

HfU[]gWY Yg'i b[`ØW_`Ua `C`ma d.`8Yi hgWY Y
K UbXYf]b`gh]fVh`VY]`Ghi fn°

9]bY`K UbXYfhci f`]b` ; f]YWYb`UbX`YbXYhY`hfU[]gWY.`9]bY
XYi hgWY`Hci f]gh]b`Z]Y`Ua `C`ma d`i bX`j YfghUfV"
F Yhi b[gU_h]cbYb`Ui ZYb"



6Yf[`C`ma d`ž ; f]YWYb`UbX`!`9]bY`XYi hgWY`K UbXYf[fi ddY
Yf`YVhY`Ua `8cbbYfghU[ž`XYb`%&`" ð b]ž`Y]b`hfU[]gWY Yg'i b[`ØW_`Ua
6Yf[`C`ma d`]b` ; f]YWYb`UbX`"9]bY`HY]`bY`a Yf]b`ghØfnhY`]b`XYa
`YfUi gZcfXYfbXYb`HYffU]b`UV`i bX`j Yfi b[`ØW_hY`hØX`]W`"8Yf`6Yf[
C`ma d`ž`XYf`ZUgh` "\$\$\$`A YhYf`cW`]ghž`]gh`VY`Ubbh`ZØf`gY]bY
Ubgdfi W`gj c`Yb`K UbXYfk Y[Yž`X]Y`gck c`a`]a`Gca`a Yf`U`g`Ui W`
]b`XYb`_Ø`YfYb`A cbUHyb` ; YZU`fYb`VYf[Yb`"F Yhi b[g_fÅZHy
ghUfhYhYb`Y]bY`[fc»Ub[Y`Y[hY`6Yf[i b[gU_h]cbž`i a`X]Y
j`Yfi b[`ØW_hY` : fUi`ni`VYf[Yb`"G]Y`k`i fXY`Ua` : fY]hU[`]b`Y]bYf
<Ø`Y`j`cb`Yhk`U`&`+\$\$\$`A YhYfb`a`]hY]bYa` <`i VgW`fUi VYf`Ui g`XYa
; YV]Yh`NcbUf]U`[YVcf[Yb`"8]Y`[YbUi`Y`i bZU`i fgUWY`V`Y]Vh
i b`_Ufž`k`Å`fYbX`X]Y`Dc`nY]`Y]bY`i bhYfgi W`i b[`XYg`J`cfZU`g
Y]b[Y`Y]hYh`Uh`"

K UbXYfi bZÄ`Y`g]bX`]b` ; f]YWX Yb`UbX`_Y]bY`GY`hYb`Y]h`6YgcbXYfg
XYf`6Yf[`C`ma`d`gck`]Y`X]Y`GUa`Uf]U!GW`i`W`h`Ui`Z`?fYhU`[`Y`hYb`U`g
`YfUi`gZc`fXYfbXY`K`UbXYfn]Y`Y`"6YfY]hg`]b`XYf`J`Yf[`Ub[`Yb`Y]h`_Ua
Yg`]\`Yf`ni`hÖX`]WX`Yb`i`bZÄ`Yb`a`]h`XYi`hgWX`Yb`GhUUhgVØf[`Yfb`" `a
`>U`f`&\$&&`Yf`]hYb`Y]b`*`+!`Ä`f][`Yf`]a` `>`b`]i`bX`Y]b`*`\$!`Ä`f][`Yf`]a
GYdhYa`VYf`hÖX`]WX`Y`Ghi`fnj`Yf`Yhni`b[`Yb`"Ni`XYa` `k`i`fXY`]a
:`YVfi`Uf`&\$&` `Y]b`&\$!`Ä`f][`Yf`8Yi`hgWX`Yf`j`Yfa`]gghž`bUWX`XYa` `Yf`]b
Y]bY` :`Y`ggdU`hY`[`YghØfnh`k`Uf`"8]Y`cZZ]n]Y`Yb`K`Ufbi`b[`Yb`ZØf
K`UbXYfYf`]b`X]YgYb` ;`YV]f[`gfY[`]cbYb`k`YfXYb`]a`a`Yf`"Ui`hYf`"

GYWX ghY`HcXYgZU```]a` `>`b`]

è`XYb`"YmhYb`K`cWX`Yb`g]bX`X]Y`K`UbXYfi`bZÄ`Y`]b` ; f]YWX`Yb`UbX
XfUa`Uh]gWX`Ub[`Ygh]Y[`Yb`"8Yf`hfU[`]gWX`Y`J`cfZU``Ua` `C`ma`d`k`Uf
VYfY]hg`XYf`gYWX`ghY`HcXYgZU```]a` `>`b`]"9]b`*`+!`Ä`f][`Yf`XYi`hgWX`Yf
Hci`f]gh`ghUfV`Ui`Z`?fYhUž`bUWX`XYa` `Yf`VY]`Y]bYf`K`UbXYfi`b[`]j`cb
Ca`U`cg`bUWX`Gci`[`]U`Ua` `GcbbhU[`]ž`XYb`%"`>`b]ž`j`Yfa`]ggh
[`Ya`Y`XYh`k`i`fXY`"9f`U`hY`k`Ä`fYbX`gY]bYg`5i`gZi`[`g`Y]bYb`5bfi`Z
VY]`gY]bYf`9`Y`ZfUi`[`YhÄh][`hi`bX`Ub[`Y[`YVYbž`XUgg`Yg`]\`a` `b]WX`h
[`i`h[`Y`Y`"F`Y`hni`b[`g_fÄ`ZhY`Zc`fXYfhYb`]b`Ui`Zž`X]Y`B`chfi`Zbi`a`a`Yf
%%&`ni`k`Ä`Yb`ž`i`a`gY]bY`Dcg]h]cb`ni`cfhYb`"@Y]XYf`k`i`fXY`Yf`Ua
A`cbhU[`a`cf[`Yb`"YV`cg`]b`XYf`GW`i`W`h`j`cb`Hf]d]h]Ui`Z[`YZ]bXYb`"9g
k`]fX`j`Yfa`i`hYhž`XUgg`Yf`X]Y`C`f]Yb]h]Yfi`b[`]j`Yf`cfYb` `U`hY`i`bX`j`ca
K`Y[`]UV`_Ua`"

