

%&) `‡U\ fY`gcn]U`Yf`K c\bi b[gVUi .
@Y]dn][g`K Y[`ni `VYnU\`VUfYa
K c\bfUi a °

@Y]dn][`ZY]Yfh%&) `‡U\ fY`gcn]U`Yb`K c\bi b[gVUi ž]b]h]]Yfhj cb
<Yfa Ubb`>`A YmYf`"9]bV`]W_`]b` ; YgW\]W\hY`i bX`U_hi Y`Y
9bhk]W_`i b[Yb`"



@Y]dn][ž`8Yi hgW\`UbX`!` † @Y]dn][`k]fX`Y]b`VYXYi hYbXYg`? Ud]hY`
XYf`GhUXh[YgW\]W\hY` [YZY]Yfh`8Yf`gcn]U`Y`K c\bi b[gVUi ` \Uhj cf
%&) `‡U\ fYb`a]h`XYf` ; f0bXi b[`XYg` J YfY]bg`ni f`9fVUi i b[`V`]] [Yf
K c\bi b[Yb `Xi fW\`XYb`J Yf`Y[Yf`<Yfa Ubb` † `]i g`A YmYf`gY]bYb
l fgdfi b[`[Ybca a Yb`"8]YgY` †]h]Uh] Y`k Uf`Y]bY`5bhk cfh`Ui ZX]Y
Xf0W_YbXY`K c\bi b[g_bUdd\Y]h`XYg`%-`" `‡U\ f\i bXYfhgž`U`g`j]Y`Y
A YbgW\Yb`]b`A]Yhg_UgYfbYb`i bhYf`i bk 0fX][Yb`6YX]b[i b[Yb
`VYb`a i gghYb`"8Yf` : c_i g`U[`Ui ZX]Yf`6YfY]hghY`i b[`j cb
VYnU\`VUfYa `K c\bfUi a `Z0f`Y]b_ca a YbggW\k UWXY
6Yj 0`_Yfi b[g[fi ddYbž`i bX`XUg`?cbnYdh`YfZ\`fh`Ui W\`Yi hY`bcW\
[fc»Y`6YUW\hi b["`@Ui h`!]n`XY`]gh`Yg`V]g`\Yi hY`Y]bY`ghUUh`]WXY

5i Z[UVYž'X]Y`YXcW`Vi bXYgk Y]h'cZ]j YfbUW`Àgg][h'k]fX"

8]Y`YfghYb` A YmYf gW`Yb`<Ài gYf`nY]W`bYhYb`g]W`XUXi fW`Ui gž
XUgg`X]Y`A]YhY`b]W`h`bUW`XYf`K`c`b`i`b`[`g`f`Ò»Yž`gcbXYfb`bUW`
XYa`]bX]j]Xi Y`Yb`9]b`_ca`a`Yb`VYfYW`bYh`k`i`fXY`"Gc`_cbbhYb`
A]YhYf`a`]hY]bYa``X\`fYgY]b`_ca`a`Yb`j`cb`,`\$\$`V]g`%`,`\$\$`A`Uf`_]b`
XYb`D]cb]YfVUi`hYb`k`c`b`Ybž`X]Y`nk`]gW`Yb`%`,`+`i`bX`%-`-`+`]b`j`]Yf`
K`c`b`_c`cb]Yb`]b`@Y]dn][`Yb`hghUbXYb`"8Yf`5fW`]hY`_hi`f!D]cb]Yf`A`U`
Dca`a`Yf`gd]Y`hY`XUVY]`Y]bY`k`YgYb`h]W`Y`F`c`Y`/`gY]bY`9b`hk`ØfZY`
g]bX`bcW``Yi`hY`Y]b`5i`g`Àb[`YgW`]X`XYg`gcn]U`Yb`K`c`b`i`b`[`gVUi`g`
]b`8Yi`hgW``UbX`"5`Y]b`XYf`6Ui`XYf`YfghYb`?`c`cb]Y`]b`@]bXYbUi`
VY[`Ubb`%`,`+`i`bX`k`i`fXY`V]g`%`,`-`&`a`]h`)`<Ài`gYfb`
UV[`YgW``cggYb`"J`]Y`Y`XYf`XUa`U`g`[`YgW`UZZYbYb`Ghfi`_hi`fYb`g]bX`
V]g`Yi`hY`Yf`U`hYb`i`bX`d`f`À[`Yb`XUg`GhUXhV]`X"

