

6Yf`]b`]a`GYWcbX!<UbX!FUi gWΛ. '8]Y
bYi Yb` : `c\ a Uf_h!7\Ua d]cbg`&\$&) °

6Yf`]b`]ghzØ\fybX`]b`XYf`GYWcbX!<UbX!GnYbY`8Yi hgWΛ`UbXg
a]h`*ž\$: `c\ a Äf_hYb`dfc`K cWΛYbYbXY`i bX`*ž%, `@ÄXYb`Y
%\$\$"\$\$\$'9]bk c\bYf"



6Yf`]bž`8Yi hgWΛ`UbX`!`8Yf`HfYbX`ni f`GYWcbX!<UbX!A cXY`\Uh`]b
XYb`YhnhYb`]U\fyb`Ybcfa`Ub` : U\fh`Ui Z[Ybca`a`Yb`"`ä`a`Yf`a`Y\ f
A`YbgWΛYb`YbhXYW_Yb`X]Y`J`cfhY`Y`XYg`F`YWmW]b[`g]`cb`?`Y]Xi`b[
i`bX`gi`WΛYb`bUWΛ`GWΛbÄddWΛYbž`X]Y`b]WΛh`bi`f`XUg`DcfhYa`cbbU]Y
YfZfYi`Ybž`gcbXYfb`Ui`WΛ`bUWΛ`U`h][`g]bX`"8]Yg`nY][`h]g]WΛ`XYi`h]WΛ
]a`U`hi`Y`Yb`F`Ub_]b[`XYf`8Yi`hgWΛYb` : fc»ghÄXhYž`XUg`j`cb
@]YVYg_]bX`6Yf`]b`Xi`fWΛ[`YZØ\fh`k`i`fXY`"8UVY]`k`i`fXYb`X]Y`" ` \$
[`fÖ»hYb`GhÄXhY`i`bX`U`Y`@UbXYg\Ui`dghÄXhY`8Yi`hgWΛ`UbXg`Ui`Z
]\fy` : `c\ a Uf_h!8]WΛhY`i`bX`5bnU\`Ub`GYWcbX!<UbX!@ÄXYb
i`bhYfgi`WΛh`@Ui`h`**VYf`]b!`j`Y`XY`\Uh`6Yf`]b`a`]h`Xi`fWΛ`gWΛb]h]WΛ
*ž\$: `c\ a Äf_hYb`dfc`K`cWΛYbYbXY`X]Y`B`UgY`j`cfbYž`k`Ä\fybX
<Ua`Vi`f[`a`]h`*ž` : `c\ a Äf_hYb`XUg`Gd]hYbZY`X`UbZØ\fh`"**

5VYf'Ui W' ? O`b`nY][h'g]W' b]W'hj cb'gY]bYf'gW' YW'hYfYb'GY]hY"
A]h'(ž(' : `c\ a Āf_hYb'dfc'K cW'YbYbXY'ghY\Yb'X]Y'7\UbW'b'ZØf
GW'bĀddW'Yb'Ā[Yf'\]Yf'YVYbZU`g'n]Ya']W' i[i h''9VYbZU`g
Yfk Ā\ bYbgk Yfh'g]bX'8cfha i bX'a]h'(ž' i bX'GhĀXhY'k]Y
; Y'gYb_]fW'Yb'cXYf'5i [gVi f[ž'X]Y'YVYbZU`g'Y]b
UVk YW'g'i b[gfY]W'Yg': `c\ a Uf_h!5b[YVch'cZYf]YfYb''æ
; Y[YbgUhn'XUni' j YfnY]W'bYb'GhĀXhY'k]Y'A Ubb\Y]a' i bX'A ØbghYf
a]h'bi f'\$ž&': `c\ a Āf_hYb'dfc'K cW'YbYbXY'XUg'[Yf]b[ghY
5b[YVch"

GYW' bX! < UbX! @ĀXYb']b' ? O`b

5i ZXYf'UbXYfYb'GY]hY'g]Y\h'Yg'VY]'XYb'GYW' bX! < UbX! @ĀXYb'Ui g"
<]Yf'\Uh'? O`b'X]Y'BUgY'j cfb'a]h'+ž+(' @ĀXYb'dfc' '%\$"\$\$\$
9]bk c\ bYf''æ' j Yf['Y]W'XUni' \Uh'A U]bn'X]Y'\ØW'ghY'8]W'hY'Ub
GYW' bX! < UbX! @ĀXYb'a]h'- ž- +ž[YZc`[hj cb'6Yf`]bž'XUg'a]h'* ž%,
@ĀXYb'Ui ZXYb'nk Y]hYb'D'Uhm'_ca a h'< Ua Vi f[']'Y[h'a]h' ž\$,
@ĀXYb'dfc' '%\$"\$\$\$'9]bk c\ bYf'Ui ZXYa' Xf]hYb'D'Uhm''8Yf'6cca
XYf'GYW' bX! < UbX! GnYbY']gh'Ui W']b' _Y]bYfYb'GhĀXhYb'k]Y
? Uf'gfi \Y' i bX'6fUi bgW'k Y]['gdØfVUf'i bX'gcf[h'XUZØfž'XUgg
]a a Yf'a Y\ f'A YbgW'Yb'VYk i ggh'Ui Z'bUW'\U'h][Y'A cXY'gYhnYb"

