

: Ygh]j U` K ca Yb`]b` 5fWx]hYWhi fY .
Ni _i bZh`XYf`5fWx]hY`_hi f`k]fX`k Y]V`]Wx °

9f`YVYb`G]Y`j ca` %-`"V]g`&-`" ' ħ b]' &\$&) `]b`6Yf`]b`XUg` : Ygh]j U`
/ ei chK ca Yb`]b` 5fWx]hYWhi fY/ ei ch`/i bX`Z0fXYfb`G]Y`X]Y
G]Wx hVUf`_Y]hj cb` 5fWx]hY`_h]bbYb"



6Yf`]b`ž`8Yi hgWx`UbX`!`J ca` %-`"V]g`&-`" ' ħ b]' &\$&) `Z]bXYh`Ub`XYf`
HYWx b]gWx Yb`i b]j Yfg]h`h`6Yf`]b`XUg` : Ygh]j U` K ca Yb`]b`
5fWx]hYWhi fY`fK]5L`ghUhh`N]Y`X]YgYg`YfghYb`Vi bXYgk Y]hYb`
: Ygh]j U`g`ni f`G]Wx hVUfa UWx i b[`j cb` : fUi Yb`]b` 5fWx]hY`_hi fž`
≠bYbUfWx]hY`_hi fž`GhUXh`i bX` : fY]fUi a d`Ubi b[`gck]Y`6Ui`!`i bX`
≠[Yb]Yi fVUi`_i bgh`]gh`Ygž`X]Y`G]Wx hVUf`_Y]hj cb` : fUi Yb`]b`
UfWx]hY`_hi fVYnc[YbYb`6Yfi ZYb`ni`Yf`0Yb`i bX`XYb`8]g`_i fg`0VYf`
X]Y`D`Ubi b[gd fUi]g`ni`Z0fXYfb`"K]Y`fVV`&(`VYf]Wx hYhž`_i fUh]Yfh`
5bUdUa U`?i bXccž`DfcZYggcf]b`Ub`XYf`HI`6Yf`]b`ž`Y]bY`5i gghY`i b[
a]h`nY`b`YfUi gfU[YbXYb`k Y]V`]Wx Yb` 5fWx]hY`_hi fgWx UZZYbXYb"

8]Y`5i gghY`i b[`nY][h`J]XYcgž`]b`XYbYb`X]Y`5fWx]hY`_h]bbYb`0VYf`
VYXYi hYbXY`5fWx]hY`_hi f!H`Y`a Yb`gd fYWx Yb`"8 UVY`k]fX`i bhYf`

UbXYfYa 'ŝUbbY'; Ub[žY]bY'VY_UbbhY'I G!Ua Yf]_Ub]gWXY
5fWx]hY_h]bžX]Y'a]hXYa 'Gh"FY[]g'Hck Yf'6Y_Ubbh\Y]hYf'Ub[hYž
X]Y'; Y'Y[Yb\Y]hYf\U'hYbž'ØVYf']\fY'; YghU`hi b[ga Yh\cXYb`ni
fYZf]YfYb"8Ug': Ygh]j U`k i fXY'&&%]b'6Yf']b']b]h]]Yfh]j ca
5fWx]hY_h]bbYb'BYhmk Yf'_bU]gž'i a 'XUg'6Yk i gghgY]b'ZØf'X]Y
bchk YbX][Yb'ÿbXYfi b[Yb']b'XYf'D'Ubi b[gdfUI]g'ni 'gWxÅfZYbž
i bX'k]fX'bi b']b'XYf'[Ubnyb'6i bXYgfYdi V']_cf[Ub]g]Yfhž
ZYXYfZØ\fybX'j cb'XYf'6Yf']bYf'i bX'6i bXYgUfWx]hY_hYb_Ua a Yf"

