

A Yfn`]b :]bb`UbX. ;]dZY`hfY ZZY b`i bhYf
XYa `GWX UhhYb`fi gg]gWX Yf`Hfi ddYb`°

6i bXYg_Ubn`Yf`A Yfn`fY]gh`Ua `&*"\$) "&\$&) `bUWX :]bb`UbX
ni a `bcfX]gWYb ;]dZY`ž i a `ØVYf`B5HC`i bX`a]`]hÅf]gWY
G]WYf\Y]h`ni `X]g_i h]YfYb"



Hi f_i ž:]bb`UbX`!`6i bXYg_Ubn`Yf: f]YXf]WX`A Yfn`f78I ě`fY]gh
bUWX :]bb`UbX`ž i a `Ua `;]dZY`hfY ZZY b`XYf`bcfX]gWYb`GhUUhYb`]b
Hi f_i `hY`ni bY`a Yb`"8Ug`HfY ZZY b`ž`XUg`g]WX`Ui Z`X]Y`J`YfhY]X][i b[
XYg`B5HC!6ØbXb]g[YV]Yhg`i bX`X]Y`k]fhgWX`UZh]WX`Y
Ni gUa`a YbUfVY]h`_cbnYbhf]Yfhž`V]YhYh`A Yfn`X]Y`A Ò[`]WX`_Y]hž`a]h
XYb`FY[]Yfi b[gWY`Zg`j cb`ZØbZ`B5HC!DUf`hbYfb` `Bcfk`Y[Ybž
8ÅbYa`Uf`ž`g`UbXž:]bb`UbX`i bX`GWX`k`YXYb` `]b`?`cbhU`_h`ni
hfYhYb`"8Yf`6Ygi`WX`]b:]bb`UbX`a`Uf`_]Yfh`VYfY]hg`XUg`UWX`hY`@UbXž
XUg`A Yfn`gY]hgY]bYa`5a`hgUbhf]h`ij`cf`XfY]`K`cWX`Yb`VYgi`WX`h"

9]b`nYbhfU`Yg`H\Ya`U`XYg;]dZY`g`k`]fX`XYf`a`]`]hÅf]gWY`8fi`W`_j`cb
Fi`gg`UbX`gY]bž]bgVYgcbXYfY`Ub[Yg]WX`hg`XYf`%"`(\$`?)`ca`YhYf
`Ub[Yb; fYbnY:]bb`UbX`g`ni`Fi`gg`UbX`"A`YX]YbVYf]WX`hY`gd`fYWX`Yb

j cb`Y]bYf`5i ZfØghi b[`XYf`fi gg]gWXYb`GhfY]h_fÀZhY`]b` ; fYbnbÀ\Yž
i bX`GUhY``]hYbV]`XYf`nY][Yb`bYi Y`@U[Yf\U`Yb`gck]Y`Y]b`[fc»Yg
NY`hU[Yf`Ui Z`Y]bYa `A`]]hÀfghØhndi b_h`]b`BcfXfi gg`UbX"

8 VYfbUW`hi b[`i bX`V]`UhYfU`Y` ; YgdFÀW`Y

A Yfn`k]fX`ØVYf`B UW`hi]b` :]bb`UbX`V`Y]VYb`i bX`d`Ubh`V]`UhYfU`Y
; YgdFÀW`Y`a`]h`XYa`]Z]bb]gWXYb`A`]b]ghYfdFÀg]XYbhYb`DYhhYf]`CfdC
i bX`DfÀg]XYbh`5`YI UbXYf`Ghi VV``Ghi VV`\Uh`Yb[Y`6Yn]Y\i b[Yb`ni
8cbU`X`Hfi a`d`i bX`_ØbbhY`A Yfn`k Yfhj c``Y`H]ddg`ZØf`gY]bYb
VYj`cfghY\YbXYb`6Ygi W`]a` `K`Y]»Yb`<Ui`g`[YVYb``5i W`Ub`Y]bYa
5VYbXYggYb`a`]h`UbXYfYb`F`Y[]Yfi b[gWXYZg`]b`Y]bYf
a`]hY`U`hYf`]WXYb`6i f[`k`]fX`A Yfn`hY]`bY`a` Yb"

