

< Ua Vi f[g`C`ma d]U!D`Ub. `GWk]a a YbXY
5 [cfU`Ui Z`XYf`6]bbYbU`ghYf°

< Ua Vi f[`d`Ubh`6Yk YfVi b[`ZØf`X]Y`C`ma d]gWYb`Gd]Y`Y
&\$' * `a]h]bbcj Uh]j Yb`?cbnYdhYb`ni f`BUW`U`h][`_Y]h`i bX
6Øf[YfvYhY`]] [i b ["



< Ua Vi f[ž`8Yi hgW`UbX`!`< Ua Vi f[`d`Ubh`gY]bY`F ØW`_Y`f`Ui Z
X]Y`C`ma d]UVØ`bY` `i bX`X]YgYg`A U`gc`U`Yg`UbXYfg`k YfXYb`"5a
'`%`A U]k i fXY`X]Y`Y`Y`ZØf`Y]bY`6Yk YfVi b[`i a `X]Y`C`ma d]gWYb
i bX`DUfU`ma d]gWYb`Gd]Y`Y`&\$' * ž`&\$(` \$`cXYf`&\$(` `VY]a
8Yi hgWYb`C`ma d]gWYb`GdcfhVi bX`fBCG6Ł]j cf[YghY`h`8Yf
7`ci 3`9]bY`gWk]a a YbXY`5 [cfU`Ui Z`XYf`6]bbYbU`ghYf`k]fX`XUg
< YfngHØW`_XYf`9fØZbi b[gZY]Yf`gY]b`" @Ui h`9b hk]W`_i b [gghUXh
gc`Yb`X]Y`C`ma d]gWYb`F]b[Y`U`g`gWk]a a YbXY`D`UhhZcfa Yb`Ui Z
XYf`5`ghYf`X]Y`?i`]ggY`XYf`GhUXh`b]W`h`bi f`gW`a ØW`Yb`ž`gcbXYfb
Ui W`Y]bY`bYi Y`5fh`XYf`Df`ÄgYbhUh]cb`j cb`Gdcfh`V]YhYb"

8]Y`< Ua Vi f[Yf`D`AbY`gYhnYb`Ui ZY]b`?cbnYdhž`XUg`XUg`_`Ugg]gWY
GhUX]cba cXY`Ui g`YVY`b`k]`" `a `NYbhfi a `ghY`h`X]Y`Y`Y`ž

K Yhh_Åa dZY`XYnYbhfU`]b`XYf`GhUXh`ghUhhZ]bXYb`ni`UggYb"
GdcfhUfhYb`k`jY`" 3 `!6Ug_YhVU`ž`Hf]Uh\`c`b`i`bX`6c[`YbgWk]Y»Yb
k`YfXYb`X]fY`_h`Ui`ZXYf`6]bbYbU`ghYf`Ui`g[`YhfU[`Yb`"8]Y`J`cfhY]`Y
`]Y[`Yb`Ui`ZXYf`<`UbX.`?`i`fnY`K`Y[`Y`nk`]gWkYb`XYb
K Yhh_Ua dZghÅhhYb`i`bX`XYa`Di`V`_]i`a`ž`k`Ug`b]Wk`h`bi`f`X]Y`5bfY]gY
Yf`Y]Wk`h`Yfhž`gcbXYfb`Ui`Wk`X]Y`Ni`gWk`Ui`YfV]bXi`b[`ghÅf`_h"

B UWk \ U`h][`_Y]h`i`bX`_i`fnY`K`Y[`Y`]a` :`c`_i`g

9]b`k`]Wk`h][`Yf`5gdY`_hž`XYb`<`Ua`Vi`f[`g`6Yk`YfVi`b[`a`]h`XYb
C`ma`d]gWkYb`Gd]Y`Yb`]b`DUf]g`&\$(`hY]`hž]gh`X]Y`B UWk \ U`h][`_Y]h"
K`Å`fYbX`DUf]g`ni`XYa`(-)`i`XYf`5i`ghfU[`i`b[`gcfhY`Ui`g
VYghY`YbXYb`cXYf`hYa`dcfÅfYb`9]b]Wk`h`i`b[`Yb`ni`gUa`a`YbgYhnhž
k`]fX`<`Ua`Vi`f[`Y]b`Å`b`]Wk`Yg`A`cXY`j`YfZc`[`Yb`"N]Y`]gh`Ygž
j`cf`\UbXYbY`bZfUghfi`_hi`f`ni`]bhY[`f]YfYb`i`bX`hYa`dcfÅfY`6Ui`hYb
ZØf`_i`hi`fY`Y`Dfc[`fUa`a`Y`ni`bi`hnYb`"8]Y`<`Å`žhY`XYf` ,
8]gn]d`]bYb`gc`]]a`bYi`Yb`C`ma`d]WDUf`_7]hmi`bX`]a`C`ma`d]WDUf`_
5`hc`bU`ghUhhZ]bXYbž`k`c`Ui`Wk`XUg`C`ma`d]gWk`Y`8cfZ[`Yd`Ubh]gh`
GdcfhgWk`Ui`VYf]Wk`h`Yhž`XUgg`<`Ua`Vi`f[`a`]h`_i`fnYb`K`Y[`Yb
k`]fVhž`XYb`b`ghc`nY` ,`&I`XYf`5i`ghfU[`i`b[`gcfhY`]Y[`Yb`]b`Y]bYa
FUX]i`g`j`cb`g]YVYb`?`]ca`YhYfb"

