

; UfhYbgWx `ÄZYf. 'Gc 'fYhhYb 'k]f'XUg
VYXfc \ hY ; UfhYbh]Yf'XYg' †U\ fYg'&\$&) °

8Yf'; UfhYbgWx `ÄZYf'k]fX'&\$&) 'ni a / ei ch/; UfhYbh]Yf'XYg
†U\ fYg/ ei ch/YfbUbbhž'i a 'Ui Z'gY]bYb 'ZcfhgWx fY]hYbXYb
F ØW_[Ub['i bX'GWxi hndfc 'Y_hY '\]bni k Y]gYb"



8i XYfghUXhž'8Yi hgWx `UbX 'i'8Yf'; UfhYbgWx `ÄZYf'fØ']ca mg
ei YfW]bi gk'k i fXY'ni a ' ; UfhYbh]Yf'XYg' †U\ fYg'&\$&) '[Yk Ä\hž'k]Y
XYf'GØX_i f]Yf'VYf]Wx hYh''8]YgY'K U\''_ca a hini 'Y]bYa '_f]h]gWx Yb
NY]hdi b_hž'XYbb'X]Y'5fh' []'hi'U'g'ghUf_' [YZÄ\ fXYhi bX']\fY'5bnU\`
b]a a h'XfUa Uh]gWx 'UV''8]Y'A]hhY]'i b['XYf'G]Y'a Ubb'Gh]Zhi b[ž
UbgÄgg][']b'8i XYfghUXh'VY]; Øhh]b[Ybž'\YVh'X]Y
VYgcf[b]gYffY[YbXY'9bhk]W_'i b['\Yfj cf"

8Yf'; UfhYbgWx `ÄZYf'k Uf'i fgd fØb[`]Wx ']b'j]Y'Yb'HY]'Yb'GØX!'i bX
A]hhY'XYi hgWx `UbX'g'j YfvfY]hYhž']bgVYgcbXYfY']b'@Ui V!'i bX
A]gWx k Ä'XYfb''<Yi hY '\Uh]g]Wx 'gY]b'@YVYbgfUi a 'Yf\YV']Wx
fYXi n]Yfhž'i bX'Yf']gh'bi b'j cf'U''Ya ']a 'A cgY'hU'ž'HUi bi gž
GWx k Ufnk U'X' i bX'<Ufn'ni 'Z]bXYb''8]Y'i fgUWx Yb'ZØf'X]YgYb

F ØW_ [Ub ['g]bX'j]Y`ZÀ`h][. :XYf'J Yf'i ghj cb'@YVYbgfUi a žVYX]b[h
Xi fW`']bhYbg]j Y': c fghk]fhgWUZh'i bX'i fVUbY`J YfX]W`hi b[ž'gck]Y
Y]bY`J Yf_bUddi b[`XYf`B U\fi b[gei Y`Yb"

6YXfc\i b[Yb'i bX`GW`i hna U» bU\ a Yb

I a `X]YgYf`VYXfc`\`W`Yb`9bhk]W`i b[`Ybh[Y[Ybni k]f_Ybž`k i fXYb
VYfY]hg`j YfgW`]YXYbY`GW`i hndfc`Y_hY`]bg`@YVYb`[Yfi ZYb`"Gc
VYa Ø\hg]W`XYf`6I B8`ja`< Ufnž`j Yf`cfYbY`@YVYbgf`Ai a Y
k]YXYf\Yfni ghY`Yb`"5i W` ; UfhYbVYg]mYf`k YfXYb`Ui Z[YZcfXYfhž
F ØW`ni [gcfhY`ZØf`XYb` ; UfhYbgW`ÀZYf`ni`gW`UZZYb`"8Uni`Y][bYh
g]W`VY]gd]Y`gk Y]gY`XUg`5b`Y[Yb`j cb`k]`XYb`K]b_Y`b`]b` ; ÅfhYbž
X]Y`XYb`H]YfYb`U`g`F ØW`ni [g[YV]YhY`X]YbYb`_ØbbYb"

8]Y`@YVYbgk Y]gY`XYg` ; UfhYbgW`ÀZYfg`]gh`bUW`hU_hj`i bX`gY]bY
9fbÀ\fi b[`VYghY`h`h`Ui dhg`W`W`]W`Ui g`GW`bYW_Ybž`K Øfa Yfb`i bX
DZUbnYb`"J cb`C`_hcVYf`V]g`5df]`"\`À`h`Yf`K]bhYfgW`UZi bX`]gh`Ui Z
XYf`Gi W`Y`bUW`[Y Y][bYhYb`B]ghd`ÀmYbž`X]Y`c`Zi]b`U`hYb`6`Ai a Ybž
X]W`hYa` ; YVØgW`c`XYf`GhY]b\Ui ZYb`ni`Z]bXYb`g]bX`"8Yf
 ; UfhYbgW`ÀZYf`gd]Y`h`Ui W`Y]bY`k]W`h][Y`F`c`Y`VY]`XYf
6Y_`Àa`dZ`b[`j`cb`B`UW`hgW`bYW_Yb`i bX`ϕ`gY`hYb`]b
 ; UfhYbUb`U[Yb"