Ni`gÄhn`]WX`ni`XYa`XYi`hgWX`Yb`Hci`f]ghYb`g]bX`V]g`Yi`hY`a`Y`fYfY
DYfgcbYb`gdi`f`cg`j`YfgWX`k`i`bXYb`"8fY]`k`Y]hYfY`J`Yfa`]gghYž
U`YgUa`h`5i`g`Ä`bXYf`]a` `5`hYf`nk`]gWX`Yb`))`i`bX` ,`\$`>U`fYbž`g]bX`gY]h
ØVYf`Y]bYf`K`cWX`Y`b]WX`h`a`Y`f`[`YgY`Yb`k`cfXYb`"9]b`Vf]h]gWX`Yf
A`cXYfUhc`fž`Y]bY` ,`\$!`Ä`f][`Y`Hci`f]gh]b`Ui`Z`?fYhU`i`bX`Y]b
)`)!`Ä`f][`Yf`A`Ubb`Ui`Z`XYf`è`gY`A`Uh`fU_]ž`g]bX`i`bhYf`XYb
C`dZYfnU`Yb`ni`Z]bXYb`"8]Y`G]hi`Uh]cb`k`]fX`Xi`fWX`X]Y`Yi`hfYa`Y
<]hnYž`X]Y`]a` `>`b]`&\$&` `X]Y` `ÖW`ghYb`HYa`dYfUhi`fYb`gY]h`6Y[`]bb
XYf`K`Y`hYfUi`ZnY]WX`bi`b[`Yb`]b` ; f]YWX`Yb`UbX`YffY]WX`hYž`bcWX
j`YfgWX`ÄfZh`"Y`fnhY`k`UfbYb`j`cf`XYb` ;`YZU`fYb`j`cb`<]hngWX`Ä[`Ybž
8Y`mXf]Yfi`b[`]i`bX`<Yfn!`?fY]g`Ui`Z]6YgWX`k`YfXYbž`]bgVYgcbXYfY
VY]`Ä`hYfYb`K`UbXYfYfb`"

Hfc hn`XYf`_`UfYb`K Ufbi b[Yb`j cb`6Y\ÖfXYb`i bX`A YX]Yb`gYhnYb`
j]Y`Y`Hci f]ghYb`]\fY`K UbXYfi b[Yb`]b`XYb`[YZÄ`f`]WXYb`
6Yf[\Äb[Yb`Zcfh`"8]Y`UbghY][YbXY`NU\`XYf`i bZÄ`Y`fi Zh`Y]bY`
8YVUhhY`ØVYf`X]Y`G]WXYf`Y]h]j cb`K UbXYfYfb`]b`]; f]YWXYb`UbX`
\Yfj cf`i bX`ZØ\fh`XUni ž`XUgg`Gh]a a Yb`Ui hik YfXYbž`X]Y`a Y`f`
A U» bU\ a Yb`ni f`; YZU`fYbdfÄj Ybh]cb`ZcfXYfb`"5b[Yg]WXYhg`XYf`
ni bY\ a YbXYb`F]g]_Yb`gc`hY`YXYf`K UbXYfYf`ghYhg`[i h]bZcfa`]Yfh`
i bX`j cfg]WXYh][`gY]bž`VYgcbXYfg`]b`XYb`Ubgdfi WXYg] c`Yb`
<Ö\Yb`U[Yb`XYf`[f]YWXY]gWXYb`6Yf[Y`"

6YgcbXYfY`K Ufbi b[Yb`[Y`hYb`ZØf`X]Y`K UbXYf[YV]YhY`]a`C`ma`d`
i bX`XYf`GUa`Uf]U!GW`i WXYhž`X]Y`]a`a`Yf`k`]YXYf`GW`Ui`d`Uhn`
Zc`[YbgWXYk`YfYf`i bZÄ`Y`k`YfXYbž`k`]Y`X]Y`U`_hi`Y`Yb`9fY][`b]ggY`
YfbYi`h`nY][`Yb`"8YfK`YghYb`i bX`:`cW`g`VYf]WXYhYb`Y]bXf]b[`]WXY`
ØVYf`X]Y`YfgWXYfYW`YbXY`F`YU`]hÄh`ZØf`K UbXYfYf`]b`]; f]YWXYb`UbX`"

8YhU]`g	
Cfh	6Yf[`C`ma`dž`; f]YWXYb`UbX`
Ei`Y`Yb`	<ul style="list-style-type: none"> • k k k "XYfk`YghYb`"XY` • k k k "ZcW`g"XY`

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