

6 Ugh]Ub `GWk Y]bghY][Yf`VY[Y]ghYfh`U`g
5 F 8!9I dYfhY`VY]a `B Uh]cbg!@YU[i Y!
:]bU`Y

6 Ugh]Ub `GWk Y]bghY][Yf`a cXYf]Yfh`a]h`9gh\Yf`GYX`UWhY`XUg
B Uh]cbg!@YU[i Y!:]bU`Y]b`A ØbWYb`i bX`V`Y]Vh`5F 8!9I dYfhY
V]g`&\$&("



A ØbWYbž`8 Yi hgW`UbX`!<Yi hY`ghY\Yb`6 Ugh]Ub `GWk Y]bghY][Yf
i bX`9gh\Yf`GYX`UWhY`_]a `A]hY`di b`_h`XYg`ϕhYfYggYgž`XU`g]Y`U`g
A cXYfUhcYb!8 i c`VY]a `B Uh]cbg!@YU[i Y!:]bU`Y!: ci f`]b`A ØbWYb
Ui ZhfYhYb`k YfXYb`"GWk Y]bghY][Yfž`XYf`a]h`Yfk Y]`Y`U`g`HJ!
9I dYfhY`ZØf`X]Y`5F 8`hAh][`]ghž`\Uh]b`XYb`j Yf[Ub[YbYb`K cWYb
]bhYbg]j Y`5fVY]hgd\UgYb`\]bhYf`g]W`"6YfY]hg`VY]a `7\Ua`d]cbg!
@YU[i Y!:]bU`Y`nk]gWYb`DUf]g`GU]bh!; Yfa`U]b`i bX`ϕhYf`A`U]UbX
k Uf`Yf`j cf`Cfh`i bX`VYfY]hYh`g]W`Ui Z`gY]bY`ni`_ØbZh][Yb`9]bgÅhY
j cf`"6YgcbXYfg`[YgdUbbh]gh`Yf`Ui ZXUg`\Yi h][Y`Gd]Y`nk]gWYb
GdUb]Yb`i bX`: fUb`_fY]W`ž`XYggYb`G]Y[Yf`]bg`9bXgd]Y`Y]bn]Y\hž
k`Å\fybX`XYf`J`Yf`]YfYf`Ui Z`X]Y`8: 6!5i gk U`\`hf]Zhž`X]Y`i a`D`Uhn

XfY]`_Äa dZh"

8Yf`Y\Ya U`][Y` : i » VU``dfcZ]`VYYbXYhY`gY]bY`U_hj] Y`? Uff]YfY`&\$%-
VY]a`A @G!`?`i V`7\]WU[c` :]fY" ` ð`gY]bYf` ; `UbnnY]h`[Yk Ubb`Yf`UW`h
XYi hgW`Y`A Y]ghYfh]hY`ž`g]YVYb`8: 6!Dc_U`!G]Y[Y`i bX`_f`Ö`b`hY`gY]bY
@Ui ZVU`b`a`]h`XYa` `7\Ua`d]cbg!`@YU[i Y!H]hY``&\$%` `gck]Y`XYa
K Y`ha` Y]ghYfh]hY``&\$%(`a`]h`XYf`XYi hgW`Yb`B`Uh]cbU`a` UbbgW`UZh"
5i Z` ð`ghU[fUa` `nY][hY`Yf`_`Ø`f`n`]W`gY]bY`i` bhYfgh`Ø`hni b[`Z`Ø`f`X]Y`8: 6!
9`Z]a` `<`U`V`Z]bU`Y` [Y[Yb`Dc`fhi` [U`ž`k` Ug`gY]bY`J`YfV]bXi b[`ni` a
XYi hgW`Yb` : i » VU``i` bhYfghfY]W`h"

Ni gUa a YbUfVY]h'a]h`XYf`5F8

GW`k`Y]bghY][Yf`V`Y]Vh`XYf`5F8`V]g`a`]bXYghYbg`&\$&(`U`g`9!`dYfhY
Yf`U`hYb`i` bX`k`]fX`k`Y]hYf`\]b`Ub`XYf`GY]hY`j`cb`9gh`Yf`GYX`UW`hY`_
a`cXYf]YfYb``8]Y`5F8!Gdcfh_ccfX]bUh]cb`i`bhYf`5!`Y``6U`_Ui`g_m
Äi » YfhY`g]W`d`cg]h]j` `Ø`VYf`X]Y`Ni`gUa`a`YbUfVY]hi`bX``cVhY
GW`k`Y]bghY][Yf`Z`Ø`f`gY]bY`i`bhYf`U`hgUa`Yb`5bU`mgYb`i`bX`X]Y
: Ä\][_Y]hž`ZUW`^]W`Yg`K`]ggYb`Ub`gd`fYW`YbX`ni` `j`Yfa`]hY`b``8]YgY
9]bgW`Ä`hni`b[Yb`V`Ug]YfYb`Ui`Z`gY]bYb`[i`hYb`@]ghi`b[Yb`k`Ä`fYbX
XYf`K`A` `&\$&&]b`?`UhUfž`k`c`Yf`[Ya`Y]bgUa` `a`]h`GYX`UW`hY`_
UfVY]hYhYž`X]Y`>ggmiK`Y``a`Yf`YfgYhnh`U`h"

