

2 nXYa]f`]a `K U\`_Ua dZ. F ØW_ _Y\ f`ni f
< Y]a Uh `U`g`GWX`ØggY``ni f`A UWX h3

7Ya `2 nXYa]f`_UbX]X]Yfh`ZØf`XUg`A]b]ghYfd fÄg]XYbhYbUa h`]b
6UXYb!K ØfhYa VYf[``GY]bY`Bca]b]Yfi b[`_ÖbbhY`X]Y
; fØbYb`ghÄf`_Yb"



6UX`i fUWX ž`8Yi hgWX`UbX`!`7Ya `2 nXYa]fž`XYf`VY`_UbbhY
Dc`]h`_Yf`XYf`; fØbYbž`_Y\fh`ni fØW`_bUWX`6UXYb!K ØfhYa VYf[ž`i a
U`g`? UbX]XUh`ZØf`XUg`A]b]ghYfd fÄg]XYbhYbUa h`ni `_UbX]X]YfYb" `⊕
gY]bYf`Bca]b]Yfi b[gfYXY`VYhcbhY`Yf`a Y\ fZUWX`XUg`K cfh
< Y]a Uh ž`k Ug`gY]bY`J YfV]bXi b[`ni f`FY[]cb`i bX`gY]b`6YghfYVYbž
X]Y; fØbYb`bUWX`%) `X\ fYb`i bhYf`XYa ``Ub[`Ä\ f][Yb
A]b]ghYfd fÄg]XYbhYb`K]bZf]YX`? fYhgW`a`Ubb`Ub`XYf`A`UWX`h`ni
\`U`hYbž`j`YfXYi`h`]WX`h`**GWX k ÄV]gWX Y`VYf]WX hYhž`XUgg`Yf`Ui`WX`X]Y**
6Y[f]ZY`5bghfYb[i b[ž`@Y]ghi b[`i bX`Ni`_i bZhg`_fUZh]b`XYb
J cfXYf[fi bX`ghY`hYž`i a`ZØf`⊕bcj Uh]cb`i bX`HYWX`bc`c[]Yc`ZYb`Y]h
ni`k`YfVYb"

8]Y`VYj`cfghY`YbXY`K U\`Ui`Z`XYa` ; fØbYb!DUfhY]hU[`]b

<Y]XYb\Y]a 'k]fX'ZØf'² nXYa]f'YbhgW\Y]XYbX'gY]b''9f'k]fX
j cfUi gg]W\h]W\Ua 'GUa ghU['ni a 'Gd]mYb_UbX]XUhYb' [Yk Å\`h
i bX'j Yfgi W\hž'X]Y'K Å\`Yf'a]h'Y]bYf'_'UfYb'J]g]cb'i bX'Y]bYa
j YfgØ\`b]W\Yb'5bgUhn'ni 'ØVYfnYi [Yb''6Y]'XYf'?cb_i ffYbn'i a
K Å\`Yf[i bgh'a i gg'Yf'g]W\`YXcW\Ui W\ [Y[Yb'A Ubi Y`<U[Y`j cb
XYf'78I 'VY\Ui dhYbž'XYf'Xi fW\`gY]bY'K]fhgW\UZhg_ca dYhYbn'i bX
Y]bY'U` [Ya Y]bY'K YW\gY`gh]a a i b['J cfhY]'Y'Ui Zk Y]gh''b!hj
VYf]W\ hYh'j cb'XYf'; 'Ui Vk ØfX][_Y]h'VY]XYf'Dc`h]_Yfž'X]Y'VY]XY
Y]bY'gW\k ÅV]gW\Y'6cXYbghÅbX][_Y]h'j Yf_ØfdYfb'i bX'j Yfgi W\Ybž
Ui ZnYbhfU'Y'K Å\`Yfhf][[Yfdi b_hY'ni 'fYU[]YfYb"

< YfUi gZcfXYfi b [Yb 'ja 'K U\`_Ua dZ

8Yf'K U\`_Ua dZk]fX'cZij cb'Y]bZUW\Ybž'bUW\j c`n]Y\VUfYb
6chgW\UZhYb' [YdfÅ[hž'k cXi fW\`_ca d`Yi Y'dc`h]gW\Y'H\Ya Yb']b
XYb'<]bhYf[fi bX' [YfUhYb''² nXYa]f'ghY\`h'j cf'XYf
<YfUi gZcfXYfi b [ž'gY]bY'5f[i a YbhY'ØVYfnYi [YbX'ni
dfÅgYbh]YfYb'i bX'_'UfY'8]ZYfYbn]Yfi b[ga Yf_a U'Y'ni '<U[Y`ni
gW\UZZYb''; 'Y]W\ nY]h]['k]fX'gdY_i `]Yfhž'cV'gY]bY'hØf_]gW\Yb
K i fnY'b']b'_cbgYfj Uh]j Yb'HY]'Yb'XYg'@UbXYg'U'g'BUW\hY]'
k U\`f[Ybca a Yb'k YfXYb'_ØbbhYb''8]YgY']bhYf_i 'hi fY`Yb
<YfUi gZcfXYfi b [Yb'k YfXYb'Xi fW\`X]Y'j]Y'gW\]W\h][Yb
9f_`Åfi b[gUbGÅhY'j cb'K U\`j Yf\U'hYb'j YfXYi h]W\hž'k]Y'g]Y']b'XYf
dc`h]gW\Yb': cfgW\i b['YfØfhYfh'k YfXYb''@Ui h'XYf'
**6i bXYgnYbhfU'Y'ZØf'dc`h]gW\Y'6]`Xi b ['VYY]bZi ggYb
j YfgW\]YXYbY'5bgÅhY'k]Y']bX]j]Xi Y`Yfž'a U_fcgcnc]c []gW\Yf'i bX
fUh]cbU'Yf'5bgUhn'X]Y'9bhgW\Y]Xi b[gZ]bXi b ['XYf'K Å\`Yf"**

² nXYa]fž'XYf'gY]h'%- , %A]h[`]YX'XYf'; fØbYb']gh'i bX'j cb'&\$\$, 'V]g
&\$%, 'XYfYb'6i bXYgj cfg]mYbXYf'k Ufž'\Uh'VYfY]hg'Y]bY
Y]bXfi W_gj c`Y'?Uff]YfY'\]bhYf'g]W\''9f'k Uf'XYf'YfghY'5V[YcfXbYhY
a]h'hØf_]gW\Yb'K i fnY'b']a '6i bXYghU['i bX'VfUW\hY']bbcj Uh]j Y
≠YYb']b'gY]bY'dc`h]gW\Yb'Y'a hYf'Y]b''5i W\`gY]bY'5b_i bZh'U'g
6i bXYga]b]ghYf'Z]Y`Ui Zž'U'g'Yf'g]W\`Xi fW\`Y]bY'i b_cbj Ybh]cbY`Y
5bfY]gY']b'X]Y'A YX]Yb'_UhUdi `h]YfhY''8]Y'9fZU\fi b[Ybž'X]Y'Yf']a
5a dY'! ?UV]bYhh'j cb'6i bXYg_Ubn'Yf'C`UZ'GW\c`n'gUa a Y'b'_cbbhYž
_ØbbhYb']\a ']b'gY]bYa 'dc`h]gW\Yb'7ca YVUW`ni [i hY`_ca a Yb"

8 Yf'K Y['ni f'K U\`

9]b`nYbhfU`Yf`Di b_h]b`² nXYa]fg`F YXY`k Uf`XYf`5i Zfi Z`XUgg`6UXYb!
 K ØfhYa VYf[`k]YXYf`Gd]hnYbfY]hYf`k YfXYb`a ØggY`"8 UVY]`gU\`Yf
 g]W\`a]h`XYf`gW\`k]Yf][Yb` : fU[Y`_cbZfcbh]Yfhž`cV`X]Y`5bgdfØW\`Y
 i bX`K YfhYž`X]Y`Yf`j Yf_ØfdYfhž`Ui gfY]W\`Ybž`i a `]b`?f]gYbnY]hYb`XUg
 J YfhfUi Yb`XYf`K Å\`Yf`ni ` [Yk]bbYb`"GY]b`X]fY_hYf`K]XYfgUW\`Yf
 <U[Y``\Uhj cfž[fc»Y` : Y\`Yf`ni `j Yfa Y]XYb`i bX`Ui Z`ØVYfhf]YVYbY
 K U\`j YfgdfYW\`Yb`ni `j Yfn]W\`hYb`"8 Yf`5i g[Ub[`X]YgYf`K U\`
 _ØbbhY`YbhgW\`Y]XYbX`ZØf`X]Y`ni _ØbZh][Y`dc`]h]gW\`Y`@UbXgW\`UZh
 XYg`6i bXYg`UbXYg`gY]b`i bX`nY][hž`k]Y`K Å\`Yf`j Yf\`U`hYb`Xi fW\`
 j YfgW\`]YXYbY` [YgY``gW\`UZh]W\`Y`i bX`k]fhgW\`UZh]W\`Y` : U_hc fYb
 VYY]bZi ggh`k]fX"

A]h`Y]bYf`?ca V]bUh]cb`Ui g`dYfgØb`]W\`Yb`9fZU\`fi b[Yb`i bX
 dc`]h]gW\`Yb`5a V]h]cbYbž`j Yfh]YZh`Xi fW\`gY]bY`<Yf`_i bZh`i bX`XYb
 @YVYbgk Y[`gY]bYf` : Ua `]Yž`\Uh`² nXYa]f`XUg`DchYbn]U`ž`X]Y
 dc`]h]gW\`Y`8]g_i gg]cb`]b`6UXYb!K ØfhYa VYf[`YbhgW\`Y]XYbX`ni
 dfÅ[Ybž`k Å\`fYbX`Yf`[`Y]W\`nY]h][`X]Y`6U`UbW`nk]gW\`Yb`HfUX]h]cb
 i bX`æbcj Uh]cb`gi W\`h"

8 YhU]`g	
J cfZU``	K U\`Yb
C fh	6UX`I fUW\`ž`8 Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gW\`k UYV]gW\`Y`"XY • k k k "b!hj "XY • k k k "VdV"XY

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