

B UW\ 'F ØW_hf]hh'j cb '7\]U`c. 'K YX`!K]`gcb
_Àa dZh'ZØf'6Yf`]bg'?i `hi f°

5a '&- "A U] &\$&) 'hf]hh'GUfU\ 'K YX`!K]`gcb`U`g
?i `hi fgYbUhc f]b'6Yf`]bg'Ubž'bUWXYa 'æY'7\]U`c`k Y[Yb
<Ui g\U`hg_Øfni b[Yb`ni fØW_[YhfYhYb`]gh"



6Yf`]bž'8Yi hgW\`UbX`!`B UW\`]bhYbg]j Yf'?f]h]_`Ub`XYb`a Ugg]j Yb
<Ui g\U`hg_Øfni b[Yb`ja` ?i `hi fVYfY]W\`Uh`æY'7\]U`cž`XYf`V]g]j cf
?i fnYa` ?i `hi fgYbUhc f]j cb'6Yf`]b`k Ufž'gY]b'5a`h`b]YXYf[Y`Y[h`'8]Y
bYi Y`?i `hi fgYbUhc f]b`GUfU\`K YX`!K]`gcbž`X]Y`ni j cf`U`g
?i `hi fghUUhggy`_fYh`Àf]b`i bhYf'7\]U`c`X]YbhYž`\Uh`XYi h]W
g][bU`]g]Yfhž`XUgg`g]Y`g]W\`j cb`XYggYb`Dc`]h]_`X]ghUbn]Yfh`G]Y
VYhcbhž`XUgg`Yg]j Yfg`Ài`a`h`k`i`fXYž`Y]bYb`YW\`hYb`8]U`c[`a`]h`XYf`
?i `hi fgnYbY`ni`gi`W\`Yb`i`bX`_f]h]g]Yfh`XYb`A`Ub[Y`Ub`5i`ghUi`gW
nk`]gW\`Yb`XYb`9bhgW\`Y]Xi`b[ghf`À[Yfb`i`bX`XYb`?i `hi fgW\`UZZYbXYb`
8]Yg[Y\`h`Ui`g`Y]bYa`'6Yf]W\`hj`cb`fVV&(`\`Yfj`cf"

8]Y`9bhgW\`Y]Xi`b[ž'7\]U`c`ni`Ybh`UggYbž`ghY\`h]a`'?cbhYI`h
Yf\`YV`]W\`Yf`?Øfni`b[Ybž`X]Y`XYf`gW\`k`Ufn!fchY`'6Yf`]bYf`GYbUh]a

`YhnhYb`đ\`f`VYgW`cggYb`UH`8Yf`?i`hi`fVYfY]W`V`Y]Vh]`cb
9]bgdUfi`b[`Yb`b]W`h]`YfgW`cbh`8Yf`GYbUh`d`Ubhž`V]g`&\$&`*
ni`g`h`h`]W`Y`?`Øfni`b[`Yb`j`cfni`bY`a`Ybž`X]Y`a`Ö[`]W`Yfk`Y]gY`V]g`ni
nY`b`Df`cnYb`h`XYg`?i`hi`fYhUhg`Ui`ga`UW`Yb`_`Öbb`hYbž`k`]Y`fV`V`&(`
VYf]W`hY`h`8]Y`?i`hi`fgnYbY`U`h]b`XYf`J`Yf[`Ub[`Yb`Y]h`Ui`hghUf`_
[`Y[`Yb`X]YgY`9]bgW`b]hY`d`f`chYg]Yf`hi`bX`XUVY]`Ui`W`7`\]U`c`X]fY`_`h`
_`f]h]g]Yf`h`"

?`f]h]_`Ub`7`\]U`c`g`5`a`hgZ`Ø`\fi`b[`

K`YX`!K`]`gcb`\`YVh`\`Yfj`cfž`XUgg`XYf`GW`cW`_`ØVYf`X]Y`?`Øfni`b[`Yb`
b]W`h`bi`f`j`cb`XYf`<`Ö`Y`XYf`6Y`hf`Ä[`Yž`gcbXYfb`Ui`W`j`cb`XYa`
ZY`\`YbXYb`8]U`c[`a`]h`XYf`?i`hi`fVfUbW`Y`Ui`g[`Y[`Ub[`Yb`gY]"`:`Øf`g]Y`
]gh`_`Uf`!`a`X]Y`_i`hi`fY`Y`J]Y`Z`U`hi`bX`X]Y`E`i`U]h`h`h`XYf`
?i`hi`fY]b]W`hi`b[`Yb`j]b`6Yf`]b`ni`Yf`U`h`Ybž`]gh`Y]b`_`cb]h]bi`]Yf`]W`Yf`
5i`gh`Ui`gW`a`]h`XYb`5`_`hYi`fYb`XYf`?i`hi`fgnYbY`i`bYf`Ä`gg`]W`"
K`Ä`\fYbX`7`\]U`c`]a`5df]`&\$&`XUg`5a`h`ØVYfbU`a`ž`k`i`fXY`]`a`
j`cf[`Yk`cfZYbž`g]W`b]W`h`Ui`gfY]W`YbX`Z`Øf`X]Y`?i`hi`f]b`hYfYggYb`
k`Ä`\fYbX`XYf`6i`X[`Yh]`Yf`\`UbX`i`b[`Yb`Y]b[`YgYhnh`ni`\`UVYbž`k`Ug`
gW`]Y`»`]W`ni`gY]bYa`F`ØW`hf]h`Z`Ø`\fhYž`k`]Y`Ui`W`NY]h`C`b`]bY`
ZY`ghghY`h`"

