

GhYi YfZU\bXYf' [`ÀbnYb.' ' ž&* 'A]`]UfXYb 9i fc 'ZØf'6UmYfb '[Yg]W\Yfh°

GhYi YfZU\bXYf']b'6UmYfb '[YbYf]YfYb'' ž&* 'A]`]UfXYb'9i fc
A Y\fy]bbU\ a Yb''8][]hU`g]Yfi b['i bX'? =fyj c`i h]cb]YfYb'X]Y
GhYi Yfj Yfk U`hi b["



6UmYfbž'8Yi hgW\`UbX'!'8]Y`VUmYf]gW\Y`GhYi Yfj Yfk U`hi b[` \ Uh
]a`j Yf[Ub[YbYb'>\f`Y]bYb'VYa Yf_Ybgk YfhYb'9fZc'['Yfn]Y'h''@Ui h
≠Zcfa Uh]cbYb'j cb`**DBD**`_cbbhYb'Xi fW\`X]Y`HÅh[_Y]hYb'j cb
GhYi YfZU\bXYfb'i bX'6Yhf]YVgdfØZYfb'A Y\fy]bbU\ a Yb'j cb'' ž&*
A]`]UfXYb'9i fc'[YbYf]Yfh'k YfXYb''8]YgY`Gi a a Y`hfÅ[h'ni `XYb
]bg[YgUa h'ØVYf'%(\$'A]`]UfXYb'9i fc`GhYi Yfb'VY]ž'X]Y`ja` : fy]ghUUh
Y]b[Ybca a Yb'k i fXYb'' :]bUbna]b]ghYf'5`VYfh': ØfUW_Yf'f7GI Ł
\YVh\Yfj cfž'XUgg`X]YgY; Y`XYf'ZØf`XYb`GhUUhi bX`X]Y
Gcn]U`gmghYa Y`j cb'[fc>Yf'6YXYi hi b[`g]bX''Hfchn`XYf'dcg]hj Yb
NU\`Yb'V`Y]Vh'UVYf'ZYghni ghY''Ybž'XUgg`Ui g`X]YgYb'9]bbU\ a Yb
'YX][`]W\`)' +ž' 'A]`]UfXYb'9i fc`X]fY_h]ja` <Ui g\U`h`XYg': fy]ghUUhg
j YfV`Y]VYb"

⊕g[YgUa hig]bX'fi bX'%,"\$\$\$'A]hUfVY]hYf']b'6UmYfbg':]bUbna hYfb
VYgWÀZh][h"8]YgY'J]Y`nU\`Ub': UW_`fÀZhYb']gh'Y]b'NY]WYb'Z0f'X]Y
@Y]ghi b[gZÀ\][_Y]h'XYf'GhYi Yfj Yfk U`hi b[ž'X]Y'U`g'Y]bY'XYf
X][]hU`ghYb']b'8Yi hgW`UbX'[]h", VYf'&&'A]`cbYb'U_hj] Y
6Ybi hnYf_cbhYb'bi hnYb'X]Y'GhYi YfgcZk UfY'9`ghYfž'X]Y'&\$&('Z0f
a Y\`f'U`g', ' `DfcnYbh'XYf'9]b_ca a YbghYi YfYf_`Àfi b[Yb']b'6UmYfb
j Yfk YbXYh'k i fXY"⊕' <Ui g\U`hYb'a]h'GhYi YfVYfUhYfb`]Y[h'X]Y
E i chY'gc[Uf'VY]'-, 'DfcnYbh"8]Y'X][]hU`Y'⊕ZfUghfi _hi f'k]fX'Xi fW
j YfgW]YXYbY'8]YbghY'k]Y'A Y]b'9@GH9F' i bhYfgh0mhž'XYf'Yg
Bi hnYfb'Yfa 0[`]W'hž'6Y'Y[Y'Y]bZUW'UVni `Y[Yb' i bX'X]Y
9]b_ca a YbghYi YfYf_`Àfi b[`ni `YfghY`Yb"

