

? fYhgWk a Yf. 'K]bX_fUZh! 8 YVUhhY 'VfUi Wk h
k Yb][Yf'9a ch]cb'i bX'a Y\ f': U_hYb °

A]b]ghYfdfÄg]XYbh'? fYhgWk a Yf'ZcfXYfh']b '<]fgWk ZY`XY`Y]bY
gUWk`]WkY`8YVUhhY`ni f'K]bX_fUZh'i bX`U`hYfbUh]j Y`9bYf[]Yb
k Ä\ fYbX`XYf'5bdUW_!Hci f'&\$&)"



<]fgWk ZY`XYž'8Yi hgWk`UbX`!'#`XYf'U_hi Y`Yb'8]g_i gg]cb'i a`X]Y
9bYf[]Yj Yfgcf[i b[` \Uh'A]b]ghYfdfÄg]XYbh'A]WkUY`'? fYhgWk a Yf']b
<]fgWk ZY`XY`X]Y`8f]b[`]Wk_Y]h]Y]bYf'gUWk`]WkYb'8YVUhhY`ØVYf
U`hYfbUh]j Y`9bYf[]Yei Y`Ybž]bgVYgcbXYfY`X]Y`K]bXYbYf[]Yž
VYhcbh"? YfbUi ggU[Y`gY]bYf'F YXY`k Ä\ fYbX`XYf'J YfUbghU`hi b[ž
X]Y`HY]'XYf' 5bdUW_!Hci f'&\$&) `k Ufž]gh`X]Y': cfXYfi b[`bUWk
Y]bYf' 9bhYa ch]cbU`g]Yfi b[`XYf'H\Ya Yb'fi bX'i a`X]Y
9fnYi [i b[`YfbYi YfvUfYf'9bYf[]Yb"8UVY]'ghUbXYb`Ui Wk`X]Y
[Yd`UbhYb`K]bX_fUZhUb`U[Yb`ja`?'`cghYfk U`X`nk]gWkYb
6Yf[Zf]YXYb'i bX'8]hhYfgVUWk`ja`A]hhY`di b_h`XYf'; YgdfÄWkY"
? fYhgWk a Yf'Yf_Ybbh`X]Y`< YfUi gZcfXYfi b[Ybž]j cf`XYbYb`X]Y
9bYf[]Yj Yfgcf[i b[`XYg`@UbXYg`ghY\hž'i bX`ZcfXYfh`Y]b`l a XYb_Yb
]b`XYf'ÖZYbh]WkYb'8]g_i gg]cb"

?fYhgWka Yf'ghY`hY`ZYghž'XUgg'K]bX_fUZhUb`U[Yb`b]Wkh'X]Y
U`Y]b][Y`@Øgi b[`ZØf'X]Y`9bYf[]YdfcV`Ya Uh]_`XUfghY`Yb`_ØbbYb"
9]b`; Ugh'k]Yg`XUfUi Z`]bž'XUgg`D\`chcj c`hU]_`]b`XYf`U_hi Y`Yb` : cfa
b]Wkh'Ui gfY]Wkhž'i a `Y]b` ÆXi ghf]Y`UbX`ni `VYhfY]VYb`"8Yf
A]b]ghYfdFÅg]XYb'h'gh]a a hY`ni ž'XUgg`X]Y` [Y[Ybk Åfh][Y`Bi hni b[
XYf`Gc`UfYbYf[]Y`i bni fY]WYbX`]ghž'i a `X]Y`9bYf[]Yj Yfgcf[i b[
8Yi hgWk`UbXg`V]g`&\$' , `g]WYfni ghY`Ybž'k Ybb`X]Y`?c\`YZØfXYfi b[
Ui g`Ài Zh`9]b`k Y]hYfYf`nYbhfU`Yf`Di b`_hgY]bYf`5bgdfUWk`Y`k Uf`X]Y
Bch'k YbX][_Y]hž'X]Y`9bYf[]YdfY]gY`k YhhVYk YfVgZÅ\][`ni `U`hYbž
i a `X]Y`k]fhgWkUZh`]WkY`GhUV`]hÅh'ni `k U`fYb"

9a ch]cbU`Y`8YVUhhY`i a `9bYf[]Yei Y`Yb

8]Y`Ya ch]cbU`Y`5V`Y\bi b[` [Y[YbØVYf`?YfbYbYf[]Y`\Uh`YVYbZU`g
?fYhgWka Yfg`5i Za Yf_gUa _Y]h`YffY[h`9f`g]Y\`h`Xi fWkUi g
DYfgdY_h]j Yb`]b`X]YgYa `6YfY]Wkž'k Y]gh`UVYf`Ui ZXYb`_i `hi fY`Yb
?cbZ]_h`\]bž'XYf`a]h`XYf`8]g_i gg]cb`ØVYf`?Yfb`_fUZh] YfVi bXYb`]gh"
8Yf`FY`_hcf`XYf`<cWk`gWk`i `Y`N]hhUi # `Øf`]hž`5`Yi UbXYf`?fUhgWkž
i bhYfghØhhY`?fYhgWka Yfg`5i Zfi Zni f`9bhYa ch]cbU`]g]Yfi b[`i bX
ZcfXYfhY`Y]bY`ZU`H9B`VUg]YfhY`8YVUhhYž`]b`XYf`i bVY[fØbXYhY
Yb[ghY`i bX` : U`gWkVY\Ui dhi b[Yb`ØVYf`K]bXYbYf[]Y`D`Uhn`Z]bXYb
gc`hYb"

8]Y`8]g_i gg]cb`ØVYf`X]Y`j YfgWk]YXYbYb` : cfa Yb`XYf
YfbYi YfVUfYb`9bYf[]Yb`]gh]j cf`XYa `<]bhYf[fi bX`XYf`bUh]cbU`Yb
i bX` [`cVU`Yb`?`]a Un]Y`Y`j cb` [fc» Yf`6YXYi hi b["`N]Y`ZØf
8Yi hgWk`UbX`]gh`Ygž`V]g`&\$' \$` , \$`i `XYg`Ghfca`g`Ui g`YfbYi YfVUfYb
E i Y`Yb`ni ` [Yk]bbYb`" `a ` Æ\`f`&\$&\$`VYhfi [`XYf`5bhY`]`XYf
YfbYi YfVUfYb`9bYf[]Yb`VYfY]hg` () ž` i `]a `Ghfca`gY`_hcf`"8]YgY
9bhk]W`_i b[`]gh`Yb`hgWkY]XYbXž'XU`X]Y`Bi hni b[`Zcgg]`Yf
6fYbbghcZY`a]h`Yf\YV`]WYb`7C`!9a`]gg]cbYb`j YfVi bXYb`]gh`@Ui h
U_hi Y`Yb`GWkÅhni b[Yb`gh]Y[Yb`X]Y`7C`!9a`]gg]cbYb`]b
8Yi hgWk`UbX`&\$&%`i a ` (+ `A]`]cbYb`HcbbYb`Ubž'k Ug` +`i`i bhYf
XYa `B]j YUi `j cb`%-`-\$`]Y[h`9fbYi YfVUfY`9bYf[]Yb`\UVYb`&\$&\$J
a a]hYf`X]Y`7C`!Yei]j U`YbhY`j cb`fi bX`&`\$`A]`]cbYb`HcbbYb
j Yfa]YXYb"

GhUh]gh]_`i bX` : c fhgWk f]hhY`XYf`YfbYi YfVUfYb

9bYf[]Yb

I a `XYb` : cfhgWkf]hVY]a `5i gVUi `YfbYi YfVUfYf`9bYf[]Yb`]b
 8Yi hgW`UbX`ni `j YfXYi h`]WYbž`]YZfhXUg`I a k Y`hVi bXYgUa h
 U_hi Y`Y`NU\`Yb" `a `]U\ f`&\$&(`XYW_hYb`YfbYi YfVUfY`9bYf[]Yb
 VYfY]hg`&&ž(`i `XYg`XYi hgWYb`6fi hhcYbXYbYf[]Yj YfVfUi Wg"
 I bhYf`XYb`YfbYi YfVUfYb`9bYf[]YhfÀ[Yfb`g]bX`6]ca UggY`f(+`i Łž
 K]bXYbYf[]Y`f&+`i Ł`i bX`Gc`UfYbYf[]Y`f%*`i Ł`X]Y`k]W]h[ghYb" `a
 Ghfca gY`hc f`gh]Y[`XYf`5bhY]`XYf`YfbYi YfVUfYb`9bYf[]Yb`j cb`(` *ž
 i `Ui Z) &ž) i "8]Yg`nY][h`Y]bYb`_UfYb`5i Zk ĀfhghfYbX`]b`XYf
 Bi hni b[`X]YgYf`bUW`U`h[Yb`9bYf[]Yei Y`Ybž`XYf`a cbYhĀf`i bX
 Ō_c`c[]gW`j cb`[fc»Yf`6YXYi hi b[`]gh"

Ni gUa a YbZUggYbX`Āggh`g]W`gU[Ybž`XUgg`X]Y`<YfUi gZcfXYfi b[Yb
]b`XYf`9bYf[]Yj Yfgcf[i b[`Y]bY`gUW`]WY`i bX`ZU`hYbVUg]YfhY
 8YVUhhY`YfZcfXYfb"8Yf`K Y[`ni f`HfUbgZcfa Uh]cb`XYf
 9bYf[]Y]bZfUghfi _hi f`]gh`nk Uf`\YfUi gZcfXYfbXž`YXcW`bchk YbX][
 ZŌf`Y]bY`bUW`U`h[Y`i bX`Ō_c`c[]gW`j YfhfÀ[`]WY`Ni _i bZh"
 ?fYhgW`a Yfg`5ddY`ni f`A Ā»][i b[`]b`XYf`8]g_i gg]cb`_ŌbbhY`XYf
 GW`ØggY`ni `Y]bYa `YfZc`[fY]WYb`8]U`c[`ØVYf`X]Y`Xf]b[YbXYb
 : fU[Yb`XYg`?`]a UgW`i hnYg`i bX`XYf`9bYf[]Yj Yfgcf[i b[`]gY]b"

8YhU]`g	
C fh	<]fgW ZY`XYž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW g]gW Y"XY • k k k "dc`UfghYfb!YbYf[]Y"XY • k k k "i a k Y`hVi bXYgUa h"XY

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