

' *! Æ \ f][Yf ' bUWx ' ? Y ` Yf! 9]b Vfi Wx ']b
C ZZYbVUWx 'ZYgh[Ybca a Yb °

9]b ' ' *! Æ \ f][Yf ' A Ubb ' k i fXY ' bUWx ' Y]bYa ' 9]bVfi Wx ']b
C ZZYbVUWx 'ZYgh[Ybca a Yb " ' 9f ' VYZ]bXYh'g]Wx ']b
I bhYfgi Wxi b[g \ UZh "



C ZZYbVUWx 'Ua ' A U]bž'8Yi hgWx `UbX ' ! ' B UWx ' Y]bYa
gdY_hU_i ` Æ fYb ' 9]bVfi Wx ']b ' C ZZYbVUWx ']gh'Y]b ' ' *! Æ \ f][Yf ' A Ubb
c \ bY ' ZYghYb ' K c \ bg]hn'bi b ']b ' I bhYfgi Wxi b[g \ UZh " ' 8Yf ' J c fZU ` `
YfY][bYhY ' g]Wx ' Ua ' : fY]hU[UVYbX ']a ' < YggYbf]b[žk c ' XYf
J YfXÄWx h][Y ']b ' a Y \ fYfY ' ? Y ` YfUVhY] ' Y ' Y]bYg ' A Y \ fZUa '] ' Yb \ Ui gYg
Y]bXfUb[" ' @Ui h'XYb ' 9fa ']h'i b[Yb ' k Uf ' Yg ' c ZZYbVUf ' gY]b ' N]Y ` ž
j YfgWx]YXYbY ; Y[YbghÄbXY ' ni ' Ybhk YbXYb " ' 8Yf ' 9]bVfYWx Yf ' \ UhhY
XUVY] ' c ZZYbg]Wx h]Wx ' b]Wx h'a ']h'XYf ' 5i Za Yf_gUa _Y]h'XYf ' B UWx VUfb
[YfYWx bYh "

9]b ' NYi [Y ' VYa Yf_hY ' XYb ' J c f[Ub[' i bX ' gdfUWx ' XYb ' A Ubb ' X]fY_h
Ubž'k Ug ' X]YgYb ' XUni ' j YfUb ` UgghYž'a ']h'Y]bYf ' HØhY ' j c ` Yf
a i ha U » `]Wx Yf ' 6Yi hY ' XUg ; YVÄi XY ' ni ' j Yf ' UggYb " ' 8cWx ' U`g

k Y]hYfY`NYi [Yb`]\]bni _Ua Ybž`Yf[f]ZZ`XYf`HUhj YfXÅW h][Y`X]Y
: `i W h" `8]Y`HØhY`a]h`XYb`[Yghc` \`YbYb` ; Y[YbghÅbXYb`_cbbhY
`YXcW`j cb`XYb`j YfZc`[YbXYb`B UW VUfb`]a`B UW [Ub[
g]W Yf[YghY`h`k YfXYbž`k Ug`XYf`Dc`]nY]`k Yfhj`c`Y`<]bk Y]gY
`]YZfhY" `8]Y`6YUa`hYb`Yf`Ub`b`hYb`XYb`A`Ubb`fUgW`i`bX`_cbbhYb
]\b`]b`XYf`XUfUi`Zc`[YbXYb`B UW h]b`XYf`A`Uf]YbghfU» Y
ZYghbY`a`Yb`"

9fa]hh`i`b [Yb`i`bX`J`cfZØ`fi`b [

5a`GcbbhU[`k`i`fXY`XYf`6YgW`i`X][hY`Y]bYf`9fa`]hh`i`b [gf]W`hYf]b
Ua`5a`hg[Yf]W`h`C`ZYbVUW`j`cf[YZØ`fh" `5i`Z[fi`bX`XYg`J`YfXUW`hg
Y]bYg`VYgcbXYfg`gW`k`YfYb` : U`g`XYg`8]YVghU`g`k`i`fXY`[Y[Yb`]\b
l`bhYfgi`W`i`b [g`U`Z`h`Ub[YcfXbYh" `8Yf`A`Ubb`k`i`fXY`XUfUi`Z`]b`]b
Y]bY`ž`gh]nj`c`ni`[gUbghU`h`ØVYfghY`hž`k`c`Yf`Ui`Z`gY]b`k`Y]hYfYg
J`YfZU`fYb`k`UfhYh" `8]Y`fYW`h]W`Yb`?`cbgYe`i`YbnYb`ZØf`gc`W`Y
9]bVfØW`Y`_ØbbYb`XUVY][`fUj`]YfYbX`gY]bž`Ub[YZUb[Yb`j`cb
; Y`X`ghfUZy`b`V]g`]\b`ni` \`c`Y`b` : fY]\Y]hgghfUZy`bž`X]Y`Y`b`UW
GW`k`YfY`XYg`8Y`]_hg`j`Uf]]YfYb`"

