

8 fYgXYb 'ja 'K UbXY` . 'K]fX 'X]Y ' ðbYbghUXh
ni a '9]b_Ui ZgdUfUX]Yg3

8]Y ' < UbXY`g`UbXgWUZh'8 fYgXYbg'j YfÅbXYfh'g]W. 'I a ZFU[Y
ni f' ðbYbghUXhž' < YfUi gZcfXYfi b[Yb'Z0f'9]bnY` \ UbXY`'i bX
_0bZh][Y'DYfgdY_h]j Yb"



8 fYgXYbž'8 Yi hgW`UbX '!8]Y ' < UbXY`g`UbXgWUZh'XYf'8 fYgXbYf
ðbYbghUXh]gh'ja 'K UbXY`"J]Y'Y'GWUUi ZYbghYf'Ub'XYf'DfU[Yf
GhfU» Y`ghY\Yb`YYfž'XcW`X]Yg']gh'b]W'h'XUg'[UbnY'6]'X'"GWbY`
n]Y\Yb'bYi Y' < ÅbX`Yf'Y]bž'k cXi fW`XUg'9]b_Ui Zg[YZ0\`']b'XYf
GhUXh`YVYbX]['V'Y]Vh"8]YgY'8 mbUa]_]gh'b]W'h'ni `Ymh'Y]bY
FYU_h]cb'Ui Z'X]Y'GÅW g]gW Y`Xi fW [YZ0\fhY' ðbYbghUXhgh' X]Yž
X]Y'ja '8YnYa VYf'&\$&('Ui Z'XYb'H]gW`_Ua 'i bX'nY][hž'XUgg'X]Y
JYf_Ui ZgZÅWY'gY]h'&\$&\$'i a `UW'h'DfcnYbh'ni f0W_[Y[Ub[Yb']gh
i bX'X]Y'5bnU\`XYf'9]bnY` \ UbXY`gVYhf]YVY'i a `Y'Z'DfcnYbh
[Ygi b_Yb']gh"

6YgcbXYfg'_Y]bYfY'6Yhf]YVY'i bX': UW [YgWÅZhY'ja '6Y`_Y]Xi b[g!
i bX'GW'i \gY_hcf'ghY\Yb']ja ' : c_i g'X]YgYf'9bhk]W`i b["'Hfchn'XYf

GWk]Yf][_Y]hYb`Uh'8fYgXYb`Y]bY`Ybcfa Y`JYf_Ui ZgZ`AWY`j cb
fi bX`&\$`\$`\$`\$`E i UXfUha YhYfb`dfc`9]bk c`bYfz`k Ug`a Y`f`]gh`U`g`]b
Gh`AXhYb`k]Y`?`O`b`z`<Ua Vi f[`cXYf`6Yf`]b`z`bi f`8`ØggY`XcfZ
ØVYfhfi a dZi`X]YgY`NU` ``bcW`" `ϕg[YgUa h`Yfk]fhgW`UZhYb`) (-
9]bnY`\\UbXY`gVYhf]YVY`[YgW`ÅhnhY` , (- `A]` ``cbYb`9i fc`l a gUhnž
k Ug`nY][hž`XUgg`XUg`9]b`_Ui ZYb`bUW`k]Y`j cf`Y]b`k]W`h][Yf` ; fi bX
ZØf`6Ygi W`Y`]b`XYf`ϕbYbghUXh`]gh"

GhUXhYb`hk]W`_`i b[`]a `: c`_`i g

8]Y`<YfUi gZcfXYfi b[Yb`ž`a]h`XYbYb`X]Y`<`ÅbX`Yf`_cbZfcbh]Yfh]g]bXž
k YfXYb`Xi fW` ``c`_`U`Y`H`Ya Yb`k]Y`XYb
8cddY`\\Ui g`U`hgVYgW`i ggž`XYb`HY`]Y]bghi fn`XYf`7Ufc`UVfØW`_Y
gck]Y`G]W`Yf`Y]hg!`i bX`C`fXbi b[gZfU[Yb`bcW`j Yfgh`Åf`_h` `ϕ
FYU`_h]cb`XUfUi Z`d`Ubh`XUg`7]hm`A UbU[Ya Yb`h`8fYgXYb`Y]bY
l a ZfU[Y`ni f`K U`fbY`a i b[`XYf`ϕbYbghUXh`U`g
G`cdd]b[ghUbXcfh`8]Y`l a ZfU[Y`\\Uh`XUg`N]Y`ž`X]Y`A Y]bi b[Yb`XYf
6Øf[Yf`gck]Y`j YfgW`]YXYbYf`ϕhYfYggYbj YfhfYhYf`k]Y`j cb`<UbXY`ž
=a a cV`]Ybk]fhgW`UZh`_fYUh]j Yb`6Yfi ZYb`i bX`XYf
GhUXhj Yfk U`hi b[`ni `YfZUggYb"