5F8!7\YZVYnY]W`bYh`X]Y`?`ccdYfUh]cb`a`]h`XYa` `Y\Ya`U`][Yb
: i » VU``dfcZ]`U`g`[fc» Y`9`fYž`i` bX`GW`k`Y]bghY][Yf`gY`V`gh`g]Y`h`X]Y
A`Ö[`^]W`_Y]hž`g]W` `]b`X]YgYa` `6YfY]W`k`Y]hYfni`Yb`hk`]W`_Y`b``GY]bY
HÄh][_Y]h`U`g`HJ!9!`dYfhY`VY[Ubb`Yf`_i`fn`bUW`gY]bYa
?`Uff]YfYYbXYž`Ui`W`k`Yb`b`Yg`]b`XYf`J`Yf[Ub[Yb`Y]h`J`cfZÄ``Y`[UVž
]b`XYbYb`Yf`[Y[Yb`K`YfVYf]W`h]b]Yb`j`Yfgh]Y» "

:]bUbn]Y``Y`5gdY_hY`XYf`5F8

8]Y`5F8` \Uh`Ø`b[gh]J`Yf[Ø`hi`b[Yb`Z`Ø`f` \fY`GdcfhYI`dYfhYb
j`Yf`Ö`ZY`b`h]W`h" ` ð`g[YgUa`h`k`i`fXYb`]a` `F`U`a`Yb`XYf`GU]gcb
&\$&&#&'` `%ž`-%`A` `^]cbYb`9i`fc`[YnU`h` `8`Ug`Xi`fW`gW`b]h]W`Y
<`cbc`fUf`Z`Ø`f`9!`dYfhYb``]Y[h`VY]`Y`hk`U`%`%+`"\$`\$`\$`9i`fc``A`cXYfUhc`fYb
k`]Y`5`Y`I`UbXYf`6`ca`a`Yg`Yf`U`hYb`Xi`fW`gW`b]h]W`Y`%(`+`"\$`\$`\$`9i`fc``
A`Ub`[Y`h`X`Uj`cb`Ui`gž`X`Ugg`X]Y`<`cbc`fUfY`Z`Ø`f`X]Y`GU]gcb

&\$&' #&\$&(ž'X]Y'Xi fW'X]Y'VYj c fghY\YbXY': i » VU`!9A 'j b
 8 Yi hgW'UbX' [YdfÀ[h']ghž'ghY][Yb'k YfXYb" '8 UVY]'k YfXYb
 HcdYI dYfhYb'k]Y'GW'k Y]bghY][Yf'j c fUi gg]W'h]W'j cb'\Ò\YfYb
 < cbcfUfYb'dfcZ]h]YfYb"

8]YgY'Z]bUbn]Y`Yb'F U\`a YbVYX]b[i b[Yb'nY][Ybž'k]Y'k Yfhj c``X]Y
 9I dYfh]gY'j cb'Y\Ya U][Yb'DfcZ]g'k]Y'GW'k Y]bghY][Yf'ZØf'XYb
 GYbXYf']gh" '8 Ug'ghY][YbXY' ðhYfYggY'Ub': i » VU`ØVYfhfU[i b[Ybž
]bgVYgcbXYfY'k À\`fYbX' [fc» Yf'Hi fb]YfYž'k]fX'g]W'bY[Uh]j 'Ui Z'X]Y
 < cbcfUfY'XYf'N8: !A cXYfUhc fYb'Ui gk]f_Ybž'X]Y']b'Y]bYa
 J Yf[`Y]W'XUni 'b]W'h'fY[Y'a À»][']\fY'J Yf[Øhi b[Yb'cZYb`Y[Yb"

8 YhU]`g	
C fh	A ØbW'Ybž'8 Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "gd c fhg]``i ghfUhYX"XY • k k k "Zc W' g"XY

6Ygi W'Yb'G]Y'i bg'Ui Z.'b!U["bYh