6Y]Y]bYa`9]bVfi`W`_ØbbYb`j`YfgW`]YXYbY`GhfUZhU`hYb`j`Yfk`]f`_]W`h
k`YfXYbž`k`]Y`ni`a`6Y]gd]Y`<`Ui`gZf]YXYbgVfi`W`ž`GUW`VYgW`ÅX][`i`b [
cXYf`Ui`W`8]YVghU`]\b`VYgcbXYfg`gW`k`YfYa` : U`ž`k`]Y`Yg`]b
X]YgYa` : U`j`cf`]Y[h" `8]Y`GhfUZy`b`g]bX`b]W`h`d`Ui`gW`U`ZY`gh`Y[VUfž
gcbXYfb`Åb[Yb`j`ca` ; Yf]W`h`i`bX`XYb`l`a`ghÅbXYb`XYg`9]bnY`ZU`g
UV`Ub`k`U`h`XY`]bZcfa`]Yfh`XUfØVYf`Ui`gZØ`f`]W`"

8Yf`?`cbhYI`h`XYg`9]bVfi`W`g

9]bV`]W`_Y`]b`X]Y`U`[Ya`Y]bY`?`f]a`]bU`]hÅh]b`8Yi`hgW`UbX`nY][Ybž
XUgg`K`c`bi`b [gY]bVfi`W`X]YVghÅ`Y`b`UW`z`&(`Gh`6`ni`bY`a`Yb`"
=a`U`f`&`\$`&`k`i`fXYb`U`Y]b`++",`\$\$`gc`W`Yf`8Y`]_hY`j`YfnY]W`bYhž
i`bX`XUgž`c`V`k`c`X]Y`NU`]\a`J`Yf`Å`hb]g`ni`XYb`J`cf`U`fYb`bc`W
k`Y]h`b]YXf][Yf`]gh`U`g`]b`XYf`Gd]mY`&`\$`%)`a`]h`%`*`+`\$\$\$` :`Å`Y`b`" =b
ghÅXh]gW`Yb` ; YV]YhYb`]gh`XUg`F`]g]_c`Y]bYg`9]bVfi`W`g`VYgcbXYfg
\`c`W`ž`\]Yf`ghY`Y`b`X]Y`6i`bXYg`ÅbXYf`6fYa`Ybž`6Yf`]b`i`bX
<`Ua`Vi`f[`Ub`j`cfXYfghYf` : fcbh`GhUh]ghU`j`YfXYi`h]W`h`X]YgY
9bhk`]W`_i`b ["

8Yf': U`XYg' *!>Ä\ f][Yb'Ui g'C ZZYbVUW`_ÖbbhY'gca]h'Y]b'6Y]gd]Y`
 ZØf'X]Y`Äi Z][ghYb'9]bVfi W\gUfhYb'XUfghY`YbžVY]'XYbYb'HÄhYf`
 [Yk U`hgUa`]b'df]j UhY'FÄi a`]W\Y]hYb'Y]bXf]b[Ybž'cZi'Ui W`i bhYf`
 XYa`9]bZi ggj cb'8fc[Yb'cXYf']b'XYf'<cZbi b['Ui Z'gW\by`Yg
 ; Y`X"8Yf'5bgh]Y['j cb'9]bVfØW\Yb'UW`XYf'7cfc bU!DUbXYa`]Y`]gh
 Y]b'NY]W\Yb'ZØf'X]Y`j YfÄbXYfhY'gcn]U`Y`@U[Y`j]Y`Yf'A YbgW\Yb`
GhUh]ghU"

CV`X]YgYf': U`ni`Y]bYf'[fi bX`Y[YbXYb'5i gY]bUbXYfgYhni b['a]h
 XYa`H\Ya U`9]bVfi W\g_f]a]bU`]hÄh'ZØ\fhž'V`Y]Vh'UVni k UfhYb"8Yb
 6Øf[Yf.]bbYb'V`Y]Vh'j cfYfgh'bi f'ni`k ØbgW\Ybž'XUgg'X]Y
 G]W\Yf\Y]hg`U[Y`]b`]\fYb'J]YfhY'b'k Y]hYf\]b['Yk Ä`f`Y]ghYh'V`Y]Vh
 i bX`gc`W\Y`J cfZÄ`Y`X]Y`5i gbU\ a`Y`g]bX"

8YhU]`g	
C fh	C ZZYbVUW`Ua`A U]bž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • c Z! bYk g"XY • k k k "Ubk U`h"XY • XY"ghUh]ghU"WŁa

6Ygi W\Yb'G]Y`i bg'Ui Z.`bU[!\YggYb"XY