8]g_i gg]cb`i bX`< YfUi gZcfXYfi b[Yb`]b'XYf 5fWx]hY_hi f

8]Y'U_hi Y`Y'G]hi Uh]cb`]b'XYf'5fWx]hY_hi fVfUbWXY'V'Y]Vh'YXcWx
\YfUi gZcfXYfbX"@Ui h'i a ZFU[Yb'XYf'6i bXYgUfWx]hY_hYb_Ua a Yf
g]bX'+\$i 'XYf': Ø\fi b[gdcg]h]cbYb`]b'XYf'5fWx]hY_hi f'j cb
A ÅbbYfb'VYgYmhž'cVkc`a Y\f': fUi Yb'U'g'A ÅbbYf'5fWx]hY_hi f
ghi X]YfYb"A Ufm'8Y`YbVUi [\!@cgY'k Y]gh'XUfUi Z'\bž'XUgg
Jc`nY]hghY`Yb'cZh'X]Y'Y]bn][Y'Cd]h]cb`]b'6Øfc'g]bXž'k Ug'X]Y
JYfY]bVUF_Y]h]j cb': Ua]'Y'i bX'6Yfi ZYfgWx'k Yfh"8]YgY
<YfUi gZcfXYfi b[Yb'g]bX'5i gXfi W_Y]bYf'J Yf[Ub[Yb\Y]hž']b'XYf
GhÅXhY'ØVYfk]Y[YbX'j cb'Y]bYa 'a Åbb`]WxYbž'k Y» Ybž
Yfk YfVgZÅ\][Yb'Hmd'A YbgWx'[Yd`Ubh'k i fXYb": c'[]Wx'ZY`h'Yg'Ub
X]j YfgYb'DYfgdY_h]j Yb']b'XYf'D'Ubi b[ž'X]Y'ZØf'X]Y'6YXØfZb]ggY
Y]bYf'[Ubnyb'; YgY`gWxUZh'YbhgWxY]XYbX'g]bX"

9]b'k Y]hYfYf'Dfc[fUa a di b_h]gh'X]Y'5i gghY`i b[' =gh'XY]bY'GhUXh
ZØf'X]Wx'[YVUi h3 ž'X]Y'6Yf']bYf'CfhY'\]bg]Wx'h]Wx']\fYf'æ_i g]cb
i bhYfgi WxYb'k]fX"Ni gÅhn`]Wx'VY`Yi Wx'hYh'XUg'K]5'X]Y
VYfi Zgdc']h]gWxY'F c`Y'XYf': fUi Yb']b'XYf'5fWx]hY_hi f'Xi fWx'Y]bY
J]Y`nU\`j cb'Dfc'Y_hYb"8]Y'6Yf']b]gWxY'; U`Yf]Y'k]fX'Ui » YfXYa
DcfhfU]hg'j cb'88F!5fWx]hY_h]bbYb'nY][Ybž'X]Y'a U» [YV`]Wx'Ua
5i ZVUi 'Cgh!6Yf']bg'VYhY]] [h'k UfYb"8Ug'?c`Y_h]j '@CCA'XYf
6Yf']bYf'<cWx'gWxi `Y'ZØf'HYWx'b]_cf[Ub]g]Yfh'J c'fhfÅ[Y'i bX'Y]bY
5i gghY`i b['a]h'XYa 'H]hY` 9bhk YfZYb'ZØf': fUi Yb "

