

J YbYX][. 'HfUi a n]Y`cXYf`XUg``YhnhY
I b hYf[Ub[g!I f`Ui VgdUfUX]Yg3

9bhXYW_Yb`G]Y`X]Y`VY`]YVhYghYb`F Y]gYn]Y`Y`XYf`8Yi hgWXYbž
j cb`÷U`]Yb`ØVYf`J YbYX]['V]g`Fca ži bX`YfbYb`G]Yžk Ug
Hci f]ghYb`Yfk UfhYh"



J YbYX][ž`÷U`]Yb`!`÷U`]Yb`nA`h`ni`XYb`VY`]YVhYghYb`F Y]gYn]Y`Yb
XYf`8Yi hgWXYbžk cVY]`J YbYX][]a`a`Yf`k]YXYf`Y]bY`nYbhfU`Y`F c`Y
Y]bb]a`a`h`a`÷U`f`&\$&(`VY`Y[hY`÷U`]Yb`XYb`nk Y]hYb`D`Uhn`XYf
Ui`g`AbX]gWXYb`F Y]gYn]Y`Y`Z0f`XYi hgWXY`Hci`f]ghYbž`bi`f`b]b hYf
GdUb]Ybžk cVY]`Yhk`U`, ž`*`DfcnYbh`XYf`I`f`Ui`VgfY]gYb`]b`X]Y
÷U`]Yb]gWXY`@U[i`bYbghUXh`Z0`fhYb``5i`W`k`Ybb`XYf`hci`f]gh]gWXY
5bXfUb[`Ub`j`]Y`Yb`C`fhYb`÷U`]Ybg`ni`f0W`[Y[Ub[Yb`]ghž`YfZFYi`h
g]W`J`YbYX][`gY]h`%,`+`U`g`i`B`9G`7C`!K`Y`h`i`hi`fYfVY`[`fc»`Yf
6Y`]YVh`Y]h`&\$&`j`YfnY]W`bYhY`X]Y`GhUXh`fi`bX`) ž`+`A`j`cbYb
5b`Øb`ZhYbžk`Ug`Y]bYb`5i`ZgW`k`i`b[`bUW`XYb
7C`J`÷8`!`%`!9]bgW`fAb`_i`b[Yb`XUfghY``h"

8]Y`9fZU`fi`b[Yb`Y]bYg`F Y]gYbXYb`gd]Y[Y`b`X]Y`[Ya`]gW`hYb

; YZØ\`Y`k]XYfž`X]Y`Y]b`6Ygi W\`X]YgYf`Y]bn][Ufh][Yb`GhUXh
\Yfj cffi ZYb`_Ubb"9f]bbYfh`Yf`g]W\`Ub`gY]bY`YfghY`F`Y]gY`bUW
JYbYX][`]a` `ſ\`f`&\$&\$`k`À\`fYbX`XYf`DUbXYa`]Yž`ZUbX`Yf`X]Y`GhUXh
ØVYffUgW\YbX`k`Yb][`ØVYfZØ`hž`k`Ug`X]Y`9f`_i`bXi`b[`Yf`Y]W\`hYfhY`
8]Yg`ghUbX`]a` `?`cbhfUgh`ni`gd`hYfYb`6Ygi W\Yb`]b`Gh`XhYb`k`]Y
Fca`i`bX`A`U]`UbXž`k`c`Yf`a`]h`ØVYfZØ`hYb`GhfU`Yb`i`bX`gc[Uf
Y]bYa`8]YVghU\`_cbZfcbh]Yfh`k`i`fXY`"

Hci f]ga i g`i bX`< YfUi gZcfXYfi b[Yb

≠`XYf`HUh`fUb[]Yfh`J`YbYX][`]a` `ſ\`f`&\$&` `]`c`f`UbXYfYb`[`fc`»`Yb
Gh`XhYb`k`]Y`A`U]`UbX`i`bX`6Yf`]b`"8]Y`a`Y]ghYb`Hci`f]ghYb`_Ua`Yb
Ui`g`XYb`i`G5ž`[`YZc`[`hj`cb`F`Y]gYbXYb`Ui`g`i`fUb`_fY]W\`i`bX`XYa
J`YfY]b][`hYb`?`Øb][`fY]W\`ž`XcW\`X]Y`5bnU\`_`]bhYfbUh]cbU`Yf
6Ygi W\Yf`ØVYfghY][`h`+`\$`Dfc`nYb`h`"Ni`XYa`k`UfYb`]a` `ſ\`f`&\$&(`X]Y
<`chY`d`fY]gY`]b`J`YbYX][`X]Y`_`ØW`ghYb`]b`≠U`]Ybž`k`À\`fYbX`Ui`W\`X]Y
5]fVbV!5b[`YVchY`hYi`fYf`U`g`]b`i`c`fYbnž`A`U]`UbX`i`bX`Fca`k`UfYb`"
8]YgYf`5bgh]Y[`ghY`h`Y`XcW\`]b`X]fY`_`hYf`J`YfV]bXi`b[`a`]h`XYa
DfcV`Ya`XYg`Cj`Yf`hci`f]ga`i`gž`XUg`b]W\`h`bi`f`XUg`9f`YVb]g`XYf
6Ygi W\Yf`VYY]bhf`ÀW`h][`hž`gcbXYfb`Ui`W\`XUg`Ya`dZ]bX`]W\Y
²`_cgmghYa`XYf`GhUXh[`YZ`À\`fXYh`"