8] []hU`Y`HfUbgZcfa Uh]cb`]b`XYf GhYi Yfj Yfk U`hi b [

8]Y'<YfUi gZcfXYfi b[Yb'XYf'GhYi Yfj Yfk U`hi b[`g]bX'j]Y`ZÀ'h]["
BYVYb'XYf'HUhgUWYž'XUgg'X]Y': U`nU\`Yb'ghY][Yb' i bX'XUg
GhYi YffYW'h_ca d`Yi Yf'k]fXž'a 0ggYb'Ui W
BUWk i Wg[Yk]bbi b[`i bX'X][]hU`Y`GYfj]W`Ub[YVchY'Ui g[YVUi h
k YfXYb""8Ug'9]b[fY]ZYb'j cb'?0bgh]WYf'⊕hY`][Ybn'f? ⊕'gd]Y`h
\]YfVY]Y]bY'nYbhfU`Y'F c`Y""8Yf'9]bgUhn'a cXYfbYf'HYW'bc`c[]Yb
gc`X]Y'9Z]n]Ybn'ghY][Yfb' i bX'X]Y'J Yfk U`hi b[`Ui Z'bYi Y'K Y]gY
i bhYfgh0hnYb"@Ui h'XYa `:]bUbna]b]ghYf'gY]'XUg'N]Y'ž'V]g'&\$' \$'Y]b
8f]hhY`k Yb][Yf'DYfgcbU`Y]bni gYhnYbž'k Ug'Xi fW' ? ⊕
5bk YbXi b[Yb' i bX'X][]hU`Y`HfUbgZcfa Uh]cb`YffY]W'h'k YfXYb'gc`"

⊕hYfbUh]cbU`Y'9bhk]W_`i b[Yb'nY][Ybž'XUgg'Ui W'UbXYfY'@ÀbXYfž
k]Y': fUb_fY]W'ž'VYfY]hg']bhYbg]j `Ui Z'? =gYhnYb""8cfh'k YfXYb'ZUgh
) \$'DfcnYbh'XYf'GhYi Yfd'f0Z b[Yb'a]h\`ZY'X]YgYf'HYW'bc`c[]Yb
Xi fW[YZ0\fh"8]YgY'J cf[Y\Yb'gk Y]gY'n]Y'h'XUfUi Z'UVž'6Yhfi [`ni
VY_`Àa dZYb' i bX'X]Y'Df0Z b[gdfcnYggY'ni `Ui hca Uh]g]YfYb"
8Yi hgW`UbX'ghY\h'j cf'XYf'<YfUi gZcfXYfi b[ž'g]W'X]YgYb
9bhk]W_`i b[Yb'Ubni dUggYb' i bX'a]h'XYf'8][]hU`]g]Yfi b[`XYf
GhYi Yfk YgYb'ni `UfVY]hYbž' i a `b]W'h'\]bhYf\Yfni ZU`Yb"

5i gV`]W_`Ui Z'X]Y`Ni _i bZh

A]h'XYb`bYi Yb`X][]hU`Yb`@Øgi b[Yb`k]fX`Yfk UfhYhž`XUgg
 I bhYfbY\`a Yb`]\fY`8 UhYbUbU`mgY`j YfVYggYfb`a ØggYbž`i a`XYf
 GhYi YfVY\`ØfXY`[YfYW\h`ni`k YfXYb``8]Y`8][]hU`]g]Yfi b[`Vf]b[h
 gck c\`<YfUi gZcfXYfi b[Yb`U`g`Ui W\`7\`UbW`b`a]h`g]W\``9]bY
 nYbhfU`Y`7ca d`]UbW`!9VYbY`ZØf`GhYi YfdfcnYggY`i bX`X]Y
 5bdUggi b[`XYf`GmghYa Y`g]bX`bchk YbX][ž`i a``6i » [Y`XYfi bX
 6Yhf]YVgi bhYfVfYW\i b[Yb`ni`j Yfa Y]XYb``Dc`]h]gW\Y
 9bhgW\Y]Xi b[ghfÅ[Yf`a ØggYb`ni XYa`Y]b\Y]h`]W\Y`FY[Y`i b[Yb`ZØf
 X]Y`Y`Y`_hfc]gW\Y`FYW\bi b[gghY``i b[`gW\UZZYbž`XU`UV`&\$&`*`]b
 6Y`[]Yb`i bX`&\$&`*`]b`: fUb`_fY]W\`[YgYhn`]W\Y`Y`bXYfi b[Yb
 UbghY\Ybž`X]Y`Ui W\`5i gk]f`_i b[Yb`Ui Z`X]Y`XYi hgW\Y`J Yfk U`hi b[
 \UVYb`k YfXYb`"

8]Y`K`Y]hYfYbhk]W`_i b[`XYf`X][]hU`Yb`GmghYa Y`]b`XYf
 GhYi Yfj Yfk U`hi b[`V]YhYh`X]Y`A`Ò[`]W\`_Y]hž`?cghYb`ni`fYXi n]YfYb
 i bX`XYb`J Yfk U`hi b[gUi Zk UbX`ni`a`]b]a]YfYbž`[`Y]W\`nY]h][`k]fX
 `YXcW\`Y]bY`Yb[Y`Ni gUa`a YbUfVY]h`nk]gW\Yb`I bhYfbY\`a Yb`i bX
 GhYi YfVY\`ØfXYb`bchk YbX][`gY]bž`i a`YfZc`[fY]W\`ni`gY]b`"

8YhU]`g	
Cfh	6UmYfbž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "Y`ghYf"XY • k k k "Y[cj Yfba Ybh"XY

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