8]Y`l a ZfU[Yž`X]Y`]b`Yhk U`g]YVYb`V]g`nY`\\b`A]bi hYb`UVgc`j]Yfh
k YfXYb`_Ubbž`k]fX`X]Y`DYfgdY`_h]j Yb`XYf`i bhYfgW`]YX`]W`Yb
5`_hYi fY`j Yf[`Y]W`Yb`i bX`Ui ZnY][Yb`ž`k c`Yg`]a ` _ØbZh][Yb
9]b`_Ui ZgYf`YVb]g`bcW` `U`_h`8]Y`8]g`_i gg]cb`ØVYf`X]Y`ϕbYbghUXh
k]fX`XUVY]`Ui W`Xi fW`X]Y`9f[YVb]ggY`XYf`Ghi X]Y` 8]Y`8fYgXbYf
ϕbYbghUXh`]a `[YgUa hgh`ÅXh]gW`Yb`9]bnY`\\UbXY`g[YZØ[Y` `5`_hi Y`Y
<YfUi gZcfXYfi b[Yb`i bX`_ØbZh][Y`<UbX`i b[gZY`XYf` `Yf[`Åbnhž`X]Y
XYb`9]bZi gg`XYf`7cfc`bU!DUbXYa]Y`Ui Z`XYb`9]bnY`\\UbXY`
UbU`mg]Yfh`\\Uh`8]Y`i a ZUb[fY]W`Y`l bhYfgi W`i b[`k`i fXY`]b
Ni gUa a YbUfVY]h`a]h`XYa `<UbXY`gj YfVUbX`GUW`gYb`Y`"J`"i bX
XYa ` ; i hUW`hYfVØfc`8f`"@UXYa Ubb`i bX`DUf`hbYf`Xi fW`[YZØ`fh"

< UbX`i b[gYa dZY`\\`i b[Yb`ZØf`X]Y`Ni`_`i bZh

8]Y`66GF` `Uh`]b`Y]bYf`U`_hi Y`Yb`JYfØZYbh`]W`i b[
<UbX`i b[gYa dZY`\\`i b[Yb`ni f`ϕbYbghUXhYb`hk]W`_`i b[`YfUfVY]hYh`
: c`_`i gg]Yfh`k]fX`Ui Z`X]Y`6YfY]W`Y`Bi hni b[ga]gW`i b[`i bX

: `ÅWYba UbU[Ya Ybhž`X]Y`ZØf`X]Y`GhÅf_i b[`XYf` ðbYbghÅXhY`j cb
 nYbhfU`Yf`6YXYi hi b[`g]bX" `ð`NY]hYbž`]b`XYbYb`?cbgi a j Yf\U`hYb
 i bX`9]b_Ui ZgYf`YVb]ggY`Y]bYb`K UbXY`YfZU\fybž`]gh`Yg`k]W`h][ž
 XUgg`j YfgW`]YXYbY`5_hYi fY`ni gUa a YbUfVY]hYbž`i a `@Øgi b[Yb`ni
 Z]bXYb"

A]h`X]YgYb`5bgÅhnYb`V`Y]Vh`ni `cZZybž`XUgg`g]W`X]Y`8fYgXbYf
 ðbYbghUXh`U`g`UhhfU`_h]j Yf`G\cdd]b[ghUbXcfh`VY`Ui dhYb`_Ubb" : Øf
 U`Yž`X]Y`a Y\f`ØVYf`XYb`U`hi Y`Yb`GhUbX`i bX`X]Y`[Yd`UbhYb
 A U» bU\`a Yb`YfZU\fyb`a ÒW`hYbž`ghY`h`XUg`7]hm`A UbU[Ya Ybh
 i bhYf`XYb`?cbhU`_hXUhYb`\$`)`%`(` ,` *`%-`-`) `gck]Y`dYf`9!`A U`]`i bhYf
 _fUbn4 Wå !XfYgXYb"XY`i bX`]bZc4 Wå !XfYgXYb"XY`ni f`J`YfZØ[i b["

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y"XY • k k k "Wå !XfYgXYb"XY • k k k "VVgf"Vi bX"XY

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