

9ffUhbY`9]bVfYWX Yf. `K ØhYbXYf`6f]YZ`]a A YfWXYg`gcf[h`ZØf` ; Y`ÀWX hYf`

9]b`9]bVfi WX`]b`K]Yb`gcf[h`ZØf`5i Za Yf_gUa _Y]h`9]b
K i hvf]YZ`Ui Z`Y]bYa `A YfWXYg`A @h`Ya Uh]g]Yfh`ghY][YbXY
?f]a]bU`]h`h`Xi fWX` † [YbX`]WX`Y"



9f`UWX [UggYž`%\$`K]Yb`ž`2 ghYffY]WX`!`9g`[]Vh`BYi][_Y]hYb
Ui g`XYa` `%"`6Yn]f_ž`X]Y`nY][Yb`ž`k]Y`_fYUh]j`6Yhfc`ZYbY`Ui Z
9]bVfØWX`Y`fYU[]YfYb`_ØbbYb``5a`8]YbghU[`i a`%)`.'`\$`I` \`f`k`i`fXY
]b`XYf`9f`UWX [UggY`Y]b`gWX`k`UfnYf`A`YfWXYg`A`@YbhXYW`hž`XYggYb
_Udi`hhY`GY]hYbgWX`Y]VY`Y]bY`i`b[Yk`Ø`b`]WX`Y`6chgWX`UZh`hf[[``9]b
DUggUb`h`UhhY`XUg` : U`fnYi [`VYa`Yf`_hi`bX`VYf]WX`hYhYž`XUgg`Ui Z
XYf`GWX`Y]VY`ni` ``YgYb`k`Uf.` @VY`NUdnUfUddYfž`nk`Y]a`U` ``Ugh`Xi
a`Y]bY` ; `Ug`ž`†`Yb``?`c`ZYfUi`a` ``YY` \`f``8]Y`VYa`Yf`_Ybgk`YfhY
6chgWX`UZh`gd]Y[Y`h`b]WX`h`bi`f` : fi`ghfUh]cb`k`]XYfž`gcbXYfb`gcf[h
Ui`WX`ZØf`GWX`a`i`bnY`b`i`bhYf`XYb`5bk`c` \`bYfb``8Yf`<]bk`Y]g`Ui`Z
Y]bYb` ``YYfYb`?`c`ZYffUi`a` ``Àggh`YfU` \`bYbž`XUgg`Yg`b]WX`hg`a`Y` \`f`ni
ghY` \`Yb` []Vhž`bUWX`XYa` `XYf` : U` \`fYf`c`ZYbg]WX`h]WX`VYfY]hg`ni`a
nk`Y]hYb`A`U` `C`dZyf`j`cb`9]bVfYWX`Yfb`k`i`fXY``8]YgY`5fh`XYf

A]hY]i b [_ÖbbhY`U`g`Ni`gd fi`W`Zøf`UbXYfY`6Yhfc`ZYbY`X]YbYbž`X]Y
g]W`YVYbZU`g`ØVYf`XYb`5bgh]Y [`j`cb`9]bVfØW`Yb`]b`K`]Yb`Àf [Yfb"
@Ui`h`<`Yi`hY`g]bX`j`cf`U`Ya`HYbU [Yf!6UbXYb`U_hj`ž`X]Y`X]Y`GhUXh
]b`XYf`YhnhYb`NY]hj`Yfi`bg]W`Yfb"

5VYf`X]Y`G]hi`Uh]cb`]gh`b]W`h`bi`f`g_i`ff]`ž`gcbXYfb`Ui`W`
U`Ufa`]YfYbX" `a` `š` \f`&\$&(`\`UVYb`X]Y`9]bVfi`W`gnU`Yb`gc`ghUf`
ni`[`Ybca`a`Yb`k`]Y`gY]h`š` \fYb`b]W`h`a`Y`f`"K`]Y`Ui`g`Y]bYa`6Yf]W`h
j`cb`J`]Yb`b`U`Y`fj`cf [Y`h`ž`k`i`fXYb`U`Y]b`" `&"`-`*`*`9]bVfØW`Y
fY []ghf]Yfh"9]b`VYgc f [b]gYffY [YbXYf`5bgh]Y [`j`cb`(`ž`+` `]a
J`Yf [`Y]W`ni`a` `J`cf`U`f`"8]YgY`i`bYfZfYi` `]W`Y`HfYbXYbk`]W`i`b [`]gh
ni`a`HY]`Ui`Z`X]Y`j`Yfgh`À`f`hY`š` [YbX`_f]a`]bU`]h`À`h`ni`fØW`ni`ZØ`fYb`"
GhUh]gh]_Yb`nY][`Yb`ž`XUgg`X]Y`NU`Y`XYf`hUh`YfX`À`W`h][`Yb
š` [YbX`]W`Yb`i`bhYf`%` `š` \fYb`j`cb`&\$`%\$`V]g`&\$&(`Yi`d`cX]Yfh]ghž
j`cb`,"`*`\$`Ui`Z`bi`ba`Y`f`%(`,"`\$(`"

