

<]Yhn]b ['k]fX `YVYbX][. 'Gca a Yf!
5i gghY``i b ['X]fY_h]j cf'XYf'HØf°

<]Yhn]b ['V]YhYh'X]YgYb 'Gca a Yf'Y]bY 'Ci hXccf!5i gghY``i b [
ni f'; YgW]W.hY 'XYg'6Yn]f_g" "&, 'GWUi hUZY`b`UXYb`ni a
9bhXYW_Yb`Y]b"



<]Yhn]b [ž'² ghYffY]W]!`đ`<]Yhn]b ['hi h'g]W 'k Ug' `Ui W 'k À\fybX
XYf'Gca a Yfa cbUhYž]b`XYbYb`XUg'6Yn]f_ga i gYi a
j cfØVYf [Y\YbX`gY]bY`HØf'gW`Y»h": Øf`U`Y
; YgW]W.hg]bhYfYgg]YfhYb`i bX`BYi []Yf][Yb []Vh'Yg`Yhnh'Y]bY
gdUbbYbXY`5`hYfbUh]j Y. '9]bY`Ci hXccf!5i gghY``i b [ž'X]Y`ni f
9f_i bXi b ['XYg`%' "'6Yn]f_g`Y]b`ÀXh"i bhYf`XYa`H]hY`' <]Yhn]b [
%- () ' %-)) 'k YfXYb`&, 'GWUi hUZY`b`dfÅgYbh]Yfhž'X]Y`Ub
j YfgW]YXYbYb`CfhYb`]a`6Yn]f`Ui Z[YghY`h'g]bX"8]YgY
GWUi hUZY`b`g]bX`b]W'h`bi f`]bZcfa Uh]j ž'g]Y`ghY\Yb`Ui W`]b
X]fY_hYa`Ni gUa a Yb\Ub ['a]h'XYb`Yk Y][Yb`GhUbXcfhYbž'gcXUgg
6Ygi WYf.]bbYb`Ui Z[Ub`VYgcbXYfY`K Y]gY`]b`X]Y'; YgW]W.hY
Y]bhUi WYb`_ØbbYb"K]Y`XUg`K]YbYf'6Yn]f_gV`Uhh`VYf]W.hYhž
k i fXYb`X]Y`HUZY`b`j cb`?`Ui g`8Ui VYW_ž'Y]bYa`' < cVVM<]ghc]_Yfž

9k U`X`?`Òb][ghY]bž`XYa`A i gYi a gX]fY`_hcfž`i bX`l bhYfghØhnYf]b
7`f]gh]bY`A cfUj YW]bg`@VYb`[Yfi ZYb"

8]Y`[YgUa hY`5i gghY``i b[`]gh`VYei Ya`ni`:`i »`cXYf`a]h`XYa`F UX
YffY]W`VUfž`k Ug`g]Y`ni`Y]bYa`dYfZY`_hYb`Gca`a YfUi gZi`[gn]Y`
a UW`h`K Yf`g]W`[YfbY`j cfUV`]bZcfa`]YfYb`a ÒW`hYž`Z]bXYh`Y]bY
6fcgW`ØfY`a]h`8YhU]`g`i bX`<U`hYghY``Yb`ÒZYbh`]W`Yf
J Yf`_Y`fga`]hhY`"8]YgY`g]bX`]b`XYf`6Yn]f_gj`cfghY`i b[`i bX`]b`XYb
:]`U`Yb`XYf`6ÅW`_YfY]`GW`k Ufn`Yf`Å`h`]W`"9]b`VYgcbXYfg
]bhYfYggUbhYg`6Y]gd]Y`XYf`GhUbXcfhY`]gh`XUg`Di`j YfghUa`dZhc`fž`XUg
U`g`Y`Ya`U`][Y`NcbYb[fYbnY`VY`_Ubbh`]ghž`gck`]Y`XUg`A Uf]U
H`YfYg]Ybhcfž`k`c`Vf]h]gW`Y`9]b]W`hi`b[Yb`>`]ghcf]gW`j`YfUb`_Yfh
g]bX"