A`cXYfbY`<`YfUi`gZc`fXYfi`b`[`Yb`i`bX`@Ògi`b`[`Yb`

5_hi`Y`Y`U`h`g]W`X]Y`GhUXh`@Y]dn][`k`]YXYf`XYa` `gcn]U`Yb`
K`c`b`i`b`[`gVUi` `j`YfgW`f]YVYb`"8]Y`A`YmYf`gW`Yb`<Ài`gYf`g]bX`gW`cb`
`Ub[`Y`Y]b`6Y[`f]Z]b`XYf`FY[`]cb`i`bX`YfZU`fYb`bi`b`Y]bY`]bhYbg]j`Y`
GUb]Yfi`b`["5_hi`Y`Y`k`YfXYb`" -`A`]YhY]b`Y]hYb`]b`?`Y]bngW`cW`Yf`
a`cXYfb]g]Yfhž`Y]b`J`cf`UVYbž`XUg`a`]h`l`bhYfgh`Ø`hni`b`[`XYf`GhUXh`
bUW`XYa` `F`UhgVYgW`i`gg`j`ca``%)`"8YnYa`VYf`&\$&&fYU`]g]Yfh`k`]fX`
N]Y`]gh`Ygž`Y`YfghY`YbXY`K`c`b`i`b`[`Yb`U`_h]j` `ni` `bi`hnYb`i`bX`gca`]h`
gcn]U`Yb`K`c`b`fUi`a` `ni` `gW`UZZYb`"@Ui`h`a` **YmYfgW`Y!`U`Yi`gYf`"XY`**
a`ØggYb`A`]YhYf`ZØf`X]Y`bYi`Ybž`a`cXYfbYb`K`c`b`i`b`[`Yb`Y]bYb`
k`Y]»Yb`K`c`b`VYfYW`h][`i`b`[`ggW`Y]b`j`cf`Y[`Ybž`k`cVY]`g]W`X]Y`
A`]Yhd`fY]gY`Ub`XYb`?`cghYb`XYf`i`bhYf`_i`bZ`h`c`f]Yb`h]YfYb`"

8]Y`bYi` `gUb]YfhYb`K`c`b`i`b`[`Yb`g]bX`a`]h`cW`k`Yfh][`Ya` `@Ja`]bUhž`
bYi`Yf`9`Y`_hf]_`i`bX`j`]Y`Yb`5bbY`a` `]W`_Y]hYb`k`]Y`6U`_cbYb`
Ui`g[`YghUhhYh`"9f[`YVb]g`X]YgYf`A`U»bU`a`Yb`g]bX`%`!ž` `!`i`bX`gc[`Uf`
(`!F`Ui`a`k`c`b`i`b`[`Ybž`X]Y`b]W`h`bi`f`Y`Y`i`bX`ZfYi`bX`]W`g]bXž`
gcbXYfb`Ui`W`Y]b`bYi`Yg`Ni` \Ui`gY`ZØf`j`]Y`Y` :`Ua`]`Yb`V]YhYb`"
`èg[`YgUa`h`g]bX`" `*`bYi` `gUb]YfhY`K`c`b`i`b`[`Yb`a`]h`Yfk`Y]Y`
j`c`gh`À`bX][` `j`Yfa`]YhYh`"8]Y`A`cXYfb]g]Yfi`b`[`ga`U»bU`a`Yb`
i`a`ZUggYb`Ui`W`X]Y`GUb]Yfi`b`[`j`cb`8`À`W`Yfb`i`bX` :`UggUXYb`i`bX`
gW`UZZYb`Y]b`Ub`gd`fYW`YbXYg`K`c`b`i`a`ZY`X"

8]Y'; YgWk]Wk hY`XYg'gcn]U`Yb`K c\bi b[gVUi g

8]Y`9bhk]W`i b[`XYg'gcn]U`Yb`K c\bi b[gVUi g]b`8Yi hgW`UbX`]gh
Yb[`a]h`k]Wk h[Yb'; YgYhnYb`i bX`FY[Y`i b[Yb`j Yf_bØdZn"; Ya Å»`
gcn]U`Yf!k c\bi b[gVUi "XY`\UVYb`j YfgWk]YXYbY'; YgYhnYž`k]Y
XUg`K c\bi b[g[Ya Y]bbØhn][_Y]hg[YgYhn`j cb`%- (\$`cXYf`XUg
K c\bi b[gVUi [YgYhn`j cb`%-) \$žXYb`F U\ a Yb`ZØf`X]Y'; ØfXYfi b[
i bX`FY[Y`i b[`XYg'gcn]U`[YZØfXYfhYb`K c\bybg[YgWk UZZYb""8]YgY
[YgYhn`]Wk Yb'; fi bX`U[Yb`gd]Y`Yb`Ui Wk]b`XYf`Yi h][Yb`8YVUhhY
ØVYf`XYb`K c\bi b[gVUi `Y]bY`[fc»Y`F c`Y"

9b[U[]YfhY`b]h]Uh]j Ybž`k]Y`X]Y`j cb`A YmYf`[Y[fØbXYhYb
9]bf]Wk hi b[Ybž`nY][Yb`gY]h`š\Yfž`k]Y`k]Wk h[`VYnU\`VUfYf
K c\b fUi a `ZØf`X]Y'; YgY`gWk UZh]gh"8]Y`k Yfhj c`Yb
FØW_a Y`Xi b[Yb`j cb`A]YhYfb`i bX`X]Y`dcg]hj Yb`9fZU\fi b[Yb`VY]
9j Ybhgž`k]Y`XYa ` _Øfn`]Wk`j YfUbghU`hYhYb`?]bXYfZYgh`&\$&' ž
VY`Y[Yb`X]Y`FY`Yj Ubn'gcn]U`Yf`Dfc`Y_hY`i bX`ghÅf_Yb`X]Y
; Ya Y]bgWk UZh`XYf`B UWk VUfgWk UZhYb`i a gc`a Y`f"

8YhU]`g	
C fh	@Y]dn][ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "!]n"XY • k k k "a YmYfgWk Y!\UYi gYf"XY • k k k "gcn]U`Yf!k c\bi b[gVUi "XY

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