

: YghbU\ a Y`bUWX`Vfi hU`Yf': `UgWX Yb! 5hhUW_Y`Ui Z'DUUF`Ua`8cbUi`_UbU`°

6fi hU`Yf', VYfZU``Ua`8cbUi`_UbU``]b`K`]Yb.`HÄhyf`[YZUgghž
bUWX` ; Y`X`i`bX`K`Yfh`[Y`[YbghÄbXYb`j`Yf`Ub`[h`Dc`nY`]`gi`W`h
NYi`[Yb`"



8cbUi`_UbU`ž`K`]Ybž`²`ghYffY]WX`!`5a`)`"C`_hcVYf`&\$&(`_Ua`Yg
ni`Y]bYa`Vfi`hU`Yb`, VYfZU``Ui`ZY]b`DUUF`Ua`8cbUi`_UbU``]b`K`]Ybž
XYf`X]Y`9fa`]h`Yf`Ub`[Y`VYgW`ÄZh`[hY`"; Y`[Yb`" `I` \f`a`cf`[Ybg
ZcfXYfhYb`nk`Y]`HÄhyf`k`Yfhj`c`Y` ; Y`[YbghÄbXY`i`bX`6Uf`[Y`X`j`cb
XYb`C`dZYfb`"8]YgY`k`Y`[YfhYb`g]WX`Y`XcW`ž`XYb` : cfXYfi`b`[Yb
bUWX`ni`_ca`a`Ybž`k`Ug`ni`Y]bYa`[Yk`U`hÄh`[Yb`J`cfZU``ZØ`fhY`"9]b
HÄhyf`nYfVfUWX`Y]bY`6]YfZUgWY`i`bX`j`Yf`YhnhY`XYb`&&!`Ä`f`[Yb
A`Ubbž`XYf`g]WX`gW`Ø`hYbX`j`cf`gY]bY`6Y`[Y]hYf]b`ghY`hYž`Ua`"b`_Yb
I`bhYfUfa`"8Yf`nk`Y]hY`HÄhyf`Ybhf]gg`XYf` : fUi`]`f`<`UbXmi`bX`]`fY
 ; Y`XVÖfgYž`VYj`cf`X]Y`VY]XYb`]b`i`bVY`_UbbhY`F]WX`hi`b`[Zc`Ybž`k`]Y`
a`Y]bVYn]f`_"Uh`VYf]WX`hYh`"

8]Y`K`]YbYf`Dc`nY`]bU\`a`gcZcfh`X]Y`Gdi`fYbgi`W`Y`Ui`Zi`bX

j YfÒZYbh]W hY : U\ bXi b[gZc hcg`XYf`J YfXÅW h][Ybži a`<]bk Y]gY
Ui g`XYf`6Yj Ò`_Yfi b[`ni`Yf\U`hYb`"8]Y`HÅhYf`k i fXYb`U`g`nk Y]
A`ÀbbYf`]a`5`hYf`j`cb`%,`V]g`&)`\fYb`VYgW f]YVYbž`VY]XY`a`]h
Xi b`_Ya`ž`_i`fnYa`<`UUf`i`bX`Y]bYf`?`ÒfdYf[fÒ»`Y`nk`]gW`Yb`%+)`i`bX`
%,`)`W`ž]bZcfa`]Yfh`_cga`c`"Uh"

9fa`]hh`i`b[`gXi`fW`Vfi`W`]a`>`]`&\$&)

