

GW ØggY`i bX`A YggYfUhhUW_Y. `Dfc nYgg`Ua MddYbd`Uhn`gd]hnh`g]Wk`ni`°

GW]Y»YfY]`Ua`MddYbd`Uhn`]b`C hhU_f]b[. `Nk Y]`A`ÀbbYf
k Y[Yb`j Yfgi Wk hYb`A cfXYg`Ub[Y_`U[hž<]bhYf[fi bX`]a
8fc[Yba`]]Yi`j Yfa`i hYh"



MddYbd`Uhnž`%*\$`K`]Ybž`²` ghYffY]Wk`!`a``<YfnYb`j`cb
C hhU_f]b[ž`_cb_fYh`Ua`MddYbd`Uhnž`_Ua`Yg`Ua``%(`"'ž`>`&\$&(`ni
Y]bYf`GW]Y»YfY]ž`X]Y`bi`b`j`cf`XYa``@UbXYg[Yf]Wk`h`K`]Yb`VY`UbXY`h
k`]fX``5a`8`cbbYfghU[`ghUbXYb`nk Y]`A`ÀbbYf`]a`5`hYf`j`cb`&&`i`bX
&-`ž\`fYb`j`cf;`Yf]Wk`hž`X]Y`g]Wk`[Y[Yb`XYb`J`cfk`i`fZ`XYg
j`Yfgi`Wk`hYb`A`cfXYg`j`YfUb`hk`cfhYb`a`i`gghYb``8]Y`<]bhYf[fØbXY`XYf
5i`gY]bUbXYfgYhni`b[``]Y[Yb`c`ZYbVUf`]a`8fc[Yba`]]Yi`ž`k`Ug`X]Y
GhUUhgUbk`U`hgWk`UZh`U`g`Y]bYb`Yb`hgWk`Y]XYbXYb`:`U`_hc`f`ZØf`X]Y
9g`_U`Uh]cb`XYf`G]hi`Uh]cb`g]Y`h``8Yf`YfghY`5b[Y_`U[hY`gc```a`]h
Y]bYf`D]ghc`Y`Ui`Z`Y]bYb`%,`!`Å`f][Yb`GmfYf`gck`]Y`Y]bYb`&&!`Å`f][Yb
ghUUhYb`cgYb`A`Ubb`[YgWk`cggYb`UVYb`ž`k`Å`fYbX`XYf`nk`Y]hY
6YgWk`i`X][hYž`VYk`UZZb`Yh`a`]h`Y]bYa` ``Ub[Yb`A`YggYfž`Y]bYb
k`Y]hYfYb`A`Ubb`]a``<ØZhYfY]Wk`ghUWk`"

6Y]XY`A`ÀbbYf`a`UW`hYb`j`cb`]`fYa``5i`ggU[`Yj`Yfk`Y][`Yfi`b[`gfYWX`h`
;`YVfUi`W`i`bX`[`UVYb`_Y]bY`9f`_`Àfi`b[`ni`XYb`J`cfk`ØfZYb`UV`"8]Y`
9fa`]hhYf`ZUbXYb`Ua`HUhc`fh`Y]bYb`Fi`W_gUW`_a`]hj`YfgW`]YXYbYb`
A`Uf`\i`UbU!6U[`[`]Ygž`X]Y`ZØf`XYb`GhfU»`Ybj`Yf`_Ui`Zj`cfVYfY]hYh`
k`UfYb`"8]Yg`i`bhYfa`Ui`Yfh`XYb`J`YfXUW`h`Ui`Z`_f]a`]bY`Y`5_hj]`]hÀhYb`
]a`8fc[`YbVYfY]W`"6Y`UghYbXY`6Yk`Y]gY`]b`:`cfa`j`cb`
,`VYfk`UW`i`b[`g_Ua`YfUU`i`ZbU`a`Ybž`X]Y`X]Y`GW`ØggY`i`bX`XYb`
A`YggYfUb[`f]ZZ`nY][`Ybž`_Øb`bhYb`Yb`hgW`Y]XYbX`ZØf`XYb`k`Y]hYfYb`
J`Yf`Ui`Z`XYg`Dfc`nYgg`Yg`gY]b`"

J`Yf`Y`hnhY`i`bX`9fa`]hh`i`b[`Yb`

8]Y`VY]XYb`J`Yf`Y`hnhYb`Ui`g`XYf`GW`]Y»`YfY]`Yf`]hYb`
[`ØW`_]W`Yfk`Y]gY`_Y]bY`Y`VYb`gVYXfc`\`]W`Yb`J`Yf`Y`hni`b[`Yb`"8Yf`
%,`!`À`\f][`Y`GmfYf`_Ua`_a`]h`XfY]`GW`ØggYb`XUj`cb`Y]b`HfYZZYf`Ua`
;`YgÀ»`ž`gck`]Y`k`Y]hYfY`Ub`C`VYfgW`Yb`_Y`i`bX`i`bhYfgW`Yb`_Y`"8Yf`
Xf]hY`A`Ubbž`XYf`a`]h`XYa`_A`YggYf`Ub[`Y[`f]ZZYb`k`i`fXYž`V`]YV`
YVYbZU`g`fY`Uh]j`i`bj`YfgY`fh`X]Y`?`]b[`Y`nYfZY`hnhY`YX][`_]W`gY]bY`
<cgYž`c`bY`]b`gW`k`Yf`ni`j`Yf`Y`hnhYb`"8]YgY[`ØW`_]W`Yb`i`a`gh`ÀbXY`
g]bX`]b`5bVYhfUW`h`XYf[`Yk`U`hgUa`Yb`5i`gY]bUbXYfgYhni`b[`
VYa`Yf`_Ybgk`Yfh`"

