

6Yf`]b`dUW_h`Ub. `9]bY`A]``]cb`6Ai a Y`Z0f Y]b` \]hnYg]W\ YfYg`? `]a U°

6Yf`]b`d`Ub`h`a]h`XYf`&]h]Uh]j Y` / ei ch/6Ui a YbhgW\Y]X/ ei ch/
V]g`&\$ (\$`Y]bY`A]``]cb`bYi Y`6Ai a Y`i bX`a Y`f` ; f0bZAWYb
ni f`?`]a UUbdUggi b["



6Yf`]b`ž`8Yi hgW\`UbX`!`8]Y`&]h]Uh]j Y` 6Ui a YbhgW\Y]X` \`Uh]b
6Yf`]b` [f0bYg`@]W\h`Z0f`]\fYb`J c fgW\`U[ž`X]Y`GhUXh`VYggYf` [Y [Yb
X]Y` : c [Yb`XYg`?`]a Uk UbXY`g`ni `k UddbYbž`Yf\U`hYb`"8]Y
GYbUh]bbYbj Yfk U`hi b[`VYghAh][hYž`XUgg`XUg`J cf\UVYb`fYW\h`]W\
ni `Ägg][`]gh`"N]Y`"gh`Ygž`6Yf`]b`j cf`Yi hfYa Yb`K YhYfYfY][b]ggYb
k]Y`<]hnYž`80ffY`i bX`GhUf`_fY [Yb`ni `gW\0hnYb`"Ni `XYb` [Yd`UbhYb
A U» bU\`a Yb` [Y\`0fh`X]Y`DZUbni b[`j cb`Y]bYf`A]``]cb`bYi Yb
GhfU» YbV`Ai a Yb`i bX`X]Y`GW\UZZi b[`j cb`%"\$\$\$`bYi Yb`A]b]dUf`_g
gck]Y`%\$\$\$`ni g`Ah`]W\Yb` ; f0bZAWYb`"8]Yg`k i fXY`]b`Y]bYa
6Yf]W\h]j cb`fVV&(`Ui gZ0\`f`]W\`XUf [Y`Y [h`

9]b`k Y]hYfYf`k]W\h][Yf`5gdY`_h`XYg` ; YgYhmYgYbhk i fZg`]gh`X]Y
J YfdZ]W\hi b[`XYg`GYbUh]gž`^XYb` [YZ`^`hYb`6Ui a `bUW\ni dZUbnybž

i a `XYb`6Ui a j Yf`i gh]b`XYf`GhUXh`Ui gni [`Y]W`Yb"8Yf`GYbUhi bX
XUg`5V[YcfXbYhYb\Ui g`g]bX`V]g`ni a `%"`đ `)`&\$&) `Ui Z[YZcfXYfhž
g]W`ni `XYa `; YgYhnYgYbhk i fZ`ni `d`cg]h]cb]YfYb"6]g`Yf`nY][Yb
g]W`Y`XcW`_Y]bY`5bnY]W`Ybž`XUgg`X]Y`d`c`h]gW`Yb`b`ghUb`nYb`X]Y
: cfXYfi b[Yb`ØVYfbY`a Yb`k`c`Yb"

N]Y`Y`XYf`b]h]Uh]j Y

8]Y`b]h]Uh]j Y`6Ui a Yb`hgW`Y]X`ž`X]Y]a`5i [i gh`&\$&'`j`cb`; Åb]WU
GW`ÅZ[Yb`j`cb`9W`cg]U`i`bX`<Y]b]f]W`Ghf`Ø»Yb`fYi`h`Yf`[Y[fØb`XYh
k`i`fXY`ž`n]Y`h`XUf`Ui`Z`UV`ž`V]g`&\$(`\$`g]W`Yf`ni`ghY`Yb`ž`XUgg`U`Y`%)
A`Y`hYf`Y]b`6Ui a`Ub`XYb`Ghf`U»Yb`gh`Åb`XYb`6Yf`]bg`ghY`h"8]Yg`[Y`h
Y]b`Yf`a`j]h`XYa`6Y`ghf`VYb`ž`X]Y`GhUXh`h`h]mY`g]W`Yf`i`b`X
k`Y`hYf`ZY`gh`ni`a`UW`Yb`ž`k`Ug`Ui`W`XYb`VY`ggYfYb`GW`i`hn`[Y[Yb
GhUf`_fY[Yb`i`a`ZUgg`"8]Y`U`_hi`Y`Yb`?`cghY`bgW`Å`hni`b[Yb`XYg
GYb`Uhg`VY`Ui`ZYb`g]W`Ui`Z`Y`hk`U`+ž`&`A`j`]Uf`XYb`9i`fc`ž`k`Ug`g]W`ghUf`_
j`cb`Ub`XYfYb`D`fc`Y`_hYb`k`j]Y`XYa`:`i`[\UZ`Yb`6`9F`c`XYf`Ghi`h]h[Ufh`&%
i`bhY`fgW`Y]XY`hž`k`Y`W`Y`?`cghYb`j`cb`a`Y`f`U`g`+`A`j`]Uf`XYb`9i`fc
V`nk`"%%`A`j`]Uf`XYb`9i`fc`j`Yfi`fgUW`hYb"8]YgY`8Y`hU]`g`k`i`fXYb
i`bhYf`Ub`XYfYa`j`cb`hUn"XY`Ui`Z[Y[f]ZZYb"