@Ui`h` ; Yc`]gh`XYf` ; UfhYbgW`ÀZYf`]b`8Yi hgW`UbX`j`cf`U`Ya`]ja
 : fUb_Ybk`U`X`i bX`ja` :]W`hY`[YV]f[Y`]b`6UmYfb`Ubni`hfY`ZYb`"ϕ
X]YgYb`FY[]cbYb`k`i fXYb`Yhk`U`&\$`\$`B]gh`ÀghYb`ZØf`X]Y`H]YfY
Ui Z[Y`Àb[h`8Yb`bcW`g]bX`X]Y`6Ygh`ÀbXY`]bg[YgUa`h`ghUf_
fØW`_`Ài`Z]["8]Y`[fØ»`hYb`Dcdi`Uh]cbYb`[]Vh`Yg`]b`B`cfXf\Y]b!
K`YghZU`Yb`i bX`F`Y]b`UbX!DZU`nž`]bgVYgcbXYfY`]b`XYf`B`À`Y`j`cb
Gh`X`hYb`k`]Y`?`Ò`bž`6`cb`bž`A`U]bn`i bX`K`]YgVUXYb`"GY]bY`Y]ja`]W`Y
@YVYbgk Y]gY`YfgW`k`Yfh`Yg`U`YfX]b[gž`X]Y`[YbUi`Yb`6Ygh`ÀbXY`ni
VYn]ZYfb"

I fgUW`Yb`ZØf`XYb`F ØW_ [Ub [

8]Y` ; fØbXY`ZØf`XYb`F ØW_ [Ub [`XYf` ; UfhYbgW`ÀZYf!Dcdi`Uh]cbYb
g]bX`_ca`d`YI`"8Uni`n`À`Yb`XUg`ϕ`gY`hYb`ghYfVYbž`XU`g]Y`g]W`
\Ui`dhg`W`W`]W`j`cb`ϕ`gY`hYb`Yfb`À`fYbž`XYf`9]bgUhn`j`cb

l a k Y`h[]ZhYb`k]Y`ϕgY_h]n]XYb`gck]Y`XYf`?`]a Uk UbXY`ž`XYf`X]Y
 J YfZØ[VUf_Y]h]j cb`K UggYffYggci fW`b`i bX`XUg`9fk UW`Yb`Ui g`XYa
 K]bhYfgW`UZ`VYY]bZi ggh`K `À`XYf`a]h]j]Y`Hch`c`n`ghY`Yb
 \]b[Y[Yb`Y]bYb`[i hYb`@YVYbgfUi a `ZØf`X]Y ; UfhYbgW`ÀZYf`XUfž
 k Ug`XUfUi Z`\]bk Y]ghž`XUgg`bUhi fbU`Y : c fghk]fhgW`UZi`ZØf`]\fYb
 9f`U`h]j cb`[fc»Yf`6YXYi hi b[`]gh"

ϕ`Y]bYa `VU`bVfYW`YbXYb`Dfc`Y_h`a]h`XYa `H]hY` Gdi fYbgi W`Y
 ; UfhYbgW`ÀZYf`ž`XUg`]a `GYdhYa VYf`&\$&(`YbXYhYž`UfVY]hYhYb
 BUhi fgW`ØhYf`i bX`K]ggYbgW`UZi`Yf`ni gUa a Ybž`i a `XUg
 , VYf`YVYb`X]YgYf`5fh]b`8Yi hgW`UbX`ni `g]W`Yfb`"8]Y`ϕ]h]Uh]j Y
 k i fXY`Xi fW`XUg`6i bXYgdfc[fUa a `6]c`c[]gW`Y`J]Y`ZU`h[YZØfXYfh
 i bX`VYZUggh]g]W`a]h`XYb`bch`YbX][Yb`A U»bU`a Ybž`i a `X]Y
 VYgh`AbX][Yb`F`ØW`[`Ab[Y`ni `ghc`ddYb`"8Yf ; UfhYbgW`ÀZYf`]gh`Y]b
 _Y]bYf`J Yfk UbXhYf`XYg`G]YVYbgW`ÀZYfg`i bX`\Uh`XUg
 W`UfU`hYf]gh]gW`Y`5i ggY`Yb`Y]bYf` Nc`ffc!A Ug_Y`ž`k Ug`]\b
 Y]bXYi h][`ni `Yf`_Yb`bYb`[]Vhž`k]Y`X]Y`GY]hY` [UfhYbgW`UYZYf`XY
]bZcfa]Yfh"

8YhU]`g	
J c fZU``	l a k Y`h
l fgUW`Y	J Yf`i gh]j cb`@YVYbgfUi a ž`_bUddYf`k YfXYbXY BU`fi b[gei Y`Ybž`ϕgY`hYbghYfVYbž`9]bgUhn j cb`l a k Y`h[]ZhYbž`?`]a Uk UbXY`
C fh	8 i XYfghUXhž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YX_i f]Yf"XY • k k k "[Yc"XY • k k k "[UfhYbgW`UYZYf"XY

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