

8 fUa U`]b`K]YgVUXYb. `6Yk c`bYf`bUW`hg Ui g`VfYbbYbXYa `A Y`fZUa]`]Yb`Ui g [YfYhhYh°

⊕`K]YgVUXYb`VfUW`Y]b` : Yi Yf`]b`Y]bYa `A Y`fZUa]`]Yb`Ui g
Ui g/` : Yi Yfk Y`f`fYhhYhY`6Yk c`bYfž`k Å`fYbX`GhUh]gh]_Yb`ni f
6fUbX[YZU`f`gYbg]V`]g]YfYb"



< YfXYfghfU» Yž`K]YgVUXYbž`8Yi hgW`UbX`!`⊕`XYf`BUW`h`ni a
A cbhU[`k i fXY`X]Y` : Yi Yfk Y`f`K]YgVUXYb` [Y[Yb`&.) \$`l` \`f`ni
Y]bYa `i a ZUb[fY]W`Yb`9]bgUhn`]b`X]Y`< YfXYfghfU» Y` [Yfi ZYbž`k c`]b
Y]bYa `A Y`fZUa]`]Yb`Ui g`Y]b` : Yi Yf`Ui g[YVfcW`Yb`k Uf"
l bj YfnØ[`]W`a UW`hYb`g]W`X]Y`9]bgUhn`f`ÅZhY`Ui ZXYb`K Y[`i bX
ZUbXYb` : `Ua a Ybž`X]Y`Ui g`Y]bYa ` : YbghYf`]a `YfghYb`C VYf[YgW`cgg
gW`i [Yb`"GcZcfhk i fXY`Y]b`@OgW`Ub[f]Z]`a `HfYddYbFUi a
Y]b[Y`Y]hYhž`k Å`fYbX`dUfU`Y`XUni `Y]bY`DYfgcb`Ui g`XYa `nk Y]hYb
C VYf[YgW`cgg[YfYhhYh`k YfXYb`a i gghY`"8]YgY`UhhY`g]W`ž`XU`XYf
K Y[`Xi fW`XUg`HfYddYb`Ui g`j YfgdYffh`k Ufž`Ui Z`]`fYb`6U`_cb
[YZØW`hYh`A]h`Y]bYf`hfU[VUfYb`@Y]hYf[Y`Ub[`Yg`XYb

: Yi Yfk Y\`Yi hYbž`X]Y`VYXfÅb[hY`DYfgcb`]b`G]WXYf\Y]h`ni`Vf]b[Yb`

8 Ug: Yi Yfž`k Y`WXYg`HY]Y`XYf`K c\bi b[`nYfgh`fhY`i bX`XUg
Ni \Ui gY`i bVYk c\`bVUf`a UW`hYž`k i fXY`gW`bY``i bhYf`?cbhfc``Y
[YVfUW`h``8]Y`VYhfc`ZYbYb`F`Åi a`Y`gck]Y`U``Y`gYW`g`K c\bi b[Yb
]a` ; YV`Åi XY`k i fXYb`Xi fW`F`Ui W`i bX`Fi »`_cbhUa`]b]Yfhž`k Ug
XYfYb`gcZcfh][Y`9j U`_i]Yfi b[`YfZcfXYf`]W`a UW`hY``8]Y: Yi Yfk Y\`f
VY`ØZhYhY`XUg; YV`Åi XY`[fØbX`]W`ž`i a`X]Y`fUi W`ZfY]Yb
6YX]b[i b[Yb`ZØf`X]Y`ØVf][Yb`6Yk c\`bYf`ni`gW`UZZYb``Nk`Y]
DYfgcbYb`a`i`gghYb`Ui`Z[fi bX`j`cb`Y]b[YUha`YhYa`6fUbXfUi W`
a`YX]n]b]gW`VY\`UbXY`h`k`YfXYbž`Y]bY: fUi`k`i`fXY`]bg
?fUb`_Yb\`Ui`g`[YVfUW`h``: Øf`X]Y`Yj`U`_i]YfhYb`6Yk c\`bYf
cf[Ub]g]YfhY`XUg`8Yi hgW`Y`F`chY`?fYi`n`ni`gUa`a`Yb`a`]h`XYf
GYY`gcf[Y`Y]bY`j`cf`Åi`Z[Y`i`bhYfVf]b[i b[`]b`Y]bYa`6i`g`XYf`9GK`9
JYf`_Y\`f`

F Ui W`a`Y`XYf`fYhhYb`@YVYb`

6YgcbXYfg`VYa`Yf`_Yb`gk`Yfh`]ghž`XUgg`Y]bY`B`UW`VUf]b`XUg: Yi Yf
ZfØ`nY]h][`Yb`hXYW`_hYž`U`g`]\`f`F`Ui`W`a`Y`XYf`5`Ufa`gW`i`[``G]Y
k`Ufb`hY`X]Y`6Yk c\`bYf]b`XYf`6fUbXk c\bi b[`gck]Y`k`Y]hYfY
B`UW`VUfb`Xi`fW`?`cdZYb`i`bX`?`]b[Yb``8]YgY`gW`bY``Y`FYU`_h]cb
_Øb`bhY`@YVYb`[YfYhhYh`\UVYb`i`bX`]gh`Y]b`Y]bXfi`W`_gj`c``Yg`6Y]gd]Y`
ZØf`X]Y``YVYbgfYhhYbXY`K`]f`_i`b[`j`cb`F`Ui`W`a`Y`XYfb``GhUh]gh]_Yb
nY][Ybž`XUgg`X]Y`NU\``XYf`6fUbXhchYb`]b`8Yi hgW`_UbX`]b`XYb
`YhhYb``\$`↵\fYb`i`a`k`Yb][Yf`U`g`X]Y`<`Å`ZhY`[YgYb`_h`k`YfXYb
_cb`bhY``Gc`[UV`Yg`%-`-\$`bcW`+,`+`6fUbXhchYž`k`Å`fYbX`X]YgY`NU\`
&\$\$`\$`Ui`Z` , , `ni`fØW`_[]b[``9]b`k`YgYbh]W`XYf; fi bX`ZØf`X]YgY
dcg]hj]Y`9bhk`]W`_i`b[`g]bX`d`f`Åj`Ybh]j`Y`6fUbXgW`i`hna`U`»`bU`a`Ybž
k`]Y`X]Y`[YgYhn`]W`Y`J`YfdZ]W`hi`b[`ni`f`ϕghU``Uh]cb`j`cb
F`Ui`W`k`Ufba`Y`XYfb`]b`U``Yb`K`c\`b[YV`Åi`XYbž`X]Y`]b`XYb`YhhYb
↵\fYb`]b`?`fUZh`hfUhYb``

