

9!5i hcg. 'G_Ydg]g'ni 'bYi Yb '? Ui ZdfÅa]Yb
'K Ug'd`Ubh`X]Y`F Y[]Yfi b['k]f_`]W 3

8]Y`bYi Y`6i bXYgfY[]Yfi b['d`Ubh'? Ui ZUbfY]nY`Z0f`9!5i hcgž
k Å\fybX`Zf0\YfY': 0fXYfi b['i bX`I a k Y`hVcbi g'i b[Yk]gg
V`Y]VYb"



8Yi hgW`UbX`!`8]Y`9`Y_hfca cV]`hÅh`b`8Yi hgW`UbX`ghY`h] c f
YbhgWY]XYbXYb`K`Y]WYbghY`i b[Yb" `a `? cU`h]cbgj YfhfU[`XYf
bYi Yb`gW`k Ufn!fchYb`6i bXYgfY[]Yfi b[ž`VYghY`YbX`Ui g`78I ž`7GI
i bX`GD8ž`k]fX`X]Y': 0fXYfi b[`XYf`9!A cV]`hÅh`Xi fW`?Ui ZUbfY]nY
Ub[YgdfcW`Yb" `gUVY`7UXYa Ufhcf]ž`6i bXYghU[gUV[YcfXbYhY`i bX
j Yf_Y`fgdc`h]gW`Y`GdfYW`Yf]b`XYf`GD8ž`Åi » YfhY`YXcW`G_Ydg]g
ni `bYi Yb`?Ui ZdfÅa]Yb`Z0f`9!5i hcg`i bX`Yfk UfhYh`b]W`hž`XUgg`X]Y
Zf0\YfY`?Ui ZdfÅa]Y`i bhYf`XYa `H]hY`i I a k Y`hdfÅa]Y `k]YXYf
Y]b[YZ0`fh`k]fX" `G]Y`VYhcbž`X]YgY`UVY`g]W`U`g`Y]b`hYi fYg
`bghfi a Ybh`Yfk]YgYbž`XUg`j cf`U`Ya `k c`UVYbXYb`DYfgcbYb
ni [i hY`Ua ž`X]Y`g]W`9`Y_hfcUi hcg`Y]ghYb`_cbbhYbž`k]Y`A 8 F
VYf]W`hYh"

8Yf'l a k Y`hVcbi gž'XYf'gY]h'&\$%* 'ni f': ÒfXYfi b['XYf
9`Y_hfcUi hcj Yf_Ai ZY`Y]b[YZØ\fh'k i fXYž`Y]YZ'9bXY`&\$&' `Ui g"8]Y
U`hY`6i bXYgfY[]Yfi b[`UhhY`XYb`6cbi g:[Yghcddhž'k Ug'VYXYi hYhž
XUgg'gY]hXYa ` _Y]bY`X]fY_hYb`NU\`i b[Yb`a Y`f`Ub`?Ai ZYf`j cb`9!
: U\fnYi [Yb`[Y`Y]ghYh'k YfXYb"8]Y`bYi Y`FY[]Yfi b[`_ØbX][hY`a
?cU`h]hcbgj YfhfU[`YXcW\`j YfgW\]YXYbY`A U» bU\`a Yb`ni f
l bhYfghØhni b[`XYf`9!A cV]`h`h`Ub"8Uni ` [Y\`Øfh`X]Y`9f\`Ø\i b[`XYf
6fi hhcdfY]g[fYbnY`ZØf`X]Y`ghYi Yf`W\Y` : ÒfXYfi b[`j cb
9`Y_hfcZU\fnYi [Yb`Ui Z`%\$"\$\$\$`9i fc`i bX`X]Y`9]bZØ\fi b[`Y]bYf
GcbXYfUVgW\fy]Vi b[`ZØf`9!: U\fnYi [Y"5i W\`X]Y`?Zn!
GhYi YfVYfY]i b[`ZØf`9`Y_hfcUi hcg`V]g`&\$') `]gh`HY`'XYf
j cf[YgY\YbYb`A U» bU\`a Ybž`X]Y`Ynh`]W\`X]Y`5_nYdhUbn`j cb`9!
5i hcg`Yf\`Ø\Yb`gc`Ybž`k]Y`XYf`5857`ni gUa` a YbZUggh"

