

: f]YXf]W\ g\ U]b! ? fYi nVYf['gi W\ h
Yb [U[]YfhY 'š [YbXUfVY]hYf' ' >Yhnh
VYk YfVYb °

8Yf' š [YbXYb [U[Ya YbhdFY]g']b : f]YXf]W\ g\ U]b! ? fYi nVYf[
k ØfX][h'Yb [U[]YfhY 'š [YbX']W\ Y" J c f g W\ `À [Y'V]g' ' %" '5i [i gh
&\$&) 'Y]bfY]W\ Yb °



Mc fW_g hf" (! % % ž ' % \$ - *) ' 6 Y f `] b ž ' 8 Y i hg W\ ` U b X ! ' 8] Y ' 6 Y X Y i h i b [j c b ' š [Y b X Y b [U [Ya Y b h ' k] f X ' U i W\ '] b ' X] Y g Y a ' š \ f '] b : f]YXf]W\ g\ U]b! ? fYi nVYf[' [f c » [Y g W\ f] Y V Y b " ' 8 Y f ' š [Y b X Y b [U [Ya Y b h d f Y] g ' k] f X ' \] Y f ' g Y] h ' & \$ %) ' j Y f '] Y \ Y b ' i b X \ c b c f] Y f h ' X U g ' V Y g c b X Y f Y ' 9 b [U [Ya Y b h j c b ' š [Y b X '] W\ Y b ž ' † b [Y b 9 f k U W\ g Y b Y b ' i b X ' š [Y b X [f i d d Y b '] a ' 6 Y n] f _ " ' 8 U g ' N] Y ' X Y f 5 i g n Y] W\ b i b ['] g h ' X] Y ' J Y f V Y g g Y f i b [' X Y g ' A] h Y] b U b X Y f g ' i b X N i g U a a Y b ' Y V Y b g '] b ' X Y f ' j] Y ' Z ` h [Y b ' i b X ' X m b U a] g W\ Y b ; Ya Y] b g W\ U Z h j c b : f]YXf]W\ g\ U]b! ? fYi nVYf["

6]g'ni a ' ' %" '5i [i gh \ UVYb ']bhYfYgg]YfhY '6Øf[Yf]bbYb' i bX '6Øf[Yf

X]Y`A Ò[`]W_X]hž`J c f g W `À[Y`ZØf`X]Y`5i gnY]W`bi b[`Y]bni fY]W`Yb"
8]Y`Y]b[YfY]W`hYb`J c f g W `À[Y`a ØggYb`XYb`B Ua`Yb`i bX`X]Y
5bgW`f]Zh`XYf`bca`]b]YfhYb`DYfgcb`cXYf`b]h]Uh]j Y`gck`]Y`Y]bY`_i fnY
6Y[fØbXi b[`Yb`h`U`hYb" `J c f g W `À[Y`_ØbbYb`cb`]bYž`dYf`9!A U]
cXYf`Ui W`Ui ZXYa`Dcghk Y[`Y]b[YfY]W`h`k YfXYb" `9]bY`ž`fmž
VYghY`YbX`Ui g`A`]h[`]YXYfb`XYg`6Yn]f_gUa`hYgž`XYf
6Yn]f_gj`YfcfXb`YhYbj`YfgUa`a`i`b[`i`bX`XYg`?]bXYf!`i`bX`ž`[`YbX!
6YhY]][`i`b[`gVØfcgž`k`]fX`X]Y`DfY]ghfÀ[`Yf`Ui`gk`À`Yb" `8]Y`ZY]Yf`]W`Y
DfY]gj`Yf`Y]`i`b[`Z]bXYh`Ua``%%" `Bcj`Ya`VYf`&\$&) `ghUhh"

HY]`bU`a`YVYX]b[`i`b[`Yb`i`bX`?`cb`hU`_h

8]Y`?`cb`hU`_h]bZcfa`Uh]cbYb`ZØf`:`fU[`Yb`i`bX`9]bYf]W`i`b[`Yb`g]bX`k`]Y
Zc`[`h`8]Y`6Øf[`Yf]bbYb`i`bX`6Øf[`Yf`_ØbbYb`g]W`Ub`XUg`6Øfc`XYf
6Yn]f_gj`YfcfXb`YhYbj`YfgUa`a`i`b[`fMcfW_ghf" `(!%%ž`%\$-`*)`6Yf`]bŁ
k`YbXYb" `DYf`9!A U]`g]bX`g]Y`i`bhYf`**Vj`j`!Z_4`VU!Z_`VYf`]b`XY**
YffY]W`VUfž`gck`]Y`hY`YZcb]gW`i`bhYf`\$`\$`-`\$&-`,`!`'`++`cXYf!`'`\$*"
:Øf`A`YX]YbUbZfU[`Yb`ghY`h`X]Y`9!A U]!5XfYggY`**dfYggY4`VU!**
Z_`VYf`]b`XY`ni`f`J`YfZØ[`i`b[`"