B`UW`a`cbU`hY`Ub[`Yb`9fa`]hh`i`b[`Yb`[`UV`Yg`Ua``%\$`"ž`_]`&\$&)`Y]bYb`
8`i`fW`Vfi`W`.`9]b`&%!`Å`f][`Yf`J`YfXÅW`h][`Yf`k`i`fXY`ZYgh[`Ybca`a`Yb`
i`bX`nY][`hY`g]W`hY`k`Y]gY`[`Ygh`ÅbX][`"9f`k`i`fXY`]b`Y]bY`
ž`gh]nUbghU`h`Y]b[`Y`Y`ZYfh`"K`Y]hYfY`9fa`]hh`i`b[`Yb`ni`XYa`nk`Y]hYb`
HUh`YfXÅW`h][`Yb`g]bX`]a`];`Ub[`Yž`k`Ug`X]Y`6Y`ÒfXYb`i`bX`X]Y`C`dZYf`
\`cZYb`"Àgghž`XUgg`Ui`W`X]YgYf`gW`bY`"Y`[`YZUggh`k`]fX`"8]Y`Dc`nY]
\`Uh`X]Y`²`ZYbh`]W`_Y]h`k`Y]hYf\`]b`i`a`A`]h\`ZY`[`YVYhYbž`i`a`
ni`g`Åh`n]W`Y`bZcfa`U]cbYb`ni`g`Ua`a`Y`b`"

8`Yf`J`cfZU`"Z`Å`h]b`Y]bY`NY]hž`]b`XYf`X]Y`G]W`Yf\`Y]hg`U[`Y`]b`K`]Yb`]b`
XYb`:`c`_i`g`fØW`h`"8]Y`Dc`nY]`]W`Y`?`f]a`]bU`ghU]gh]_`fD?`G`L`nY][`hž`
XUgg`X]Y`5bnU`"XYf`,`VYfZ`Å`Y`]b`XYb`"YhnhYb`š`fYb`_`cbh]bi`]Yf`]W`
VYcVUW`hY`h`k`]fX`"8`UVY]`VYfØW`g]W`h][`h`X]Y`D?`G`U`Y`Ub[`YnY][`hYb`
GhfUZ`hU`hYb`[`Ya`À»`XYa`ÒghYffY]W`]gW`Yb`GhfUZ[`YgY`hVi`W`i`bX`
YfZUggh`X]Y`9bhk`]W`_i`b[`Yb`XYg`_f]a`]bY`Y`b];`YgW`Y`Y`b`g`gY]h`&\$`\$`%`
5`_hi`Y`Y`G]W`Yf\`Y]hgVYf]W`hY`k`YfXYb`fY[`Y`a`À»][`j`ca`
6`i`bXYga`]b]ghYf]i`a`ZØf`b`bYfYg`YfghY`h`i`bX`V]YhYb`k`]W`h][`Y`
9]bV`]W`_Y`]b`_f]a`]bU`dc`]h]gW`Y`9bhk`]W`_i`b[`Yb`ž`Yf`Åi`hYfh`XUg`
6`i`bXYg`_f]a`]bU`Ua`h`"

8]Y`Dc`nY]`Yfa`i`h][`h`X]Y`6Yj`Ò`_Yfi`b[`ž`J`YfXUW`hgZ`Å`Y`ni`a`Y`XYb`
i`bX`g]W`_U`h]j`Ub`XYf`6Y`_Åa`dZ`b[`j`cb`?`f]a`]bU`h`Å`h`ni`VYhY]`][`Yb`
9]bn][`Y`HY`YZcbbi`a`a`Yf`ZØf`<]bk`Y]gY`ni`XYb`J`YfXÅW`h][`Yb`]gh`
\$%!`%`%\$!*`&`,`\$\$`"5`bcbma`Y`A`Y`Xi`b[`Yb`g]bX`YVYbZU`g`a`Ò[`]W`"
8]Y`N]j`]W`i`fU[`Y`XYf`6Øf[`Yf`_`ÒbbhY`Yb`hgW`Y]XYbX`gY]bž`i`a`
k`Y]hYfY`,`VYfZ`Å`Y`ni`j`Yf\`]bXYfb`i`bX`X]Y`HÅhYf`ni`f`F`YW`Yb`gW`UZh`
ni`n]Y`Y`b`"

8YhU]`g	
C fh	8cbUi _UbU`ž'K]Ybž'² ghYffY]W
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • k k k "_cga c"Uh • k k k "Vi bXYg_f]a]bU`Ua h"Uh

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