I a gYhni b[gi bg]W\Yf\Y]hYb`i bX
A Uf_hYb hk]W_`i b[

CVk c\`5bfY]nY`Ub[Y_ØbX][h'k i fXYbž`V`Y]Vh'i b[Yk]ggž'k Ubb`g]Y
_cb_fYh'i a [YgYnhh'k YfXYb"8]Y`bYi Yb` : ÒfXYfa U» bU\`a Yb`g]bX
YbhgW\Y]XYbXž'i a `X]Y`5_nYdhUbn`j cb`9`Y_hfcZU\fnYi [Yb`ni
ghY][Yfb`i bX`Y]bYb`VfY]hYfYb`l a gh]Y[`Ui Z`_]a UfYi bX`]W\Y
A cV]`h`h`h`ni `ZØfXYfb"9]b`Dfc[fUa` a `ZØf`<Ui g\U`hY`a]h`_Y]bYa
i bX`a]hhYfYa `9]b_ca` a Yb`gc`YVYbZU`g`]a `FU\`a Yb`XYg`9! !
?`]a Ugcn]U`ZcbXg`ni f`JYfZØ[i b[`ghY\Ybž'i a `XYb` , VYf[Ub[`ni
Yf`Y]W\hYfb"6]g`ni a `5V`Ui Z`XYg`l a k Y`hVcbi g`k i fXYb`ØVYf`&ž&'
A]`]cbYb`9!: U\fnYi [Y`[YZØfXYfhž'i bX`Yg`k i fXYb`a Y`f`U`g`%\$
A]`]UfXYb`9i fc`Ub` : ÒfXYfa]hY`b`Ui g[YnU\`h"

9]b`nYbhfU`Yg`5b`]Y[Yb`VY]`XYf` : ÒfXYfi b[`g]bX`Ui W\`X]Y
=bZfUghfi _hi fYbž`]bgVYgcbXYfY`X]Y`@UXYdi b_hY"CVk c\`X]Y
BUW\ZfU[Y`bUW\`9!5i hcg`]a `YfghYb`E i UfhU`&\$&) `i a `ZUgh`(\$i`]a
JYf[`Y]W\`ni a `Jcf`U\`f`[Ygh]Y[Yb`]ghž`g]bX`j]Y`Y`@UXYg`Ai `Yb`]b
8Yi hgW\`UbX`_Ui a `Ui g[Y`UghYh"5_hi Y`g]bX`bi f`%+i `XYf
ÒZYbh`]W\`ni [`Ab[`]W\Yb`@UXYdi b_hY[`Y]W\`nY]h][`VY`Y[h"8]YgY
G]hi Uh]cb[`UV`XYa `JYfVUbX`XYf`5i hca cV]`]bXi ghf]Y`fU`85Ě`5b`Ugg
ni f`Gcf[Y"J`85!Df`Àg]XYbh]b`<]`XY[UfX`A`Ø`Yf`\YVh`X]Y`6YXYi hi b[
Y]bYf`fcVi ghYb`@UXY]bZfUghfi _hi f`i bX`Y]bYg`Ub[Ya YggYbYb
Ghfca`dfY]gYg`\Yfj`cfž'i a `X]Y`9!A cV]`h`h`j`cfUbni Vf]b[Ybž`k]Y`

HU[YggWU i 'VYf]W hYh"

5i gV`]W

ðg[YgUa h'g][bU`g]Yfh'X]Y`bYi Y`F Y[]Yfi b[`Y]bY`[fi bX`Y[YbXY
 l bhYfghØhni b[`ZØf`X]Y`9!A cV]`]hÀhž'hfchn`XYf'l bg]WYf\Y]hYb`i a
 ?Ui ZdfÅa]Yb`i bX`gdYn]Z]gWY`5bfY]nY""8]Y`8]g_i gg]cb`i a
 ghUUh]WY`Ni gWØggY`i bX`l bhYfghØhni b[ga U»bU\ a Yb`k]fX
 j cfUi gg]W h]W`k Y]hYf[Y\Ybž`k Å\ fYbX`X]Y`5i hca cV]`]bXi ghf]Y`Ui Z
 gWbY`Y`9bhgWY]Xi b[Yb`XfÅb[hž`i a `?Ui Zni fØW_\U`hi b[`ni
 j Yfa Y]XYb`A]h`Y]bYa `; YgUa hVYghUbX`j cb`fi bX`%ž*) `A]`]cbYb
 fY]bYb`9`Y_hfc!D_k `]b`8Yi hgW`UbX`ni `6Y[]bb`XYg`J\ fYg`&\$&)
 k]fX`_Ufž`XUgg`Y]b`i a ZUggYbXYg`A U»bU\ a YbdU_Yh`VYbØh][h
 k]fXž`i a `X]Y`Ua V]h]cb]YfhYb`N]Y`Y`ZØf`X]Y`9!A cV]`]hÀhni
 YffY]WYbž`X]Y`]b`XYf`j cf\Yf][Yb`5a dY`fY[]Yfi b[`ZYgh[Y`Y[h
 k i fXYb"

8YhU]`g	
C fh	8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "UXUWXY • k k k "hU[YggWU i "XY

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