9]bV`]W`_Y`]b`X]Y`Dc`]nY]UfVY]h

8]Y`Dc`]nY]` \Uh`Ui`Z`X]YgY`VYgc f [b]gYffY [YbXY`@U [Y`VYfY]hg
fYU []Yfhi`bX`Y]bY`GYf]YbY]bVfi`W`gVUbXY`]b`K`]Yb`i`bX
B]YXYfØghYffY]W`Ui`g [Y`c`VYb" `b`Y]bYa`9bXY`š`bi`Uf
j`YfØZYbh]W`hYb`5fh]_Y`j`cb`A`Y]b6Yn]f`_`k`]fX`Yf`À`i`hYfhž`XUgg
a`Y`fYfY`HUh`YfX`À`W`h][`Y`ZYgh [Ybca`a`Yb`k`i`fXYbž`X]Y`]b`XYb
j`Yf [Ub [YbYb`A`cbUhYb`]b`j`YfgW`]YXYbYb`K`]YbYf`6Yn]f`_Yb`]` \f
l`bk`YgYb` [Yhf]YVYb` \UVYb" `8Yf`5bgh]Y [`VY]9]bVfØW`Yb`]b`5i`hc`g
 \Uh]g]W`XUVY]j`cb`&`%` `&`Ui`Z`("`-\$`-`ZUghj`YfX`c`d`d`Y`h" `8]Y`Dc`]nY]
YfZ`À`f`h`XUVY]i`bhYfgh`Ø`hni`b [`Xi`fW`Y]bY`]bhYfX]gn]d`]b`À`fY
5fVY]hg [fi`d`d`Y`ž`X]Y`gd`Yn]Y`Zøf`?]bXYf!`i`bX`š` [YbX`_f]a`]bU`]h`À`h]bg
@VYb [Yfi`Z`b`k`i`fXYž`i`a`X]YgYf`9b`k`]W`i`b [`VYggYf
Ybh [Y [Ybni`k`]f`_Yb"

8]Y`GhUh]gh]_`gd`f]W`h`Y]bY`_`UfY`Gd`f`U`W`Y` `8]Y`dc`]nY]`]W`Yb
5bnY][`Yb`]b`K`]Yb`gh]Y [Yb`j`cb`%` `*`"(`+` `]a` `š` \f`&\$&(`Ui`Z`%`-`(`-` ,` %
]a` `š` \f`&\$&(`" `8`Ua`]h`k`i`fXY`Y]b`<`ØW`ghghUbX`XYf`Yfa`]hY`hYb
HUh`YfX`À`W`h][`Yb`gY]h`nk`Y]`š` \fnY`b`hYb`YffY]W`h`ž`k`Ug`X]Y`GhUXh
ni`g`À`h`n]W`i`bhYf`8fi`W`_`gYhnh" `5i`W`X]Y`5i`Z`_`À`fi`b [gei`chY`gUb`_
j`cb`(`(`ž`i` `Ui`Z`(`ž`i` `ž`k`Ug`VYXYi`hYhž`XUgg`b]W`h`bi`f`X]Y`5bnU`
XYf`Ghf`U`Z`h`Yb`ghY][`hž`gcbXYfb`Ui`W`X]Y`5i`Z`_`À`fi`b [`X]YgYf`HUhYb`

ni bY\ a YbX'gWk]Yf][Yf'k]fX"

K Ug' _ÖbbYb'U`gc`VYhfcZZYbYbY'6Øf[Yf'hi b3'9g`V`Y]Vh'ni `cZZYbž
XUgg`X]Y`bYi YghYb`A U» bU\ a Yb`XYf`Dc`]nY]'K]f_i b[`nY][Yb`i bX
X]Y`?f]a]bU`]hÅh]b`K]Yb`k]YXYf`Ui Z`Y]b`YfhfÅ[`]WXYg`A U»
ni fØW_[YZØ\fh`k YfXYb`_Ubb" `6]g`XU\]b`g]bX`X]Y`K]YbYf]bbYb`i bX
K]YbYf`XYbbcWk`[YZcfXYfhž`k UWgUa `ni `V`Y]VYb`i bX`]a `: U`Y`j cb
J YfXUWk`h`cXYf`Y]bYa `9]bVfi Wk`gcZcfh`X]Y`6Y\ØfXYb`ni
j YfghÅbX][Yb"

8YhU]`g	
C fh	9f`UWk [UggYž`%\$`\$`K]Ybž`2 ghYffY]Wk
E i Y`Yb	<ul style="list-style-type: none">• k k k "\ Yi hY"Uh• k k k "a Y]bVYn]f_"Uh• k k k "j]YbbU"Uh

6Ygi Wk Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb`bYh