8]Y`<]b`hYf[`f`ØbXY`j`cb`7`\]U`c`g`5`a`hgnY]h]g]bX`[`Ydf`Ä[`h]`cb`
Gd`Ubbi`b[`Yb`nk`]gW`Yb`]a`i`bX`XYb`J`YfhfYhYfb`XYf`6Yf`]bYf`
?i`hi`fgnYbY"``đ`gY]bYf`9f`_`Äfi`b[`XYi`hYhY`7`\]U`c`Ubž`XUgg`X]Y`
ÖZYb`h]W`Y`?`f]h]_`Ub`gY]bYf`DYfgcb`X]Y`8]g`_i`gg]cb`i`a`X]Y`b`Öh][`Yb`
J`Yf`ÄbXYfi`b[`Yb`YfgW`k`Yfh`\`UVY"``GUfU`K`YX`!K`]`gcb`\]b[`Y[`Yb`]gh`
ØVYfnYi`[`hž`XUgg`Y]bY`YW`hY`Ni`gUa`a`YbUfVY]h`b`chk`YbX][`]ghž`i`a`
X]Y`<`YfUi`gZcfXYfi`b[`Yb`ni`a`Y]ghYfb`"

Ni`_i`bZ`h`XYf`6Yf`]bYf`?i`hi`f`

8]Y`6Yf`]bYf`?i`hi`fgnYbY`V`]W`h`VYgc`f[`h]b`X]Y`Ni`_i`bZ`h`6Y]Y]bYa`
5`_h]cb`ghU[`k`UfbYb`nU`\`fY]W`Y`9]b]W`hi`b[`Ybž`XUfi`b`hYf`XUg`
8Yi`hgW`Y`H`Y`UhYf`i`bX`X]Y`J`c`_gV`Ø`bYž`j`cf`XYb`Xfc`\`YbXYb`
Z]b`Ub`n]Y`Y`b`9]bgW`b]hYb"``8`Ug`Df`chYg`ha`ch`c`_`6Yf`]b`gh?i`hi`f`
fYZY`_h]Yf`h`XUg`h]YZ`j`Yfk`i`fnY`hY`6Yk`i`gghgY]b`Z`Øf`X]Y`_i`hi`fY`Y`
6YXYi`hi`b[`6Yf`]bg"``5`_h]cb`Yb`k`]Y`i`b`hYfVfcW`YbY`J`cfghY`i`b[`Yb`

cXYf`YYfY`FY[U`Y`j cf`6]V`]ch\Y_Yb`j`i ghf]YfYb`X]Y`YfbghY`@U[Y"
 8]Y`6YZØfW`hi b[Yb`fY]W`Yb`j cb`9]bgW`fÀb_i b[Yb`ja`Gd]Y`VYhf]YV
 V]g`\]b`ni`a`Ò[`]W`Yb`G`W`Y`Y»i b[Yb`j cb`bgh]hi h]cbYb`i bX`Y]bYa
 JYf`i ghj cb`5fVY]hgd`ÀhnYbž`k Ug`X]Y`?i`hi`f`UbXgW`UZh`bUW`\U`h][
 [YZÀ\`fXYb`_ÖbbhY"

8Yf`6Yf`]bYf`GYbUh`d`Ubž`VY]`U`Yb`FYggcfhg`Yk Y]`g`nY`\b`DfcnYbh
 ni`gdUfYbž`k Ug`X]Y`_i`hi`fY`Yb`9]bf]W`hi b[Yb`VYgcbXYfg`hf]Zhž`XU
 XYf`; YgUa`h\Ui`g`U`h`6Yf`]bg`VY]`fi bX`(\$`A`j`)]UfXYb`9i`fc`dfc`J\`f
 `]Y[h`b`g[YgUa`hg]bX`9]bgdUfi b[Yb`]b`<`Ò\Y`j`cb`XfY]`A`j`)]UfXYb
 9i`fc`ZØf`&\$&) `i`bX`ZØbZ`A`j`)]UfXYb`9i`fc`ZØf`&\$&*`Ub[YghfYVh`8Yf`
 FY[]YfYbXY`6Øf[Yfa`Y]ghYf`?U]`K`Y[bYf`\U`h`YXcW`_`Uf`[Ya`UW`hž
 XUgg`X]Y`bYi`Y`?i`hi`fgYbUhcf]bž`GUfU`\`K`YX`!K`]gcbž`]b`XYf`@U[Y
]ghž`X]Y`<`YfUi`gZcfXYfi b[Yb`]a`?i`hi`fVYfY]W`ni`VYk`À`h][Yb`i`bX
 X]Y`E`i`U`]h`h`XYf`?i`hi`fY]bf]W`hi b[Yb`Ui`ZfYW`hni`Yf`\U`hYb"

8]Y`_ca`a`YbXYb`K`cW`Yb`k`YfXYb`Yb`hgW`Y]XYbX`XUZØf`gY]bž`k`jY
 X]Y`6Yn]Y\i b[Yb`nk`]gW`Yb`XYa`GYbUh`i`bX`XYf`?i`hi`fgnYbY
 [YghU`hYh`k`YfXYb`"9g`V`Y]Vh`ni`c`ZYbž`XUgg`i`bhYf`XYf`bYi`Yb
 @Y]hi b[`Y]b`_cbghfi`_hj`Yf`8]U`c[`Yb`hghY`h`i`bX`X]Y`_i`hi`fY`Yb
 6Y`Ub[Y`XYf`GhUXh`bUW`\U`h][`]Yg]W`Yf`h`k`YfXYb`_ÖbbYb"

8YhU]`g	
Cfh	6Yf`]bž`8Yi`hgW`\UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "nY]h"XY • k k k "fVV&("XY

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