

F ØW__Y\ f`XYf`B Uh]c bU`gd]Y`Yf]b. `5 b b U
: fUb_cj U`ghÀf_h`< 7 `F ÒXYfhU`°

8 Yf`< 7 `F ÒXYfhU`°\ c`h`B Uh]c bU`gd]Y`Yf]b `5 b b U` : fUb_cj U
ni fØW_ " `9]b`6`]W_`Ui Z]\fY`F ØW__Y\ f`i bX`X]Y`VYj c fghY\YbXYb
< UbXVU`gd]Y`Y"



6 Ui hnYbž`8 Yi hgW`Ub X`!`9bX`]W`]gh`Yg`c Z]n]Y`. `8 Yf`< UbXVU`°!
Nk Y]h`[]gh`< 7 `F ÒXYfhU`°\ Uh]g]W` `a]h`Y]bYf`VYa Yf_Ybgk YfhYb
Gd]Y`Yf]b`j YfghÀf_h` `5 b b U` : fUb_cj Už`Y]bY`& , !`À\ f][Y`hgW`YW`]gW`X
B Uh]c bU`gd]Y`Yf]bž`_Y\ fh`bUW` `nY\ b`]X\ fYb`ni a` `J YfY]b`ni fØW_ž`VY]
XYa` `]\fY`? Uff]YfY`ja` `XYi hgW`Yb`DfcZ]\ UbXVU`°`&\$%) `VY[Ubb`"
8]YgY`F ØW__Y\ f`k]fX`U`g`GW` `]Y» Yb`Y]bYg`? fY]gYg`VYgW`f]YVYbž`
i bX`j]Y`Y`ZfYi Yb`g]W` `VYfY]hg`Ui Z`X]Y`8 mbUa]_ž`X]Y`g]Y`]bg`Gd]Y`
Vf]b[Yb`k]fX`" **GÀW`g]gW`Y`"XY`VYf]W`hYhž`XUgg` : fUb_cj U` (*
@ÀbXYfgd]Y`Y`ZØf`HgW`YW`]Yb`UVgc`j]Yfh`\Uh`i bX`gca]h`b]W`h`bi f
9fZ]\fi b[ž`gcbXYfb`Ui W` `Gd]Y`]bhY`°][Ybn`i bX`9`Ub`]b`X]Y
A UbbgW`UZh`Vf]b[h`"**

B UW`XYa` `5i Zgh]Y[`]b`X]Y`%` `6i bXYg`][U`a]h`XYa` `< 7 `F ÒXYfhU`°]b

XYf'GU]gcb'&\$%* #%+ 'Zc`[hYb'GhUh]cbYb'VY]'<G; '6UX'K]'Xi b[Yb
i bX'8<6'Fchk Y]gg'H\i b']b'XYf'GWk Y]n"'\fY'F ØW__Y\ f'ni a' <7
F ØXYfhU`nY][hž'XUgg'g]Y'XYa' J YfY]b'hfc'h]' \fYf'UVYbhYi Yf']WXYb
?Uff]YfY'ja a Yf'hfYi' [YV`]YVYb']gh" 'B UWk' YfZc`[fY]WXYb' \fYb
VY]a' '6GJ' GUWk gYb' Nk]W_Ui ž'k c'g]Y'nk Y]a U`XYb'?`UggYbYf\U`h
ØVYf'X]Y'F Y`Y[Uh]cb'g]WXYfhYž'k Uf'g]Y']b'XYf'j Yf[Ub[YbYb'GU]gcb
VY]a' '6i bXYg`][]ghYb'Hi G'A Yhn]b[Yb'U_h]j ž'k c'g]Y'gc [Uf'XYb'8<6!
Dc_U`&\$&(' [Yk]bbYb' _cbbhY" 'K]_]dYX]U' ZØ\fh'Ui Z'XUgg'5bbU
: fUb_cj U`&\$&' Ub'XYf'K A' i bX'&\$&(' Ub'XYf'9A' hY]'bU\ a ž'k cVY]
X]Y' hgWXYWk]gWXY' B Uh]cbU`a UbbgWk UZh'XYb' ; " 'D`Uhn'VY]'XYf
K Y`ha Y]ghYfgWk UZh'YffY]Wk hY"