9]bY'D'UhhZcfa ž'X]Y']b'X]YgYa' Ni gUa a Yb\Ub['VYgcbXYfg
\Yfj cfni \YVYb']ghž']gh'J]bhYX"K]Y j]bhYX"XY'Yf_Āfhž'\UbXY'h'Yg
g]W'\]YfVY]'i a' Y]bYb'Cb']bY!A Uf_hd'Uhnž'Ui ZXYa' Bi hnYf]bbYb
i bX'Bi hnYf'? Y]Xi b[gghØW_Yž'GW'i \Y' i bX'5W'W'ggc]fYg
i bhYfY]bUbXYf'j Yf_Ui ZYb' i bX'_Ui ZYb'_ØbbYbž'c\ bY'XUgg'J]bhYX
gY'Vgh']b'X]Y'HfUbgU_h]cbYb'Y]b[fY]Zh''æ' \]bi Uf'&\$&)
j YfnY]W'bYhY'X]Y'D'UhhZcfa' VYfY]hg'&, ž%A]`]cbYb'_U_hj Y'Bi hnYf']b
XYb'9I !A Āf_hYbž'k Ug'XYb'[fc» Yb'Ni gdfi W'ZØf'GYW' bX! < UbX!
K UfYb' i bhYfghfY]W'h"

J cf! 'i bX'BUW'hY]'Y'j cb'GYW' bX' < UbX

8cW'k Ug'a UW'h'XYb'FY]n'j cb'GYW' bX! < UbX!?'Y]Xi b['Ui g3'8]YgY
: fU[Y'VYk Y[hj]Y'Y' i bX']gh'HY]'Y]bYf'[fØ» YfYb'8]g_i gg]cb'ØVYf
X]Y'5i gk]f_i b[Yb'XYf'A cXY]bXi ghf]Y'Ui Z'X]Y'I a k Y'h''9g'k]fX
ni bY\ a YbX'Yf_Ubbhž'XUgg'XYf'GYW' bX! < UbX!?'Ui Z'Y]bY

k]f_i b[gj c ``Y`A Ò[`]W_]h`XUfghY``hž`XYf` : Ugh` : Ug\]cb
 Ybh[Y[Ybni k]f_Yb``K]Y`bUW\`U`h][Y!_`Y]Xi b["XY`VYf]W\hYhž
 []Vh`Yg`nU\`fY]W\Y`D`UhhZcfa Ybž`X]Y`ZØf`YXYb` ; YgW\ a UW_`Yhk Ug
 V]YhYbž`gY]`Yg`Yhk U`A ca cl` : Ug\]cbž` ;]f`g` : `c\`a Uf_h`cXYf`J]bhYX
 gY`Vgh``8]YgY`D`UhhZcfa Yb`Yfa Ò[`]W\Yb`Yg`XYb`Bi hnYfbž`b]W\h`bi f
 ?`Y]Xi b[`ni`j Yf_Ui ZYbž`gcbXYfb`Ui W\`VYeI Ya`j cb`ni \Ui gY`Ui g
 Y]bni _Ui ZYb``

5V[YgY\Yb`j cb`J]bhYX`ghY\Yb`ØVYf`%%`UbXYfY`GYW`bX!< UbX!
 D`UhhZcfa Yb`ni f`5i gk U\`ž`X]Y`Y]b`VfY]hYg`GdY_hfi a`UVXYW_Yb``C V
 Yg`i a`8Ua Yb!ž`<YffYb!`cXYf`?]bXYfVY_`Y]Xi b[`[Y\hž`X]Y`Cb`]bY!
 K Y`h]gh`fY]W\`U`h][`VYghØW_h``5i W\`k Ybb`VY]a`?Ui Z]cb
 [YVfUi W\hYf`?`Y]Xi b[`Y]b][Y`<YfUi gZcfXYfi b[Yb`VYghY\Ybž`k]Y
 X]Y`G]W\YfghY``i b[`XYf`E i U]h`hž`nY][Yb`]a a Yf`a Y\`f`A YbgW\Yb
 Y]b`k UW\gYbXYg`ϕhYfYggY`Ub`bUW\`U`h][Yb`A cXYU`hYfbUh]j Yb``

ϕg[YgUa h`Àggh`g]W\`ZYgh\U`hYbž`XUgg`GYW`bX!< UbX!A cXY`]b`? Ò`b
 i bX`UbXYfgk c`Ui ZXYa`J cfa UfgW\`]gh``8]Y`?ca V]bUh]cb`Ui g
 BUW\`U`h][_Y]hž`ϕX]j]Xi U`]h`h`i bX`XYa` ; YgdØf`ZØf`XUg`6YgcbXYfY
 a UW\h`X]YgYb`HfYbX`b]W\h`bi f`UhhfU_h]j ž`gcbXYfb`Ui W\
 ni _i bZhkg Y]gYbX``K Yf`U`gc`Ui ZXYf`Gi W\Y`bUW\`VYgcbXYfYb
 GhØW_Y`]ghž`gc``hY`]b`X]Y`Zcf]YfYbXY`K Y`h`XYf`GYW`bX!< UbX!@`XYb
 i bX`!D`UhhZcfa Yb`Y]bhUi W\Yb` ``\]Yf``Y[h`Ui Z`YXYb` : U``Y]b`[i hYg
 ; YgW\`ÀZh`]b`XYf`@`Zh``

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b!`]j Y"XY • k k k "j]bhYX"XY • bUW\`U`h][Y!_`Y]Xi b["XY

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