

K UggYf'i bX'6]Yf. 'K c' _Ui Zh'GWk k YXh [Øbgh][Yf'U`g'Dc`Yb 3

J Yf[`Y]WYb'G]Y'K UggYf! 'i bX'6]YfdFY]gY'nk]gWYb'Dc`Yb'i bX
8Yi hgW`UbX. 'K c' []Vh'Yg'X]Y'VYghYb'5b[YVchY3'5_hi Y`Y
ϕg][\hg'j ca ' &' "\$*"&\$&)" "



GWk k YXhž'8Yi hgW`UbX'! '8Yf'6]YfdFY]gj Yf[`Y]W'nk]gWYb
8Yi hgW`UbX'i bX'Dc`Yb'nY][h'XYi h]WY' l bhYfgW]XYž'X]Y'j]Y`Y
]a a Yf'k]YXYf'ni a '9]b_Ui ZYb'ØVYf'X]Y'; fYbnY'Ub]a]YfYb"
5_hi Y`Y'8UhYb'j YfXYi h]WYbž'k]Y'i bhYfgW]X`]W'X]Y'DfY]gY'ZØf
6]Yf'i bX'K UggYf']b'XYb'VY]XYb'@AbXYfb'g]bX" 'ϕ'Y]bYf'5bU`mgY
j cb'A cn"XY'k YfXYb'X]Y'DfY]gY'j cb'8]gW'ci bhYfb']b'GWk k YXh'i bX
XYbdc`b]gWYb'BUWVUfcfhYb'i bhYfgi W'h" 'Gc' _cghYh'Y]bY'%ž)!@]hYf!
: `UgWY'K UggYf'VY]'XYf'6]YXfcb_U']b'Dc`Yb'bi f'&' '7Ybhž'k A\fybX
XYi hgWY'J YfVfUi WYf'ZØf'X]Y'[`Y]WY'A Yb[Y'VY]'5'X]'BcfX
VYfY]hg'&- '7Ybh'nU\`Yb'a ØggYb"

8]Y'DfY]gi bhYfgW]XY'gYhnYb'g]W'Ui W'VY]'6]Yf'Zcfh'8 Ug
[Øbgh][ghY'6]Yf']b'8Yi hgW`UbXž'XUg'? Uf'g_fcbY'D]'gYbYf'VY]'5'X]

BcfXž`jY[h'VY]() 7Ybhd'fc`\$ž) '@hYf"'a JYf[`Y]W`XUni`_ca a h
Y]b'GYW`gYfdUW`JgbY'@ca U]b'Dc`Yb`Ui Z) , 7Ybh"GY`Vgh`XUg
GW`i`hYbVf`Ai`D]`g]b`8Yi hgW`UbXž`ZØf`)) 7Ybhž`_Ubb`a]h`XYa
dc`b]gW`Yb`@YW`DfYa]i a ž`XYf`ZØf`* 7Ybh`Yf`À`h]W`]ghž`b]W`h
[Ubn`a]h`U`hYb" Jcf`U`Ya`X]Y`[fØ» YfY`5i gk U\`Ub`6]YfgcfhYbž
]bgVYgcbXYfY`]b`8cgYbž`]gh]b`Dc`Yb`VYa Yf`_Ybgk`Yfh"

6]Yfd'fY]gY`]b`9i`fcdU`]a` , VYfV`]W`_

8cW`k]Y`ghY`h`8Yi hgW`UbX`]a` JYf[`Y]W`ni`UbXYfYb
Yi`fcd`À]gW`Yb`@`AbXYfb`XUf3`@Ui`hY]bYf` , VYfg]W`hj`cb`**GhUh]ghU**
j`Uf]]YfYb`X]Y`6]Yfd'fY]gY`Y`bUW`@`UbX`Yf`YV`]W`" `#`F`Ym`_Uj`_ž
`g`UbXž`nU`h`a`Ub`ZØf`Y]b`U`VYg`@]hYf`6]Yf`]b`Y]bYa`F`YghUi`fUbh
YfghUi`b`]W`Y`-`ž`'`9i`fc`" `#`8Yi hgW`UbX`]\b[Y[Yb`_cghY`h`Y]b
\`U`VYf`@]hYf`6]Yf`]b`A`ØbW`Yb`]a`F`YghUi`fUbh`Yhk`U`(ž)`\$`9i`fc`i`bX
]a`Gi`dYfa`Uf`_h`Xi`fW`gW`b]hh]W`%ž`\$`9i`fc`]b`6Yf`]bž`XUg`XUa`]h
`Ui`h`GhUh]ghU`X]Y`[Øbgh][`ghYb`Gi`dYfa`Uf`_hd'fY]gY`]b`%
j`Yf[`]W`YbYb`Gh`X`hYb`_`Uh"