9]b']b`_i g]j Yf'5bgUhn'ZØf'X]Y'6Ui _i `hi f

8 Ug: Yghj U`VYgWÅZh][h'g]WÅ`Ui W`a`]h'XYf`k]WÅ h][Yb`H\Ya` Uh]_ XYf`6Uff]YfYZfY]\Y]h]b`XYf`5fWÅ]hY`_hi` f``6Uff]YfYZfY]\Y]h]n]Y`h XUFUi`Z`UVž; YVÅi`XY`i`bX`ÒZZYb`h]WÅ`Y`F`Åi`a`Y`ZØf`A`YbgWÅ`Yb`a`]h`_ØfdYf`]WÅ`Yb`c`XYf`g`Ybgcf]gWÅ`Yb`9]bgWÅ`fÅb`_i`b`[`Yb`ni`[`Åb`[`]WÅ`ni`a`UWÅ`Yb`i`bX`6Uff]YfYb`UVni`VUi`Yb`"8]Y`8]g`_i`gg]cb`ØVYf`8]j`Yfg]hÅh]b`XYf`; YgY`gWÅ`UZh`k`]fX`Xi`fWÅ`X]Y`6YfØW`_g]WÅ`h][`i`b`[`i`bhYfgWÅ`]YX`]WÅ`Yf`_i`hi`fY`Yf`<]bhYf[`fØbXYž; YgWÅ`YWÅ`hž`5`hYfž`gYi`i`Y`Yf`C`f]Yb]h]Yfi`b`[`i`bX`6Y\]bXYfi`b`[`]Y`ZØfXYfh`" `b`XYf`J`Yf[`Ub`[`Yb`Y]h`i`i`fXYb`XUVY]`c`Zh`9]bf]WÅ`hi`b`[`Yb`c`\bY`6YfØW`_g]WÅ`h][`i`b`[`]XYf`6YXØfZb]ggY`j`cb`A`YbgWÅ`Yb`a`]h`6Y\]bXYfi`b`[`Yb`Ybhk`cfZYbž`k`Ug`XYb`Ni`[`Ub`[`]ghUf`_`Y]bgWÅ`fÅb`_hY`" `J]Y`Y`A`YbgWÅ`Ybž`]bgVYgcbXYfY`]a` `F`c`g`hi` \`ž` \`UhYb`GWÅ`k`]Yf][`_Y]hYb`a`]h`HfYddYbž`XU`F`Ua` d`Yb`c`XYf`5i`ZhØ[`Y`c`Zh`ZY`\`hYb`"

6Y]`XYf`D`Ubi`b`[`]VUff]YfYZfY]Yf`; YVÅi`XY`gc`hYb`Ui`WÅ`_i`hi`fY`Y`J]Y`ZU`hgck`]Y`X]Y`gdYn]Z]gWÅ`Yb`5bZcfXYfi`b`[`Yb`j`YfgWÅ`]YXYbYf` ; Ya`Y]bgWÅ`UZhYb`VYfØW`_g]WÅ`h][`h`k`YfXYb`"8]Y` `b`hY[`fUh]cb`j`cb`8]j`Yfg]hÅh]b`X]Y`5fWÅ`]hY`_hi`f`VYXYi`hYhž`_i`hi`fY`Y`Y`X`Yb]h]hÅhYb`i`bX`5i`gXfi`W`_gZcfa`Yb`ni`fYgdY`_h]YfYb`i`bX`Y]bni`VYn]Y`Yb`"8]Yg`YfZcfXYfh`X]Y`5bdUggi`b`[`]XYf`F`Ui`a`[`YghU`hi`b`[`]Ub`i`bhYfgWÅ`]YX`]WÅ`Y`6YXØfZb]ggY`ž`i`a` `Y]bY`]b`_i`g]j`Y`i`bX`[`]YfYWÅ`hY` ; YgY`gWÅ`UZh`ni`gWÅ`UZZYbž`]b`XYf`Y`XYf`[`]Y]WÅ`VYfYWÅ`h][`h`hY`]` \`UVYb`_`Ubb`"

5bUdUa`U`?i`bXcc`d`Ubh`ni`XYa` `Y]bY`bYi`Y`D`UhhZcfa` `ni`f`G]WÅ`hVUf`_Y]h]j`cb`:`fUi`Yb`]b`XYf`5fWÅ`]hY`_hi`fž`k`cVY]`X]Y`J]XYcg`XYf`5i`gghY`i`b`[`]cb`]bY`j`YfZØ[`VUf`[`]Ya`UWÅ`h`k`YfXYb`gc`Yb`", VYf`XUg`[`YgUa`hY`Dfc[`fUa`a`i`bX`k`Y]hYfY`J`YfUbghU`hi`b`[`Yb`k`Å`fYbX`XYg` : Yghj`U`g`_`ØbbYb` `b`hYfYgg]YfhY`Ui`Z`XYf`K`YVgY]hY`k`]U!ZYghj`j`U`XY`bUWÅ`YgYb`"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgWÅ`UbX
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"fVV&(`XY • U`_`V`XY • f!Y]b`XY

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