

C nYUbf]YgY' 5a V]YbW' . 'J cb'XYf ? fYi nZU\ fh'ni f'≠bgY`]a 'A YYf°

? fYi nZU\ fhgW]ZZ' 5a V]YbW' 'a]h'VYk Y[hYf'; YgW]W hY.
F Yhi b[žA cXYfb]g]Yfi b['i bX'UbghY\YbXYf'9]bgUhn']b
K UfbYa ØbXY']a 'GYdhYa VYf'&\$&' "



K UfbYa ØbXYž'8Yi hgW'UbX'!'8]Y'; YgW]W hY'XYg
? fYi nZU\ fhgW]ZZg' 5a V]YbW' 'XYf'Vf]h]gWYb'5a VUggUXcf'7fi]gY
@]bY']gh'Y]bY'k U\ fY'5W hYfVU\ bZU\ fh''l fgd fØb[']W '%- - %i bhYf
XYa 'BUa Yb' F Y[U'Df]bW'gg 'ZØf'Df]bW'gg'7fi]gYg']b'8]Ybgh
[YghY'hžk i fXY'XUg'GW]ZZj cb'XYf'fYbca a]YfhYb']hU']Yb]gWYb
K YfZh:]bWUbh]Yf]' [YVUi hi bX'j cb'XYf'Y\Ya U'] [Yb'Vf]h]gWYb
DfYa]Yfa]b]ghYf]b'A Uf[UfYh'H\ UhWYf' [YhUi Zh''8Yf'fYbca a]YfhY
5fW]hY_h'F Ybnc'D]Ubc'']YZfhY'XUg'8Yg][bž'XUg'gY]hYf'a Y\ fYfY
BUa YbgÅbXYfi b[Yb'ØVYfghUbX'i bX'nY\ bhUi gYbXY'DUggU[]YfY
Ui ZFY]gYb'a]hnc[žk]Y' **l W_Yfa Uf_ '? i f]Yf'VYf]W hYh"**

9]b'VYa Yf_Ybgk YfhYf'K YbXYdi b_h']b'XYf'; YgW]W hY'XYg'GW]ZZg
_Ua ' &\$%- žU'g'Yg'j cb'XYb'CWU' b'6i]'XYfgž'Y]bYf'; fi ddY'j cb

`]VYfhÅfYb`ÆXYU`]ghYbž[Y_Ui Zhik i fXY"8]YgY`d`UbhYb`Y]bY
HfUbgZcfa Uh]cb`ni `Y]bYf` ghUUhgZfY]Yb`ϕgY` `]a `; c`Zj cb
DUbUa Už`Y]b`?cbnYdhž`XUg`i bhYf`XYa `6Y[f]ZZ`GYUghYUX]b[
VY_Ubbh]gh" @Ui h`XYa `GYUghYUX]b[`ϕgh]hi h`gc``X]YgYg`?cbnYdh
K c`b!`i bX`@YVYbgfÅi a Y`Ui Z`XYa `A Yf`gW`UZZYbž`ZYfbUV`j cb
ghUUh]W`Yf`?cbhfc``Y" `ϕhYfYggUbhYfk Y]gY`k Uf`Ui W`Ub[YXUW`hž
XUg`GW`]ZZ`bUW`6]hW`]b!9fZ]bXYf`GUhc`g`]BU_Ua`chc`ni `VYbYbbYb`
8cW`X]Y`ϕ]h]Uh]j Y`[Yf]Yh]bg`Ghc`W`Ybž`XU`fYW`h]W`Y`<ØfXYbž
]bgVYgcbXYfY`]b`6Yni [`Ui ZI`a`k`Y`h`Ui`ZU[Yb`i`bX
JYfg]W`Yfi b[gZFU[Ybž`Y]bY`I`a`gYhni b[`j`Yf`]bXYfhYb"

F Y hhi b [`]b ``Y hnhYf`A]bi hY

Gc`_Ua`Ygž`XUgg`XUg`GW`]ZZ`k`Å`fYbX`Y]bYf`,`VYfZU`f`h`b`UW`
DUbUa`U`_i`fnYf`U`bX`ni`a`J`YfgW`f`chYb`b`UW``ϕX]Yb`j`Yf`_`Ui`Zh
k`YfXYb`gc`hY"8]YgYg`J`cf`UVYb`k`i`fXY`Y`XcW`Xi`fW`XUg`6Ug`Yf`
`,`VYfY]b`_`ca`a`Yb`[`Yghc`ddh"8]Y`F`Y`hhi`b[`YfZc`[`hY`Xi`fW`X]Y`Zf]gW`
[`Y[`fØbXYhY`5a`VUggUXcf`7fi`]gY`@]bYž`X]Y`XUg`GW`]ZZ`ZØf`fi`bX`%&ž)
A`j`]cbYb`i`G!8c``Uf`Y`fk`UfV"BUW`Y]bYf`i`a`ZUggYbXYb
A`cXYfb]g]Yfi`b[`YfghfU`hY`Yg`UV`&\$&&`i`bhYf`XYa`b`Yi`Yb`BUa`Yb
`5a`V]YbW` `i`bX`]gh`gY]hXYa`k`]YXYf`Ui`Z`XYb`K`Y`ha`YYfYb
i`bhYfk`Y[`g`5a`(`"GYdhYa`VYf`&\$&`k`]fX`X]Y`5a`V]YbW` `]b
K`UfbYa`ØbXY`Y]b`Ui`ZYb"

