`ž`Y]bY`VY`ØfX`]WX`Y`:`YbY`a`][`i`b[`ni`VYUbhfU[`Yb`/`ZØf
GW`fchZ]bhYb`i`bX`6ØWX`gYb`g]bX`gc`WX`Y`:`YbY`a`][`i`b[`Yb`YXcWX
b]WX`h`bch`k`YbX][`"

8`Ug`H\`Ya`U`ZUbX`Ui`WX`ja`B`Uh]cb`U`Yb`G]WX`Yf`Y]hgfUh`:`Y`Øfž`XYf`]b
K`]Yb`hU[`hYž`i`a`X]Y`<`]bhYf[`fØbXY`XYg`5a`c`_`Ui`Zg`ni`Ub`U`mg]YfYb
i`bX`a`Ø[`]WX`Y`DfÅj`Ybh]cbga`U»`bU`a`Yb`ni`VYfU`hYb`"
K`Å`fYb`XXY`ggYb`k`i`fXYb`X]Y`C`dZYf`XYg`5a`c`_`Ui`Zg`VY]`Y]bYa
;`YXYb`_[`chhYgX]Ybgh`ja`K`]YbYf`GhYd`Ub`gXca`[`Yk`ØfX][`hž`Ub`XYa
Ui`WX`X]Y`GhUUhggd]hnY`hY`bU`a`"

K UZZYbVYg]hn`i`b`²`ghYffY]WX

8]Y`8]g_i gg]cb`i`a`X]Y`[`YgYhn`]WX`Yb`FY[`Y`i`b[`Yb`ni`a
K`UZZYbVYg]hn`[`Yk`]bbhXi`fWX`X]YgY`hfU[`]gWX`Yb`9fY][`b]ggY`bYi`Yb
GW`k`i`b[`]@Ui`h`Y]bYf`Ghi`X]Y`g]bX`i`b`²`ghYffY]WX`fi`bX`%ž&`A`j`]cbYb
GW`i`ggk`UZZYb`df]j`Uh`i`b`6Yg]hnž`k`Ug`X]Y`Vf]gUbhY`@U[`Y
i`bhYfghfY]WX`h`8]Y`HY]`gWX`ÅfZY`XYf`8`YVUhY`Y`Åggh`g]WX`Ui`WX`Ui`Z
XYb`Ya`ch]cb`U`Yb`<`]bhYf[`fi`bX`ni`fØW`ZØ`fYbž`XYb`X]Y`VYhfc`ZYbYb
:`Ua`j`]Yb`i`bX`5b[`Y`Øf][`Yb`Yf`YVYb`a`ØggYb`"

⊕`X]YgYf`Ub[`YgdUb`bhYb`5`ha`cgd`ÅfY`]gh`Yg`_Y]bY``,`VYffUgWX`i`b[`ž
XUgg`XUg`H\`Ya`U`K`UZZYbfYWX`h`XYfnY]h`c`WX`ja`?`i`fg`ghY`h`i`bX`g]WX

j]Y`Y`6Øf[Yf`ZfU[Ybž`cV`k Y]hYfY`9]bgWfÅb`_i b[Yb`bØh][`g]bXž`i a
gc`WY`HfU[ØX]Yb`]b`Ni`_i bZh`ini`j Yf\]bXYfb`"8]Y`_ca`a YbXYb
K`cWYb`k YfXYb`nY][Ybž`]b`k Y`WY`F]W]hi`b[`X]Y`8]g`_i gg]cb
hUhgÅW`]W`[Y\hž`i bX`cV`Yg`ni`Y]bYa`_i`a XYb`_Yb`_ca`a Yb`k]fX`"
9]b`k Y]hYfZØ`fYbXYf`GWf]h`_ØbbhY`Ui`W`Y]bY`[YgYh`n`]WY`
FY[Y`i b[`gY]bž`i`a`XUg`[YZÅ`f`]WY`DchYbn]U`j`cb`GW`i`gk`UZZYb
]b`XYb`<ÅbXYb`j`cb`Df]j`UhdYfgcbYb`Y]bni`XÅa`a`Yb`"

Ni`gUa`a`Yb[YZUggh`ghY`h`²`ghYffY]W`Ub`Y]bYa`_f]h]gWYb`Di`b`_h]b
6Yni`[`Ui`ZXUg`K`UZZYbFYW`hž`i`bX`Yg`k`]fX`g]W`nY][Ybž`cV`X]Y
Gh]a`a`Yb`XYf`GhUXhdc`h]_Yf`]b`;`fUn`;`Y\Øf`Z]bXYb`i`bX`ni
`_cb`_fYhYb`A`U»`bU\`a`Yb`ZØ`fYb`_ØbbYb`"8]Y`8YVUhhY`U`h`Yfgh
VY[`cb`bYbž`i`bX`X]Y`ØghYffY]W`]gWY`Y`;`YgY`gW`UZh`]gh`Ui`Z[YZc`fXYfž
g]W`U`_h]j`XUfUb`ni`VYhY`][Yb`"

K`Y]hYfY`≠Zcfa`Uh]cbYb`ni`K`UZZYbVYg]hn`]b`²`ghYffY]W`Z]bXYb`G]Y
Ui`Z`GhUh]ghU`"

8Yf`U`_hi`Y`Y`J`cfZU`i`bX`X]Y`XUfUi`g`fYgi`h]YfYbXYb`dc`]h]gWYb
FYU`_h]cbYb`g]bX`b]W`h`ni`ØVYfgY\Yb`"8Yf`Fi`Z`bUW`J`YfÅbXYfi`b[
k`]fX`]a`a`Yf`Ui`hYf`i`bX`_ØbbhY`a`Ø[`]W`Yfk`Y]gY`Y]bYb
K`YbXYdi`b`_h]b`XYf`ØghYffY]W`]gWYb`K`UZZYb[YgYh`n[YVi`b[
XUfghY`Yb`"J`Yf`U[g\Ui`g`!Ui`a`Ubb`gck`]Y`HU[Yggd]Y[Y`
VYf]W`hYb`k`Y]hYf\]b`ØVYf`X]Y`9bhk`]W`_i`b[Yb`"

8YhU]`g	
C`fh	;`fUnž`²`ghYffY]W`
E`i`Y`Y`b	<ul style="list-style-type: none"> •`k`k`k`"j`Yf`U[`g\Ui`g`!`Ui`a`Ubb`"XY •`k`k`k`"hU[`Yggd]Y[`Y`"XY •`XY`"ghUh]ghU`"Wċ`a

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