8]Y'F ØW__Y\ f' i bX']\ fY'6YXYi hi b[

: fUb_cj U`gY`Vgh'VYnY]Wk bYh'8 fYgXYb'U`g']\f'nk Y]hYg'Ni \Ui gY'i bX
\YVh'X]Y'Y\ f[Y]n][Yb'N]Y`Y'XYg'<7'F ØXYfhU` \Yfj cf"
; YgWk ÅZhgZØ\ fYf'5bXfYUg'6U]Yf']gh'YVYbZU`g'ØVYfnYi [hž'XUgg'g]Y
XUni' VY]hfU[Yb'k]fXž'XUg'gdcfh]Wk Y'B]j YUi'XYg'J YfY]bg'Yf\YV`]Wk
ni'ghY][Yfb" 'b'XYf'YfghYb'F i bXY'XYg'8<6!Dc_U`g'hf]Zzh'XYf'<7
F ØXYfhU`Ui Z'X]Y': ØWk gY'6Yf']b" '8]Y'5i g`cgi b[]b'8ØggY'XcfZ
nY][hž'XUgg'nY\ b'HYUa' g'Ui g'XYf'&" '6i bXYg`][Už'g]YVYb
9fgh][]ghYb'gck]Y'XfY]J YfhfYhYf'XYf'@UbXYgj YfvÅbXY']b'X]YgYa
K YhhVYk Yfv'UbhfYhYb'k YfXYb"

8]Y'Gd]Y'hYfa]bY'g]bX'ZØf'XYb'&&"cXYf'&(" '5i [i gh'Ub[YgYhnh"
7\YZh'fU]bYf'A]_Y'8Ub]Y'g'g]Y\h'XUg'Dc_U`gd]Y`U`g'GWk'ØggY'hYgh
ZØf'X]Y'VYj c fghY\YbXY'@[U!GU]gcb" '5i Wk']bhYfb' []VhYg
J YfÅbXYfi b[Yb. 'ž U'?Ub'↑ [cj]Wj Yf'Åggh'XYb'<7F' bUWk'bi f'Y]bYf
GU]gcb' i bX'k]fX'ž [YbX_ccfX]bUhcf]b'VY]'XYf'<G; '6`ca VYf[!
@]ddYž'k Å\ fYbX'GYVUgh]Ub'@cfYbn!H]Ymž'Y]b'Y\Ya U`][Yf
XYi hgWXYf'A Y]ghYf'a]h'XYf'5!ž [YbX'XYg'G7'A U[XYVi f[ž'X]Y
Dcg]h]cb'XYg'ž [YbX_ccfX]bUhcf'g'VY]a' <7F'ØVYfbY\ a Yb'k]fX"

8]Y'F c``Y'j c b' < UbXVU``]b'8Yi hgWk`UbX

< UbXVU``\ Uh]b'8Yi hgWk`UbX'Y]bY`Ub[Y'HfUX]h]cb' i bX']gh'Y]bY
XYf'VY']YVhYghYb'GdcfhUfhYb'XYg'@UbXYg" '8Yf'8Yi hgWk Y
< UbXVU``Vi bX'fB<6Ł'nÅ\`h'ØVYf'+*) "\$\$\$'A]h[`]YXYf'i bX']gh'XUa]h

Y]bYf'XYf' [fÒ» hYb'Gdcfhj YfVÅbXY'k Y'hk Y]h"5i W'Ui Z
 Yi fcdÀ]gWXYf'9VYbY'_cbbhY'8Yi hgW'UbX'VYXYi hYbXY'9fZc`[Y
 ZY]Yfbž'k]Y'VY]'XYf'9i fcdUa Y]ghYfgWUZh'&\$&(ž'X]Y']a 'Y][YbYb
 @UbX'ghUhhZUbXž'cXYf'XYb'K Y'ha Y]ghYfgWUZhYbž'X]Y']b'XYf
 J Yf[Ub[Yb\Y]h'YfZc`[fY]W'VYghf]hhYb'k i fXYb"" < UbXVU``%\$\$
]bZcfa]Yfh'ØVYf'X]Y'k Y]hfY]WYbXY'6Y']YVh\Y]h'X]YgYf'GdcfhUfhž'X]Y
]b'GW'i 'Yb'[Y'Y\fh'k]fX'i bX'nU'\fY]WY'ž [YbX']WY'VY[Y]ghYfh"

8]Y'FØW__Y\ f'j cb'5bbU': fUb_cj U'ni a ' < 7'F ÒXYfhU'']gh'Y]b' _UfYf
 6Yk Y]g'XUZØfž'k]Y'h]YZj Yfk i fnY'h' < UbXVU``]b'XYf'F Y[]cb']gh'A]h
]\fYf'9l dYfh]gY'i bX'9fZU\fi b['k YfXYb'X]Y'9fk Ufhi b[Yb'XYf': Ubg
 g]W'h']W'ghY][Ybž'i bX']a 'J YfY]b'\YffgW'h' [fc» Y'J cfZfYi XY'Ui Z'X]Y
 bYi Y'GU]gcb"

8YhU]`g	
C fh	6Ui hnYbž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW g]gW Y"XY • XY"k]_]dYX]U"cf[• \UbXVU``%\$\$"XY

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