8]YgY`F`]Y[`Y`Ub`?fYi`nZU`fhgW`]ZZYb`]gh`_Y]bYgk`Y[`g`Y]bY
9]bnY`ZU`[`YgW`]W`hY"K`Y`hk`Y]h[`]Vh`Yg`ØVYf`(\$`\$`?fYi`nZU`fhgW`]ZZYž
X]Y`Y]bY`?UdUn]hÅh]j`cb`Y`k`Y]`g`W"(\$`\$`\$`DUggU[`]YfYb`Ui`Zk`Y]gYb`
F`YgdY`_h]j`Y`k`]fX`&\$&(`XUg`bYi`Y`?fYi`nZU`fhgW`]ZZ``W`b`c`Z`h`Y
GYUg`a`]h`Y]bYf`?UdUn]hÅh`ZØf`+*\$`\$`DUggU[`]YfY`]b`6Yhf]YV
[`Ybca`a`Ybž`k`]Y`Ui`Z`D`Ub`Y`h`K`]ggYb`ni`Y`gYb`]gh"8cW`k`Å`fYbX
gc`W`Y`NU`Y`b`VYY]bXfi`W`Ybž`k`YfZYb`g]Y[`]Y]W`nY]h[`]Y]bYb
GW`UhYb`Ui`Z`X]Y`BUW`U`h[`]Y]h`i`bX`X]Y`Ö`c`c[`]gW`Yb
5i`gk`]f`_i`b[`Yb`XYg`?fYi`nZU`fhci`f]ga`i`g"

B UW` \ U`h][`_Y]h`i`bX`Ö`c`c[`]gW`Y
< YfUi`gZc`fXYfi`b[`Yb

?fYi nZU\fhgWk]ZYZ'X]Y'cZi'GWk YfO`j Yfk YbXYbž'k YfZYb`j]b'XYf
 8YVUhhY'i a`bUW\U'h][Yg'FY]gYb'Yf\YV`]WY'I a k Y`hh\Ya Yb'Ui Z'
 8]YgY'GWk YfO`Y'g]bX`b]W'h'bi f'i a k Y`hgW\AX`]WYf'U'g'X]Y`]b'D?K
 cXYf'@?K`j Yfk YbXYhYb'?fUZhgcZZYž'gcbXYfb'g]Y'hfU[Yb'Xi fWk
]\fYb'\c\Yb'GWk YZY`[Y\U'h'ni f'@ Zh YfgW'a i hni b['VY]'i bX'g]bX
 j cb'XYf'K <C'U'g'dchYbn]Y``_fYVgYffY[YbX'Y]b[Yghi Zh'k cfXYb"
 9]bY'GWk]ZgfY]gY'j cb'; fc»Vf]hUbb]Yb'bUW`BYk`Mcf`_Ubb`V]g'ni
 -`HcbbYb`7C&!Yei`j U`YbhY'dfc`DUggU[]Yf'j Yfi fgUWkYbž'k A\fybX
 Y]b'<]b!'i bX'FØW_Zi []j cb'8ØggY`XcfZ'bUW`BYk`Mcf`_bi f'ž
 HcbbYb'j Yfi fgUWk'h"

8Ug'DfcV`Ya`k]fX`bcWk`j YfghAf_h`Xi fWk`X]Y`HUhgUWkYž'XUgg
 DUggU[]YfY`hÄ[`]Wk`a Y`f'U`g`" \$\$@]hYf'5Vk UggYf'YfnYi [Yb'i bX
 A Ø`dfcXi n]YfYbž'XYf'Ui Wk` []Zh][Y`6YghUbXhY]Y'i a ZUggh"
 HfU[]gWkYfk Y]gY'ghUa`a Yb'&\$!(\$i`XYf'?fYi nZU\fhci f]ghYb
 cZha`U'g[Uf'b]W'h'Ub`@UbXž'k Ug'XYb'k]fhgW\UZh]WkYb`Bi hnYb`ZØf
 X]Y`Ub[Y`Ui ZYbYb`GhAXhY`a]b]a]Yfh"GhAXhY`k]Y`J YbYX][`UVYb
 VYfY]hg'?cbgYei YbnYb`[Ync[Yb'i bX'Y]b'5b_Yfj YfVchZØf`[fc»Y
 ?fYi nZU\fhgWk]ZYZ'Y]b[YZØ\fh"

CVk c\`X]Y`5a V]YbW`Y]bY'gdUbbYbXY'; YgWk]Wk'hY'j cb'FYhhi b[
 i bX`BYi UbZUb[`YfnÄ\`hž'ghYW_h`XU\]bhYf'Y]bY`[fO»YfY
 DfcV`Ya`Uh]_ž'X]Y'ni a`B UWkXYb_Yb'UbFY[h"6`Y]Vh'ni`cZZYbž'XUgg
 ni`_ØbZh][Y`b]h]Uh]j Ybž'k]Y`X]Y`XYf'CWUbb'6i]XYfgž'bYi Y`K Y[Y
 ni f'@Øgi b[`X]YgYf'<YfUi gZcfXYfi b[Yb`Z]bXYb`'ZYfbUV`XYf
 \Yf_Øa`a`]WkYb'5bgÅhnY'i bX`a]h'Y]bYa`_`UfYb': c_i`g'Ui Z
 BUW\U'h][_Y]h"

8YhU]`g	
C fh	K UfbYa ØbXYž'8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i W_Yfa Uf__i f]Yf"XY • k k k "gYUghYUX]b["cf[• k k k "d`UbYh!k]ggYb"XY

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