DUFU`Y`ni`a`ž`[`YbXYb[`U[`Ya`YbhdYf]g`Z]bXYh]b`6Yf`]b`XYf`
ž`[`YbXYb[`U[`Ya`Yb`h`cb[`fYgg`ghUhhž`XYf`j`ca`i`&`" `A U]`&\$&)
Ui`g[`Yf]W`hYh`k`]fX" `8]YgY`J`YfUbg`hU`hi`b[`ž`c[`Ub]g]Yfh]j`cb`XYf
6i`bXYgnYbhfU`Y`ZØf`dc`]h]gW`Y`6]`Xi`b[`fMdVŁž`f]W`hYh`g]W`Ub`↑`b[`Y
A`YbgW`Yb`nk`]gW`Yb`%*`i`bX`&`'`ž`Y`fYb`i`bX`j`YfgUa`a`Y`h`Yhk`U`'\$`\$
↑`b[`Y`9b[`U[`]YfhY`ZØf`j`]Yf`HU[`Y`j`c`Yf`K`Y]hYfV]`Xi`b[`ž`J`YfbYhni`b[
i`bX`b]gd]fUh]cb"

J`YfbYhni`b[`i`bX`K`Y]hYfV]`Xi`b[

8Yf`?`cb[`fYgg`V]YhYhfi`bX`)`\$`K`cf_g`l`cdg`i`bX`9l`_i`fg]cbYb`i`bX
YbXYh`a`]hY]bYa`ZY]Yf`]W`Yb`:`YghU`_h`Ua`i`&`" `A U]" `6YgcbXYfg
Yb[`U[`]YfhY`:`fi`ddYb`UVYb`X]Y`A`Ò[`]W_X]hž`XUfUb`hY]`ni`bY`a`Ybž
k`cVY]`a`]bXYghYbg`Y]bY`DYfgcb`ØVYf`%,`ž`Y`fY`U`g`:`fi`ddYb`Y]hi`b[
Z]`b[`]YfYb`a`i`gg" `8]Y`HY]`bU`a`YVYX]b[`i`b[`Yb`g]bX`c`ZYb`ZØf
gck`c`Yb[`U[`]YfhY`↑`b[`Y`A`YbgW`Yb`U`g`Ui`W`ZØf`9]bghY][`Yf" `8]Y
?`cghYb`ZØf`XYb`?`cb[`fYgg`g]bX`_ca`d`Yhh`_cghYbZfY]ž`Y]bgW`Y]Y»`]W`
l`bhYf`_i`bZž`J`YfdZY[`i`b[`i`bX`²`DBJ!:`U`f`_UfhY`ZØf`X]Y`8Ui`Yf`XYf`

J YfUbgU`hi b[" `hYfYgg]YfhY`k YfXYb`ni f`6Yk YfVi b[`Ui Z[YZcfXYfh
i bX`_ÖbbYb`g]W\`VY]`k Y]hYfYb` : fU[Yb`X]fY`_h`Ub`X]Y`VdV`k YbXYb"

8]YgY`h]h]Uhj] Yb`i bhYfghfY]W\Yb`XUg`9b[U[Ya Ybh`i bX`X]Y
A Ö[`]W\`_Y]hYb`ZØf`X]Y`š [YbX`]b` : f]YXf]W\g\U]b!`? fYi nVYf[ž]g]W\
U_hj] `Ub`XYf` ; YgY`gW\UZh`ni `VYhY]`][Yb`i bX`dcg]h] Y
J YfÅbXYfi b[Yb`YfVY]ni ZØ\`fYb`"8 Ug`9b[U[Ya Ybh`XYf`š b[Yb
hfÅ[h`YbhgW\Y]XYbX`ni f`J YfVYggYfi b[`XYf`@YVYbgei U`hÅh]a
6Yn]f`_VY]`i bX`VY`YVh`Ui W\`X]Y` [YgUa hY` ; Ya Y]bgW\UZh`"

8YhU]`g	
C fh	McfW_ghf`(`!%%ž`%\$ - *)`6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "_`VV!Zf]YXf]W\g\U]b! _fYi nVYf["XY • k k k "VdV"XY

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