9]b`6`]W`_]b`X]Y`J Yf[Ub[Yb`Y]h

8 Ug`6Yn]f_ga`i gYi a`<]Yhn]b[ž`[Y[fØbXYh`%-`(-`Ui`Z`≠]h]Uh]j`Y`j`cb
6Yn]f_gj`cfghY`Yf`C`ha`Uf`<UggYbVYf[Yfž`YfZfYi`h`g]W`Y`]bYg`fY]W`Yb
9fVYg`"8 Ug`A`i gYi a`VY`Y]a`UhYh`YfUi`gfU[YbXY`9]dcbUhYž`X]Y
j`cb`XYf`5`hghY]bnY]h`V]g`]b`X]Y`NY]h`XYf`<UVgVi`f[Yf`fY]W`Yb`"Gc
g]bX`VY]gd]Y`gk`Y]gY`U`hghY]bnY]h`]W`Y`:`i bXY`]a`A`i gYi a`ni`gY`Ybž
X]Y`XYb`Å`hYghYb`B`UW`k`Y]g`a`YbgW``]W`Yb`@VYb`g`]a`K`]YbYf
F`Ui`a`VY`Y[Yb`"6`]W`_ZUb[`]gh`Ui`W`X]Y`GW`fY]Va`UgW`]bY`XYf
B`cVY`dY]ghf`À[Yf]b`6YfhU`j`cb`Gi`hhbYfž`X]Y`V]g`%-`*`'`]b
J`Yfk`YbXi`b[`k`Uf`"9]b`k`Y]hYfYg`<][`\\][`h`V]`XYh`XUg`A`cXY`XYf
J`]`U`Df]a`Uj`Yg]`j`cb`æ`gYZ`<c`Za`Ubb`gck`]Y`XYf
5i`gghY``i`b[gVYfY]W`ZØf`XYb`A`U`Yf`9[cb`GW`]Y`Yž`XYf`UV`%-`%&`]b
<]Yhn]b[`Y]b`5hY`]Yf`UhhY`"8]YgY`≠Zcfa`Uh]cbYb`ghUa`a`Yb`Ui`g
XYa`6Yn]f_ga`i`gYi`a`"

; YgW`]W`hY`k`]fX`>`]Yf`[fY]ZVUf.`a`A`i gYi a`_`ÒbbYb
6Ygi`W`Yf.`]bbYb`Ui`W`9f]bbYfi`b[gghØW`_Y`Ub`VYXYi`hYbXY
DYfgØb`]W`_Y]hYb`VYk`i`bXYfb`cXYf`a`Y`f`ØVYf`X]Y`@]bnYf
H]Yf[UfhYb!G]YX`i`b[`YfZU`fYb`"5V[Yfi`bXYh`k`]fX`XUg`5b[YVch
Xi`fW`gdUbbYbXY`GcbXYfUi`gghY``i`b[Yb`i`bX`J`cfhf`À[Yž`X]Y
fY[Y`a`Å`][`ghUhhZ]bXYb"

8]Y`6YXYi`hi`b[`XYf`6Yn]f_ga`i`gYYb

8]Y'fY[]cbU`Yb`A i gYYb`k]Y`XUg`6Yn]f_ga i gYi a `<]Yhn]b[`gd]Y`Yb
 Y]bY`k]W\h][Y`F c`Y`]b`XYf`6Yk U\fi b[`i bX`8c`_i a YbhUh]cb`XYf
 `c`_U`Yb` ; YgW\W\hY"G]Y`Yf`YX][Yb`k]W\h][Y`5i Z[UVYbž`Yhk U`X]Y
 GUa a `i b[`j cb`l bhYf`U[Yb`ØVYf`dfca]bYbhY`6Yn]f_gVYk c\`bYf
 i bX`XUg` : Ygh\U`hYb`XYf`9][YbhØa `]W\`_Y]hYb`XYg`6Yn]f_g"K]Y`Ui Z`
 %%' ' "Uh`ni `YgYb`]ghž`k]fX`XUg`A i gYi a `Ui ggW\`Y»`]W\`j cb
 Yb[U[]YfhYb`ZfY]Yb`A]hUfVY]hYfb`[YZØ\`fh`i bX`_Ubb`Ui Z`Y]bY
 VYY]bXfi W`_YbXY` ; YgW\W\hY`ni fØW`_V`]W`_Yb"8 Ug`[Y[Ybk`Àfh][Y
 ; YVÀi XYžY]b`Y\Ya U`][Yg`GW\i `[YVÀi XYž`]gh`j cb`<]ghcf]ga i g
 [YdfÀ[h`i bX`X]Y`?Y`Yf`gck]Y`XUg`DUfhYffY`ghUa a Yb`Ui g`XYf`NY]h
 j cf`%* , \$"

⊖g[YgUa h]j YfV]bXYh`X]Y`Ci hXccf!5i gghY`i b[`<]Yhn]b[`%- () `
 %-)) ` ; YgW\W\hY`i bX` ; Y[Ybk Ufh`Ui Zi bhYf\U`hgUa Y`K Y]gY`i bX
 V]YhYh`X]Y` ; Y`Y[Yb\Y]hž`XYb`6Yn]f`_a U`[Ubn`UbXYfg
 _YbbYbni `YfbYb"8]Y`9f]bbYfi b[`Ub`X]Y`J Yf[Ub[Yb\Y]h`k]fX`gc
 `YVYbX][` [Y\U`hYbž`k À\`fYbX`[`Y]W\`nY]h][`X]Y`BYi []Yf`ZØf`X]Y
 Ni _i bZ`hXYg`\]ghcf]gW\Yb`<]Yhn]b[`[Yk YW`_h`k]fX"

8 YhU]`g	
C fh	<]Yhn]b[ž`2 ghYffY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k]YbYfVYn]f_gV`Uhh"Uh • k k k "VYn]f_ga i gYi a "Uh • k k k "%%' ' "Uh

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