B`UW`5b[UVYb`XYg`8Yi hgW`Yb: Yi Yfk Y\`fj`YfVUbXg`i`bX`XYf`5; 6:
6i`bXYgj`YfVUbXgž`g]bX`ØVYf`+\$`i`XYf`6fUbXcdZYf`Å`hYf`U`g`*`\$`

3\fy"CVk c\`X]Y`[YgYhn`WXY`FY[Y`i b[`ni f`5i gghUhi b[`a]h
 FUi W`a Y`XYfb`Y]bYb`VYXYi hYbXYb` : cfhgW`f]hh`XUfghY`h`V`Y]Vh`X]Y
 6fUbX[YZU`f`]bgVYgcbXYfY`Z0f`j i `bYfUV`Y ; fi ddYb`VYghY`Yb"
 HYW`b]gW`Y`#bcj Uh]cbYb`_0bbhYb`X]Y`K]f_gUa`_Y]h`X]YgYf
 G]W`Yf`Y]hggmghYa`Y`k`Y]hYf`j`YfVYggYfb`zi`bX`fY[Y`a`A»][Y
 K`Ufhi`b[`gck]Y`gcn]U`Y`I`bhYfgh0hni`b[`g]bX`bchk`YbX][`zi`a`X]Y
 G]W`Yf`Y]h`]b`i`bgYfYb`K`c`b`f`Ai`a`Yb`ni`Yf`Y`0`Yb"

@Ui`h`XYa`6Yf]W`hj`cb`fUi`W`a`Y`XYf!`Y`V`Y`b`gf`Y`hh`Y`f"XY`nY][`h`X]Y
 `A`f`]W`Y`G`h`U`h]gh]_Yb`z`X`U`gg`nk`Uf`X]Y`NU`Y`XYf`6fUb`X`h`ch`Y`b`nk`Uf
 _cb]bi`j]f`]W`g]b`h`z`Y`X`c`W`]gh`V`Y]`XYb` : Yi`Yfk`Y`f`Y]bg`A`h`Y`b`Y]b`Y
 Ni`b`U`a`Y`g`Y]h`&\$%(`ni`j`YfnY]W`b`Yb"8]Y`B`chk`YbX][`_Y]h`Z0f`a`Y`f`
 5i`Z`_`A`fi`b[`0VYf`XYb`f]W`h][`Yb`l`a`[`Ub[`a`]h` : Yi`Yfi`b`X`X]Y
 : i`b`_h]cb`j`cb`F`Ui`W`a`Y`XYfb`k`]fX`]a`a`Yf`Xf]b[`]W`Yf"

#5bVYhfUW`h`XYf`9fY][`b]ggY`]b`K`]YgVUXYb`U`h`g]W`Y`fb`Yi`h
 [YnY][`h`z`k`]Y`k`]W`h][`Y`g]gh`z`X]Y`0ZY`b`h]W`Y`b`#Z`c`f`a`Uh]cbYb`0VYf
 VfUbXgW`i`hnhYW`b]gW`Y`G]W`Y`f`Y]hga`U»`b`U`a`Y`b`i`b`X`X]Y
 #ghU`U`h]cb`j`cb`F`Ui`W`a`Y`XYfb`ni`j`YfVfY]hYb"Bi`f`Xi`f`W`gh`A`b`X][`Y
 GYbg]V`]g]Yfi`b[`_Ub`b`X]Y`NU`Y`XYf`6fUb`X`c`d`Z`f`k`Y]hYf`[`Y`g`Y`b`_h
 k`Yf`X`Y`b"9]b`5i`Zfi`Z`Ub`U`Y`<`Ui`g`V`Y`g]h`n`Y`f` ,`V`Y`f`d`f`0ZY`b`G]Y`A`f`Y
 F`Ui`W`a`Y`XYf`fY[`Y`a`A»][`i`b`X`g`c`f[`Y`b`G]Y`Z0f`X]Y`G]W`Y`f`Y]h`A`f`Y`f
 @]Y`V`Y`b"

8YhU]`g	
Cfh	<YfXYfghfU»Yz`K`]YgVUXYb`z`8Yi`hgW`U`b`X
Ei`Y`Y`b	<ul style="list-style-type: none"> • k k k "ZZ`XY • k k k "fUi`W`a`Y`XYf! `Y`V`Y`b`gf`Y`hh`Y`f"XY • k k k "j`YfVUbXgVi`Yfc"XY

6Ygi`W`Y`b`G]Y`i`bg`Ui`Z.`b`U[`!\`Y`gg`Y`b"XY