6Øf[`Yfa`Y]ghYf`DYhYf`HgWkYb`hgWkYf`nY][`h`g]Wk`c`dh]a`]gh]gWk.`K`]f
\UVYb`X]Y`7\UbWkž`Y]b`NY]WkYb`ZØf`J]Y`ZU`h`i`bX`K`Y`hc`ZYb`Y]h`ni
gYhnYb`" `a`<`]bV`]W`_Ui`Z`X]Y`6Øf[`YfVYhY][`i`b[`k`YfXYb`WU`"&ž&
A`]]cbYb`9i`fc`ZØf`?`c`bnYdhYbhk`]W`_i`b[`i`bX
²`ZYb`h]Wk`_Y]hgVYhY][`i`b[`VYfY]h[`YghY`h";`Yd`Ubh]gh`Y]b
FYZfYbXi`a`]a`A`U]&\$&*&ž`i`a`X]Y`A`Y]bi`b[`XYf`<`Ua`Vi`f[`Yf
6Yj`Ø`_Yfi`b[`Y]bni`\c`Yb`"8]Yg`]gh`VYgcbXYfg`k`]Wk`h][`ž`bUWk`XYa
Y]bY`6Yk`YfVi`b[`ZØf`X]Y`Gd]Y`Y`&\$&(`cXYf`&\$& ,`&\$%)`]b`Y]bYa
6Øf[`YfYb`hgWk`Y]X`UV[`Y`Y`b`h`k`i`fXY"

9]b`bYi`Yg`Ni` \ Ui`gY`ZØf`XYb`Gdcfh

:`Øf`XYb`Gdcfh]b`<`Ua`Vi`f[`]gh`X]Y`[`Yd`UbhY`A`i`h]Z`b`_h]cbgUfYbU
Y]b`k`Y]hYfYf`GWk]h`bUWk`j`cfbY`"8]YgY`k`]fX`U`g`a`cXYfbghY`5fYbU
8Yi`hgWk`UbXg`VYnY]Wk`bYh`i`bX`]gh`U`g`@Y]Wk`hUh`Yh]_!GhÅhhY
k`Å`fYbX`XYf`C`ma`d]gWkYb`Gd]Y`Y`j`cf[`YgY`Yb`"8`Uni`_ca`a`Yb

GdcfhghÀhhYb`Z0f`6YUWk j c`YmVU`ž`GWk]a a Yb`i bX`<cW_Ym]b
 nYbhfU`Yf`@U[Y`"GdcfhgWk Ui`ghY`h`ZYghž`XUgg`X]Y`5fYbU`XUf0VYf
 \]bUi g`V]g`ni`*`\$`\$`\$`\$`6Ygi Wk Yf`ZUggYb`_Ubb`i bX`Ui Wk`Z0f
]bhYfbUh]cbU`Y`: i » VU`gd]Y`Y`i bX`UbXYfY`9j Ybhg`[Ybi hnhk YfXYb
 gc`""

8]Y`5h\`YhYb`gc`Yb`k`À\fybX`XYf`K Yhh_Àa dZY`VY]`<Ua Vi f[Yf
 : Ua]`Yb`i bhYf[YVfUWk h`k YfXYbž`k Ug`X]Y`c`_U`Y`; Ya Y]bgWk UZh
 k Y]hYf`Y]bV]bXYhi bX`X]Y`5h\`YhYb`b`À\Yf`Ub`X]Y`GhUXh`Vf]b[h`Gc
 k]fX`X]Y`6Yk YfVi b[`b]Wk h`bi f`Y]b`GdcfhYfY][b]gž`gcbXYfb`Ui Wk
 Y]b`_i`hi fY`Yg`9j Ybhž`XUg`X]Y`GhUXh`]b`XYb`A]hY`di b`_highY`h`i bX
 X]Y`A YbgWk Yb`ni gUa a YbVf]b[h`

8Yf`Gdcfh0_cbca`K c`Z[Ub[`A UYbb][`YVh\`Yfj cfž`XUgg
 <Ua Vi f[g`7\UbW`b`Xi fWk`X]Y`V]g\Yf][Y`i bhYfgh0hni b[`]a
 BcfXYb`ghY][Yb`_0bbhYb`"8]Y`9bhgWk Y]Xi b[`0VYf`XUg`Z]bU`Y
 6Yk YfVi b[g`_cbnYdh`gc`V]g`ni a`<YfVgh`&`\$`*`ZU`Yb`"8Ua]hik]fX
 XYi h`]Wk ž`XUgg`<Ua Vi f[`U`Yg`XUfUb`gYhnhž`b]Wk h`bi f`Y]b
 YfZc`[fY]Wk Yg`?cbnYdh`ni`Ybhk]W_Y`bž`gcbXYfb`Ui Wk`X]Y
 6Yj 0`_Yfi b[`U`_hj`]b`X]Y`D`Ubi b[`i bX`8i fWk Z0\fi b[
 Y]bni V]bXYb"

8YhU]`g	
C fh	<Ua Vi f[ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • Ybhk]W_`i b[gghUXh`XY • k k k "gdcfhgWk Ui`"XY • k k k "ZfUbWk`"Zf

6Ygi Wk Yb`G]Y`i bg`Ui Z.`bU[!\Ua Vi f["XY