8]Y`8f]b[`]W`_Y]h`XYf`b]h]Uh]j Y`nY][h`g]W`]b`XYb`U`_i`hYb`:`c`[Yb
XYg`?`]a`Uk`Ub`XY`g`]b`6Yf`]b" `Gc`ghUfVYb`&\$&'`]bg[YgUa`h`i`%\$*
A`Y`bgW`Yb`Ub`<]h`Y`Zc`[Yb`ž`k`c`VY]j`cf`U`Y`a`g`cn]U`VYb`UW`hY]][hY
;`fi`dd`Yb`VY`hfc`ZYb`g]b`X`ž`k`j]Y`XYf`i`a`k`Y`h[YfY`W`h][`_Y]hgU`h`Ug
j`Yf`XYi`h]W`h" `Hf`chn`]b`hY`bg]j`Yf`8]g`_i`gg]cb`Yb`Yf`h`h`X]Y`b]h]Uh]j Y
l`bhY`fgh`Ø`hni`b[`j`cb`XYb`;`fØb`Yb`i`bX`@]b`_Yb`ž`k`Å`fYb`X`X]Y`GD8
bcW`i`bYb`hgW`c`ggYb`]ghž`c`V`g]Y`Y]b`Yb`Y][Yb`Yb`;`YgY`hnY`gY`b`hk`i`fZ
YfUfVY]hYb`k`]fX"

l`bhYfghØhni`b[`i`bX`J`c`_gYb`hgW`Y]X

8]Y`l`bhYfghØhni`b[`]b`XYf`6Yj`Ø`_Yfi`b[`]gh`g][`b]Z`_Ub`h"9]bY
l`a`ZfU[Y`XYf`b]h]Uh]j Y`nY][hž`XUgg`+`\$i`XYf`6Yf`]bYf]bbYb`i`bX
6Yf`]bYf`ž`Ui`W`i`bhYf`K`Å`Yfb`XYf`78l`i`bX`5Z8`ž`XYa`5b`]Y[Yb
ni`gh]a`a`Yb" `Ghf`Ø»Yb`fYi`h`Yf`g]Y`h`h`X]Y`?`]a`U`Ubd`Uggi`b[`U`g`Y]b
hfc`Ub]gW`Yg`DZYfX`ZØf`?`]a`U`h`Y`a`Yb`i`bX`nY][h`g]W`c`d`h]a`]g]gW`
ØVYf`X]Y`k`Y]hYfY`9b`hk`]W`_i`b["8]Y`l`bhYf`gW`f]Z`hY`bgUa`a`i`b[

VY[Ubb`VYfY]hg`i bX`k]fX`V]g`ni a ` - "Bcj Ya VYf`&\$&) `Zc fh[YgYmh`
 N]Y`g]bX`&\$"\$\$\$`i bhYfgW`f]ZhYbž`i a `XUg`6Y[Y`fYb
 j cfUbni hfY]VYb" `a `5bgW`i gg`dfØZh`XYf`GYbUh`X]Y`⊖]h]Uh]j Yž
 VYj cf`Yg`a Ò[`]W`Yfk Y]gY`ni `Y]bYa `Jc`_gYbhgW`Y]X`_ca a hž`XYf
 a]bXYghYbg`Y]b`J]YfhY`U`Yf`K Å`Yfgh]a a Yb`VYb`Øh][hž`i a
 YfZc`[fY]W`ni `gY]b"

⊖`Y]bYa `VfY]hYfYb`?cbhYI h]gh`Yg`k]W`h][`ni `Yfk Å`bYbž`XUgg
 gh`ÅXh]gW`Yg`; fØb`Y]bY`YbhgW`Y]XYbXY`Fc`Y`]b`XYf
 ?`]a UUbdUggi b[`gd]Y`h`Dfc[fUa a Y`k]Y`X]Y` ; fØbY`GhUXh`XYf
 Ni _i bZh `i bhYfghØhnYb`?ca a i bYb`XUVY]ž`]bbc] Uh]j Y`?cbnYdhY
 ni f`⊖hY[fUh]cb`j`cb`?`]a UUbdUggi b[`]b`X]Y`GhUXhd`Ubi b[`ni
 Ybhk]W`Y`b`"i a k Y`hX]U`c[`VYhcbh]b`X]YgYa `Ni gUa a Yb`Ub[
 X]Y`JcfhY]Y`j`cb`8UW`!`i bX` : UggUXYbVY[fØbi b[Ybž`X]Y`b]W`h`bi f
 ni f`?Ø`i b[`XYf`GhUXh`VY]hfU[Ybž`gcbXYfb`Ui W`XYfYb
 @VYbgei U`]h`Åh`j YfVYggYfb"8]YgY`9f`_Ybbhb]ggY`_ØbbhYb`Ui W`]b
 X]Y`6Yf`]bYf`⊖]h]Uh]j Y`Y]bZ]Y»Yb`i bX`X]Y`B`ch`k`YbX][`_Y]h
 j Yfgh`Åf`_Ybž`XUg`GhUXh[fØb`Ui gni VUi Yb`i bX`ni `Yf`U`hYb"

8YhU]`g	
Cfh	6Yf`]bž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • hUn"XY • k k k "i a k Y`hX]U`c["XY

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