⊖`XYf`Øb[`ghYb`J`Yf[`Ub[`Yb`Y]h`U`h`K`]Yb`]a`5`[`Ya`Y]bYb`a`]h`
Y]bYf`ghY][`YbXYb`5bnU`U`Ub[`Yk`U`h`h`h`h][`Yb`8Y`_]hYb`ni`_`Àa`dZYb`"
K`]Y`X]Y`?`fcbY`VYf]W`hYhž[`UV`Yg`ØVYf`("\$\$\$`:`Yk`U`hhU`hYb`a`Y`f`
U`g`j`cf`nY`b`⊘`fYbž`]bg[`YgUa`h`k`i`fXYb`&-`"(`,`)`Ub[`YnY][`hY`
;`Yk`U`hXY`]hY`j`YfnY]W`bYh`Hf`c`h`X]YgYf`NU`Yb`nY][`h`X]Y`5bU`mgY`
XYf`?`f]a`]bU`ghU]gh]_`Y`XcW`ž`XUgg`X]Y`?`f]a`]bU`]h`h`gfU`hY`VY`
;`Yk`U`hXY`]hYb`b]W`h[`Ygh]Y[`Yb`]gh`8]Y`GhUXh]gh]b`XYb`Y`hnhYb`
⊘`fYb`ghUf`_`[`Yk`UW`gYbž`k`Ug`VYXYi`hYhž`XUgg`;`Yk`U`h`b]W`h`XUg`
[`fØ»`hY`Dfc`V`Ya`]b`K`]Yb`XUfghY`h`"

;`YgY`gW`UZh`]W`Y`F`Y`Yj`Ub`n`

8]Y`;`YgW`Y`b]ggY`fi`bX`i`a`XYb`M`d`Y`b`d`U`h`k`YfZYb`Y]b`
GW`U[`]W`h`Ui`Z`X]Y`]a`a`Yf`bcW`d`f`ÀgYbhY`Dfc`V`Ya`Uh]`_`XYf`;`Yk`U`h`
]a`i`fVUbYb`F`Ui`a`VYgcbXYfg]a`Ni`gUa`a`Yb`U`b[`_a`]h`
8fc[`Yb`_f]a`]bU`]h`h`"8Yf`Dfc`nYggž`XYf`bi`b`Ub[`YghfYb[`h[`YZ`Ø`f`h`

k]fXž_ÖbbhY`XU\Yf`k Y]hYfY`9f_Ybbhb]ggY`ni `XYb`l fgUWXYb`XYf
 5i gY]bUbXYfgYhni b[Yb`i bX`XYa `l a [Ub[`a]h`gc`WXYb`8Y`]_hYb
 `]YZYfb" `b`Y]bYf`GhUXh`k]Y`K]Ybž`X]Y`]b`XYb`YhnhYb`U\fyb`Y]b
 g][b]Z]_UbhYg`6Yj Ö`_Yfi b[gk UW`ghi a `Yf`YVh`\Uhž`k]fX`Yg`k]W`h][
 gY]bž`g]W`XYb`g]W`Yf\Y]hgd`c`]h]gWXYb`<YfUi gZcfXYfi b[Yb`a]h
 5i [Yba U» `ni `ghY`Yb"

: Øf`j]Y`Y`K]YbYf` `V`Y]Vh`XYf`MddYbd`Uhn`b]W`h`bi f`Y]b`D`Uhn`XYf
 6Y[Y[bi b[`i bX`XYf`?i `hi fž`gcbXYfb`Ui W`Y]b`C fhž`Ub`XYa `X]Y
 GW`UhhYbgY]hYb`XYg`@YVYbg`df`AgYbhig]bX" `8Yf`DfcnYgg`k]fX`a]h
 GdUbbi b[`j YfZc`[hž`i bX`j]Y`Y`\cZZYb`Ui ZY]bY`?`Àfi b[`XYf
 l a gh`AbXY`i bX`Y]bY`ZU]fY` ; YfYW`h][_Y]h`ZØf`X]Y`C dZYf`X]YgYf
 [Yk U`hgUa Yb`5i gY]bUbXYfgYhni b["

8YhU]`g	
C fh	MddYbd`Uhnž`%`* \$`K]Ybž`2 ghYffY]W`
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gb"Uh • k]Yb"cfZ"Uh • k k k "_fcbY"Uh

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