8]Y`G]hi`Uh]cb`j`YfgW`ÀfZ`h]g]W`ž`k`Ybb`k`]f`Y]bYb`6`]W`_Ui`Z`X]Y
?`cbgi`a`[`Yk`c`b`Y]hYb`k`YfZ`Yb" `#`8Yi hgW`UbX`gUb`_XYf
6]Yf`_cbgi`a`d'fc`?`cdZ`gY]h`XYb`%- , \$Yf`J`fYb`j`cb`%()`@]hYfb`Ui`Z
, ,`@]hYf`À`f`]W`ž`k`ca`]h`8Yi hgW`UbX`]a`a`Yf`bcW`_`\]bhYf
HgW`YW`]Yb`i`bX`^`ghYffY]W`ni`fØW`_V`Y]Vh"8Yf`[`fØ»`hY`6]Yfa`Uf`_h]b
9i`fcdU`V`Y]Vh`8Yi hgW`UbXž`[`YZc`[`h]`cb`;`fc»`Vf]hUbb]Ybž`GdUb]Yb
i`bX`Dc`Ybž`k`]Y`Y]bY`5bU`mgY`j`cb`**H!Cb`]bY`VYgh`h][`h"**

9]b`6`]W`_Ui`Z`X]Y`Ni`_i`bZh`XYg`6]Yf`_cbgi`a`g`

8Ug`J`f`&\$&) `[`YghU`hY`h]g]W`ZØf`X]Y`6]Yfd'fY]gY`VYk`Y[`YbXž`XU`X]Y
F`ØW`_`[`Àb[`Y`]a`6]YfUVgUhn`k`Y]hYf`]\b`ni`a`H`Y`a`U`k`YfXYb"8]Y
\`ØW`ghYb`5Vg`ÀhnY`k`YfXYb`X]YgYb`Gca`a`Yf`Yfk`UfhYh`_`Yg`V`Y]Vh
UVni`k`UfhYbž`k`]Y`g]W`X]Y`DfY]gY`]a`JYf[`Y]W`ni`XYb
B]YXf][`dfY]ggnYbUf]Yb`k`À`fYbX`XYf`ØVf][`Yb`J`fYgnY]hYb
Ybhk`]W`_Y`b`k`YfXYb"8Yf`J`fYg`À`Y`di`b`_h`ZØf`XYb`6]Yf`_cbgi`a`
`Y[`h`hfUX]h]cbY`_`]a`š`b]i`bX`š`]ž`k`Ug`Ui`W`X`Yb
6]Yf[`UfhYbVYgi`W`Yfb]b`?`Ø`b`ni`[`i`hY`_ca`a`Yb`k`]fX"

Ni gUa a Yb[YZUggh`Āggh'g]Wk`gU[Ybž`XUgg`X]Y`DfY]gi bhYfgWk]YXY
 ZØf`6]Yf`i bX`K UggYf`nk]gWkYb`8Yi hgWk`UbX`i bX`Dc`Yb`j]Y`Y`XUni
 j Yf`Y]hYbž`X]Y`; fYbnY`ni `ØVYfgWk fY]hYb`"CV`Ui g`GdUf[fØbXYb
 cXYf`XYf`@]YVY`ni a`6]Yf``X]Y`NU\`Yb`gdfYWkYb`ZØf`g]Wk`i bX
 `UXYb`Y]bž`g]Wk`a U`k]YXYf`Ui Z`Y]bY`_`Y]bY`9]b`_Ui Zghci f`ni
 VY[YVYb`

8YhU]`g	
Cfh	GWk YXhž`8Yi hgWk`UbX
EiY`Yb`	<ul style="list-style-type: none"> • k k k "a cn"XY • XY"ghUh]ghU"Wca • k k k "h!cb`]bY"XY

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