5i`Z[`fi`bX`X]YgYf`<`YfUi`gZcfXYfi`b[`Yb`d`Ubh`J`YbYX][`A`U`»`bU`a`Ybž
i`a`XYb`A`UggYb`hci`f]ga`i`g`Y]bni`X`À`a`a`Yb`"5V`&\$&(`k`]fX`Y]bY
9]bhf]hhg[`YVØ\`f`ZØf`HU[`YgVYgi`W\Yf`Y]b[`YZØ\`fhž`i`bX`[`fc`»`Y
;`fi`ddYbVYgi`W\Y`gc`Yb`Y]b[`YgW\`f`Ab`_`h`k`YfXYb`"8]YgY`≠]h]Uhj`Yb
g]bX`b`chk`YbX][`ž`i`a`XUg`Y]bn][`Ufh][`Y`@`UbXgW\`UZhgV]`X`XYf`GhUXh
ni`VYk`U\`fYb`i`bX`[`Y]W\`nY]h][`XYb`Hci`f]ga`i`g`ni`ZØfXYfbž`c`bY
X]Y`GhUXh`i`bX`]fY`6Yk`c`bYf`ØVYfa`À`»][`ni`VY`UghYb`"

9]b`d`YfgØb`]W\Yg`F`YgØa`YY

8]Y`9fZU\`fi`b[`Yb`XYg`5i`hcfg`bUW\`gY]bYb`6Ygi`W\Yb`]b`≠U`]Yb
nY][`Yb`X]Y`j`]Y`Z`À`h][`Yb`i`UW\`hYbž`X]Y`XUg`F`Y]gYb`]b`X]YgYg`@`UbX
a`]h]g]W\`Vf]b[`h`K`À\`fYbX`Yf`]b`6c`c[`bU`i`bX`A`U]`UbX`d`cg]h]j`Y
9]bXfØW`_`Ya`UW\`hYž`Yf`YVhY`Yf`]b`Fca`b]W\`h`bi`f`ØVYfZØ`hY
GhfU`Ybž`gcbXYfb`Ui`W\`Àf[`Yf`]W\Y`G]hi`Uh]cbYb`k`]Y`8]YVgh`À\`Yž`X]Y
XYb`GdU`»`Ua`F`Y]gYb`hfØVYb`_`Øb`bYb`"Gc`k`i`fXY`k`À\`fYbX`Y]bYg`"

5i ZYbh\U`hg`j]b`A U]`UbX`Y]bY`< UbXhUgW\Y`Ui g`XYa`5i » YbVYfY]W\ Y]bYf`D]nnYf]U`Ybhk YbXYh"8Yf`\`]ZgVYfY]hY`?Y`bYf`Vch`XUfUi Z`]b Y]bY`_cghYb`cgY`D]nnU`Ubž`k Ug`X]Y`UbgcbghYb`bY[Uh]j Y`9fZU\fi b[Yhk Ug`a`]`XYfhY"

Hfchn`U`Yf`GWk]Yf][`_Y]hYb`i bX`< YfUi gZcfXYfi b[Yb`gW\Y]bYb`X]Y 9f]bbYfi b[Yb`i bX`5VYbhYi Yfž`X]Y`a Ub`Ui Z`FY]gYb`gUa a Y`hž`XYb ; YgUa hY]bXfi W`ni`ØVYfk]Y[Yb"J YbYX][`V`Y]Vh`Y]b ZUgn]b]YfYbXYg`N]Y`ž`XUg`gck c`\`GW`Öb\Y]hg!`U`g`Ui W\ 9f\U`hi b[gZfU[Yb`Ui žk`]fžh"

8YhU]`g	
Cfh	JYbYX][`ž`#U`]Yb
EiY`Yb	<ul style="list-style-type: none"> • k k k "gW\k UYV]gW\Y"XY • k k k "ghUh]ghU"Wča

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