

F YbbfUXZU\fyf']b '?]fW XcfZ. '5i hc ØVYfgY\Yb'i bX`Y]W h'j Yf`Yhnh°

F YbbfUXZU\fyf']b '?]fW XcfZ'Ub`XYf'≡`Yf`Y]W h'j Yf`Yhnh"
Ghi X]Y`nY][h'5bgh]Y[`gWk Yfyf'F UXi bZ`Y`i bX`ZcfXYfh
g]W Yfy`F UXk Y[Y"



?]fW XcfZ'Ub`XYf'≡`Yfž'8Yi hgW`UbX`!`a`?fy]g`6]VYfUW
Yfy][bYh`g]W`Ua`'`%"A U] &\$&) `Y]b`Zc`[YbgWk Yfyf'`I bZU`ž`VY]
XYa`Y]b`(&!`Å\][Yf`F YbbfUXZU\fyf'`j cb`Y]bYa`'5i hc`YfZUggh`i bX
a`Y\fyfy`A`Yhyf`a`]h[YgW`Y]Zh`k`i`fXY`"8]Y`%,`!`Å\][Y`5i hcZU\fyf]b
ØVYfgU\`XYb`F UXZU\fyfž`U`g`g]Y`Y]bY`GhfU»Y`ØVYfei`YfhY`"
;`ØW`_]W Yfk`Y]gY`Yf`]h`XYf`F UXZU\fyf`bi`f`Y]W h`Y`J`Yf`Yhni`b[Yb`"
8Yf`K`U[Yb`XYf`J`Yfi`fgUW`Yf]b`V`]YV`bUW`XYa`Ni`gUa`a`Ybghc»
ghY\Ybž`i`bX`X]Y`dc`]nY`]W`Y`GW`UXY`b`ggW`Åhni`b[`VY`Åi`Zh]g]W`Ui`Z
Yhk`U`&`\$\$\$`9i`fcž`VYf]W`h`Yh`X]Y`F`Ya`gnY]hi`b["

8]YgYf`J`cfZU`]]gh`HY`]`Y]bYg`VYgc`f[b]gYffY[YbXYb`HfYbXgž`XYf`g]W
]b`XYb`YhnhYb`J\fyb`]a`XYi`hgW`Yb`GhfU»Ybj`Yf`Y\`f`UVnY]W`b`Yh`
@Ui`h`Y]bYf`Ghi`X]Y`XYf`I`bZU`Zcf`gW`i`b[`XYf`J`Yfg]W`Yfyf`fi`8]Ł

_ca a h'Yg'Xi fW'gW' b]h'i]W']b'Y]bYf'K cW'Y'ni 'j]Yf'h'ØX']W'Yb'i bX
) , 'gW'k YfYb'J Yf'Yhni b[Yb'i bhYf'F UXZU\ fYbXYb'Ui Z'XYi hgW'Yb
@UbXghfU» Yb''8Yf'5bgh]Y['gW'k YfYf'F UXi bZÀ''Y']gh'U'Ufa]YfYbXž
XU'Yf'ja 'J Yf['Y]W'ni 'j cf'nY\ b'X\ fYb'i a ' _bUdd' ' \$'DfcnYbh
ni [Ybca a Yb'\Uh"

< YfUi gZcfXYfi b[Yb'ZØf'F UXZU\ fYbXY

9]bYg'XYf'<Ui dhdfcV'Ya Yž'XUg'ni 'X]YgYb'I bZÀ''Yb'ZØ\ fhž']gh'X]Y
\Ài Z[Y' , VYfgY\Yb\Y]h'j cb'F UXZU\ fYbXYb'Ui Z'@UbXghfU» Yb''8]Y
I 8J!Ghi X]Y'ghY''h'ZYghž'XUgg' (%DfcnYbh'XYf'I bZÀ''Y'Ui Z
Ni gUa a YbghØ» Y'a]h'5i hcg'ni fØW'ni ZØ\ fYb'g]bXž'k cVY]
5i hcZU\ fYbXY']b') - 'DfcnYbh'XYf': À''Y'X]Y'\Ui dhgÅW']W'Y
I bZU'j Yfi fgUW'Yf'g]bX''6YgcbXYfg[YZÀ\ f']W'g]bX'?fYi ni b[Ybž
Ub'XYbYb'* , 'DfcnYbh'XYf'gW'k YfYb'F UXi bZÀ''Y'[YgW'Y\Yb"