8]Y`Z]bb]gWXYb`GhfY]h_fÀZhY`VYfY]hYb`g]W`i bhYfXYggYb`Ui`Z
a` Ø[`]WXY`a`]]hÀf]gWXY`?cbZ]_hY`j`cf``; YbYfU`a` U`cf`GUa`]`Bi`fa`]
i bhYfghfY]W`h`X]Y`B`chk`YbX][_Y]hž`g]W`Ui`Z`XUg`GW`]a` a`ghY
j`cfni VYfY]hYbž`k`À`fYbX`XYf`Z]bb]gWXY`A`]]hÀf[Y`Y]a` X]Ybghj`cb
Y]bYa` `a` Ø[`]WXYb`[`Y]W`nY]h][Yb`5b[f]Z`a` Y`fYfYf`fi`gg]gWXYf
A`]]hÀfY]b`Y]hYb`Ui`g`[Y`h`` :]bb`UbX`\Uh`g]W`Ui`Z[fi bX`XYf
Ub[YgdUb`bhYb`G]WXYf`Y]hg`U[Y`X`Uni` `Yb`hgW]YXYbž`X]Y`K`Y`fdZ]W`h
ZØf`a` `Àbb`]WXY`6Øf[Yf`k`Y]hYf`]b`Ui`ZfYW`hni`Yf`U`hYb"

I bhYfghØhni b[`ZØf`X]Y`I`_fU]bY`i`bX` fY[]cbU`Y`G]WXYf`Y]h

9]b`k`Y]hYfYf`nYbhfU`Yf`Di`b_h`XYg` ;]dZY`g`k`]fX`X]Y`8]g_i`gg]cb`ØVYf
XYb`fi`gg]gWXYb`5b[f]Zg_f]Y[`]Y[Yb`X]Y`I`_fU]bY`gY]b``8]Y
bcfX]gWXYb`@`AbXYf`g]bX`ghUf`_Y`I` bhYfghØhnyf`XYf`I`_fU]bYž`k`cVY]
8`AbYa`Uf`_Y]bYg`XYf`YfghYb`@`AbXYf`k`Ufž`XUg` : !%*`!`?`Ua`dZYhg`Ub
X]Y`I`_fU]bY``]YZfhY``8]Y`Yb[Y`Ni`gUa`a`YbUfVY]h`a`]h`8`AbYa`Uf`
k`]fX`XUVY]`\Yfj`cf[Y`c`VYb``A`Yfn`k`]fX`X]Y`H`Y`a`Uh]_`XYf
a`]]hÀf]gWXYb`i`bhYfghØhni`b[`ZØf`X]Y`I`_fU]bY`]b`XYb` ; YgdFÀWXYb
VYbZU`g`Ub`gdFYWXYbž`XU`X]Y`dc`]h]gWXYb`i`bX`
g]WXYf`Y]hgd`c`]h]gWXYb`<YfUi`gZcfXYfi`b[Yb`]b`XYf`F`Y[]cb`]a`a`Yf
[fØ»Yf`k`YfXYb"

8]Y'<YfUi gZcfXYfi b['Ub`X]Y`bUh]cbU`Y`G]WXYf\Y]h:]bb`UbXg`]gh
 ni XYa `Xi fW`X]Y`K Ufbi b[Yb`Fi gg`UbXg`] YfgW`ÅfZh`k cfXYbž`X]Y
 ?cbgYei YbnYb`Y]bYg`B5HC!6Y]hf]hgg`ni `VYhcbYb" `<]ghcf]_Yf
 7\f]gh]Ub`GhfY]h`Yf_`Åfhž`XUgg':]bb`UbXg`BYi hfU`]hÅh`Ub[Y`NY]h`Y]b
 k]W`h[Yg`9`Ya Ybh`XYf`gck `Yh]gW`!fi gg]gW`Yb`5i » Ybdc`]h_]`k Uf"
 Bi b`gW`Y]bYb`X]Y`?cbnYdhY`j cb': f]YXYb`i bX`?f]Y[`]a a Yf`a Y`f
 ni `j YfgW`k]a a Ybž`k]Y`XYf`Z]bb]gW`Y`DUf`Ua YbhUf]Yf`ſfbc
 @]a bY``ZYghghY``h"

8]Y`G]hi Uh]cb`Ub`XYb`bcfX]gW`Yb`; fYbnYb`YfZcfXYfh`b]W`h`bi f
 a `]hÅf]gW`Y`D`Ubi b[ž`gcbXYfb`Ui W`Y]bY`_ccfX]b]YfhY`dc`]h]gW`Y
 5bhk cfh`8Yf`VYj cfghY`YbXY`;]dZY``_ÖbbhY`U`gc`YbhgW`Y]XYbX
 gY]b`ZØf`X]Y`GhUV]`hÅhi bX`X]Y`g]W`Yf\Y]hgd`]h]gW`Yb
 9bhgW`Y]Xi b[Yb`]b`XYf`[YgUa hYb`FY[]cb"

A Y`f`bZcfa Uh]cbYb`Z]bXYb`G]Y`i bhYf`GØXXYi hgW`Y`i bX`K 5"XY"

8YhU]`g	
C fh	Hi f_i ž:]bb`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW`Y"XY • k k k "k U"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY