

? i bgh]a `K]YXYfUi ZVUi . `K]Y
8 Yi hgW\ `UbX `bUW\ %- () `bYi `ghUfhYhY

B UW\ `XYa `Nk Y]hYb `K Y`h_f]Y[`Yf`YVhY `X]Y`XYi hgW\ Y
?i bghgnYbY `Y]bYb`a Ø\gUa Yb `BYi UbZUb[ž[YdfÄ[hj cb
?cbhfcj YfgYb`i bX`5i ZvfØW\Yb"



6Yf`]bž`8 Yi hgW\ `UbX `! B UW\ `XYa `9bXY`XYg`Nk Y]hYb `K Y`h_f]Y[g
k Uf`XYf`?i `hi f\i b[Yf`]b`6Yf`]b`VYgcbXYfg`Ui g[YdfÄ[h`6YfY]hg
XfY]`K cW\Yb`bUW\ `XYf`6YzfY]i b[`ZUbX`Y]b`]a dfcj]g]YfhYg`?cbnYfh
XYf`6Yf`]bYf`Gma d\cb]_Yf`]a `H]hUb]U!DU`Ugh`ghUhh`K Ä\fybX`g]W\
X]Y`?cbnYfh\Äi gYfž`?]bcg`i bX`H\YUhYf`gW\ bY`ZØ`hYbž`\UhhY `X]Y
V]`XYbXY`?i bgh`Yg`gW\k YfYfž`Ub`X]Y`NY]hj`cf`XYa
B Uh]cbU`gcn]U`]ga i g`Ubni _bØdZYb`"8]Y`B Uh]cbU`gcn]U`]ghYb` \UhhYb
%- `+`K Yf_Y`XYf`5j Ubh[UfXY`Ui g`ÖZYbh]W\Yb`GUa a`i b[Yb
j YfVUbbhž`k Ug`X]Y`K]YXYfVY`YVi b[`XYf`?i bghgnYbY`bUW\ %- ()
YfgW\k YfhY`"J]Y`Y`A i gYYb`k UfYb`nYfghØfhž`gcXUgg`VYXYi hYbXY
K Yf_Y`a Ø\gUa `ni fØW_[Y\c`h`k YfXYb`a i gghYb`"Ni XYa `a i gghYb
A i gYYb`j cb`bUh]cbU`gcn]U`]gh]gW\Yb`F Y`]_hYb` [YfY]b][h`k YfXYb`
<UbbU`<cZa Ubb!Gh]fbYa Ubb`VYf]W\hYhYž`XUgg`A cbUhY`bUW\

?f]Y[gYbXY'_'Y]bYfY'A i gYYb'j cb'a]]hUf]gh]gWXYb'6YghAbXYb
VYZfY]h'k YfXYb'a i gghYbž'i a 'Y]bY'bYi Y'?i bghgnYbY'Ui Zni VUi Yb"
8]Y'YfghYb'?i bghUi gghY''i b[Yb'k i fXYb'UV'Gca a Yf'%- ()
cf[Ub]g]Yfhž'k cVY]'9a]'Ghi a dd g'K Yf_Y]a ' ?i bghUa h'6Yf']b!
K]'a YfgXcfZ]a 'ž b]'%- () 'dfÅgYbh]Yfh'k i fXYb"

8]Y'<YfUi gZcfXYfi b[Yb'XYf'B UWX_f]Y[gnY]h'dfÅ[hYb'Ui WX'X]Y
YfghY'5i gghY''i b[' B UWX '%& ž\ fYb 'j cb'<Ubg'l \ 'a Ubb']b'XYf
6Yf']bYf'?Ua]''YbghfU»Y''5a ' &''5i [i gh'%- () 'YfÖZZbYhY'X]Y'; U'Yf]Y
; YfX'FcgYb']\fY'YfghY'5i gghY''i b[ž[YZc`[hj cb'Y]bYf
DfÅgYbhU]cb'j cb'j YfZYa hYb'?ØbghYfb'j'b', VYf']b[Yb']a 'C_hcVYf
%- () ''8]YgY'5i gghY''i b[Yb'VY]b\U'hYhYb'VYXYi hYbXY'K Yf_Y]j cb
'ØbghYfb'k]Y'K]''6Ui a Y]ghYfž'A Ul '6YW_a Ubb'i bX'DUi ''?'YY
i bX'gc`hYb'Y]bY'F YbU]ggUbW'XYf'_ØbghYf]gWXYb': fY]\Y]h
gma Vc`]g]YfYb"

8 Yf'? Ua dZ'i a 'X]Y'a cXYfbY'? i bgh

8]Y'YfghYb'5i gghY''i b[Yb'a cXYfbYf'?i bgh'ZØ\fhYb'YXcW'ni
'cbhfcj YfgYbž']bgVYgcbXYfY'ØVYf'XYb' J Yf'i gh'XYf'A]hY']b'XYf
'?i bgh'K U'hYf'A Ø'Yf!K i 'W_ck 'ghY''hY'VY]'X]YgYb'5i gghY''i b[Yb
X]Y'5ddYfnYdh]cbggWk]Yf][_Y]hYb'XYf'6Ygi WXYf'ZYghž'k Å\ fYbX
K]''6Ui a Y]ghYf'VYfY]hg'%- (* 'k UfbhYž'bYi Y'6]'XYf'ni
dfÅgYbh]YfYbž'XU'XUg'Di V`_i a 'i bj cfVYfY]hYh'k Uf''?f]h_Yf'k]Y
9f]W' ? ÅghbYf'Äi » YfhYb'g]W' bY[Uh]j 'ØVYf'X]Y'5i gghY''i b[
A cXYfb'DU]bh]b[g#A U'Yf'XYf'; Y[Ybk Ufh=']b'5i [gVi f['i bX
VYa Yf_hYbž'XUgg'X]Y'k Yb][ghYb'a cXYfbYb'6]'XYf'j ca 'Di V`_i a
VYj cfni [h'k i fXYb"

A]h'XYf'; fØbXi b['XYf'6i bXYgfYdi V`_8Yi hgW'UbX'i bX'XYf'88F
]a 'ž\ f'%- (- i bX'XYa '6Y[]bb'XYg'C gh!K Ygh!'cbZ]_hg'k i fXY'X]Y
'?i bgh'ni bY\ a YbX'ZØf'dc`h]gWXY'Nk YW_Y']bghfi a YbhU'g]Yfh''=a
K YghYb'Xca]b]YfhY'Y]bY'8YVUhY'ØVYf'UVghfU_hY'?i bgh'U'g'bYi Y
: cfa YbgdfUWYž'k Å\ fYbX']a 'C ghYb'Y]bY'ghf'_hY'?cbhfc''Y'Xi fW
X]Y'F Y[]Yfi b['X]Y'?i bghgnYbY'dfÅ[hY''?ØbghYfž'X]Y']b'XYf'88F
UfVY]hYhYbž'Xi fZHYb'bi f'XUbb'YfZc`[fY]W'gY]bž'k Ybb'g]Y'XYa
Gcn]U'gh]gWXYb'F YU]ga i g'YbhgdF UWYbž'k Ug'XUni 'ZØ\fhYž'XUgg
j]Y'Y'?ØbghYf'Ybhk YXYf'X]Y'88F 'j Yf']Y» Yb'cXYf']a 'J YfVcf[YbYb

UfVY]hYhYb"

9]b`X]ZZYfYbn]YfhYf`6`]W_`Ui Z`X]Y
B UW_`f]Y[gnY]h

8]Y`YfghY`5``[Ya Y]bY`8Yi hgWXY`?i bghUi gghY``i b[`]b`8fYgXYb
%- (*`gc``hY`?i bghk Yf_Y`Ui g`U``Yb`6YgUhi b[gncbYb`j YfY]bYbž
XcW`X]Y`?i bghUi gk U``V`]YV`ghUf`_[YdfÄ[hj cb`Ubh]gYa]h]gWXYb
i bX`Ubh]_ca a i b]gh]gWXYb`<U`hi b[Yb``?i bgh\]ghcf]_Yf`k]Y`<Ubg
; Yf\UfX`9j Yfg`i bX`K YfbYf`<UZha Ubb`X]g_i h]YfhYb`Yfgha U`g`X]Y
j]Y`ZÄ`h][Yb`GhfÖa i b[Yb`i bX`X]Y`8]g\Ufa cb]Y`]b`XYf
B UW_`f]Y[g_i bgh``8UVY]`k i fXY`X]Y`F c``Y`XYf`?i bgh`U`g`HY]`XYg
FYYXi W]h]cbgdfc[fUa a g`XYf`5``]]YfhYb`ni f`8Ya c_fUh]g]Yfi b[
8Yi hgW`UbXg`h\Ya Uh]g]Yfh``; `Y]W`nY]h][`V`]YVYb`: fU[Yb`ni f
DfÄgYbhUh]cb`i bX`ϕhYfdfYhUh]cb`j cb`?i bghk Yf_Yb`Ui W
ϰ\fnY\bhY`gdÄhYf`cZZYbž`k Ug`ni `Y]bYa `X]ZZYfYbn]YfhYb`6`]W_`Ui Z
X]Y`?i bghUi gghY``i b[Yb`YbYf`NY]h`ZØ\fhY"

K]Y`X]Y`9bhk]W_`i b[`XYf`B UW_`f]Y[gnY]h`nY][hž`gd]Y[Y`hY`X]Y
k YghXYi hgWXY`?i bghgnYbY`X]Y`J]Y`ZU`h`XYf`8Ya c_fUh]Y`k]XYf`i bX
cf]Yb]h]YfhY`g]W`Ub`_fYUh]j Yb`GhfÖa i b[Yb`Ui g`XYb`I G5`i bX
: fUb_fY]W``8]YgY`bYi Y`F]W`hi b[ž`XUg`ϕZcfa Y`cXYf`X]Y
]bZcfa Y``Y`?i bghž`VYhfUW`hYhY`a Ub`U`g`k]W`h][Yb`GW`f]hh`ni f
5V[fYbni b[`j cb`XYf`<]h`Yf!8]_hUhi fž`X]Y`a cXYfbY`?i bgh
UV[Y`Y`b`h`\UhY``K YghXYi hgWXY`?i bgh\]ghcf]_Yf`i bX`A i gYYb
ZØfXYfhYb`XUg`ϕZcfa Y``i bX`ZYgh][hYb`Yg`ni f`VYXYi hYbXghYb
?i bghf]W`hi b[`XYf`B UW_`f]Y[gnY]h"

8YhU]`g	
J cfZU``	?i`hi`f
C fh	6Yf`]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "XYi hgW`UbXZi b__i`hi`f"XY • k k k "d`UbYh!k]ggYb"XY

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