8]Y'[YZcfXYfhY'J YfVYggYfi b['XYf' ðZfUghfi _hi f'_ØbbhY'XUni
VY]hfU[Ybž'XUg'I bZU''f]g]_c'ZØf'F UXZU\ fYf'XYi h]W'ni 'gYb_Yb"
6Y]gd]Y'gk Y]gY'gc''hYb'g]W'YfY' , VYf[Àb[Y'[YgW'UZYb'i bX
G]W'hVY\]bXYfi b[Yb'Ub'GhfU» Yb'VYgY]h][h'k YfXYb''Ni XYa
Ya dZ]Y\ 'h'X]Y'I 8J' ; YgW'k]bX][_Y]hgVY[fYbni b[Yb'Ub'gW'YW'h
Y]bgY\ VUfYb'?fYi ni b[Yb''8]Y'Bchk YbX][_Y]h'j cb'F UXk Y[Yb'k]fX
YVYbZU''g'VYhc bhž'XU']b'nk Y]j cb'XfY]I bZU''ZÀ''Yb'_Y]bY'F UXk Y[Y
j cf\UbXYb'g]bX"

6Yk i gghgY]b'ZØf'G]W'Yf\Y]h'Yf\ Ø\Yb

8]Y'6i bXYgUbghU'h'ZØf'GhfU» Ybk YgYb'f65Gh'k'i bhYf'gi W'h'YVYbZU''g
X]Y' ; YZU\ fYb'XYg'F UXZU\ fYbg''G]Y'VYf]W'hYh'j cb'Y]bYa 'F ØW_[Ub[
XYf'I bZU''nU\ 'Ybž'XYf'U''YfX]b[g'\]bhYf'XYf'U''[Ya Y]bYb
I bZU''Yb'k]W'_i b['ni fØW'_V'Y]Vh''8]Y
, VYf'YVYbgk U\fgW'Y]b']W'_Y]h'j cb'F UXZU\ fYfb'k]fX'ghUf'_Xi fW'
XUg'HfU[Yb'j cb'<Y'a Yb'VYY]bZi ggh''8Yf'5bhY]'Ub
'?cdZ] Yf'Yhni b[Yb'VY]'b]W'hI<Y'a hfÀ[Yfb']gh'ZUgh'nY\ba U''\Ø\Yf
U'g'VY]'<Y'a hfÀ[Yfbž'k Ug'X]Y'8f]b[']W'_Y]h'j cb
5i Z_Àfi b[g_Ua dU[bYb'i bX'g]W'YfYf' ðZfUghfi _hi f'j YfXYi h]W'h"

8]Y'I 8J'ZcfXYfh'b]W'h'bi f'XYb'5i gVUi 'j cb'F UXk Y[Ybž'gcbXYfb

Ui W\`Y]bY`ghÅf_YfY`6YUW\hi b[`XYf`g]W\YfYb`Bi hni b[`j cb
 GhfU»Yb"5`Y`JYf_Y\fgH]`bY\`a Yf`g]bX`Ui Z[Yfi ZYbž`a Y\`f
 FØW_g]W\h`ni `bY\`a Yb.`5i hcZU\`fYf`gc`Yb`VYgcbXYfg`Ui Z
 FUXZU\`fYbXY`UW\hYbž`k Å\`fYbX`FUXZU\`fYf`ghUf_`VYZU\`fYbY
 @UbXghfU»Yb`a Y]XYb`gc`hYb"

Ni gUa`a YbZUggYbX`Äggh`g]W\`gU[Ybž`XUgg`hfch`n`XYf`F]g]_Yb`XUg
 FUXZU\`fYb`Y]bY`i a k Y`hZFYi bX`]W\Y`i bX`[Ygi bXY
 :cfhVYk Y[i b[gUfh`XUfghY`h`i a `X]Y`G]W\Yf\`Y]hi]b`X]YgYa`6YfY]W\
 ni `Yf\Ø\Ybž`g]bX`gck c\`_ØfdYf`]W\Y`GW\i hna U»bU\`a Yb`U`g`Ui W\
 Y]bY`JYfVYggYfi b[`XYf`JYf_Y\fgVYX]b[i b[Yb`j cb`[fØ»hYf
 6YXYi hi b[``8Yf`U_hi Y`Y`i bZU`]a `?fY]g`6]VYfUW\`]gh`Y]b
 hfU[]gW\Yg`6Y]gd]Y`XUZØfž`k]Y`k]W\h[`X]YgY`A U»bU\`a Yb`g]bX"

8YhU]`g	
J c fZU`	J Yf_Y\`fgi bZU`
I fgUW\Y	5i hcZU\`fYf]b`ØVYfgU\`FUXZU\`fYf
C fh	?]fW\XcfZUb`XYf`≐`Yfž`8Yi hgW\`UbX
J Yf`YhnhY	%
GW\UXYb`]b`	&\$\$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fYa gnY]hi b["XY • k k k "i Xj "XY • k k k "VUgh"XY

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