

H\ Øf]b [Yb ` \ mVf]X. ' ? Øb gh`Yf]b bYb VfYWX Yb '? `]gWX YYg`]b `; YfU`Ui Z°

5a " " ' & \$&) `dfÅgYbh]YfYb`5a Y`Y`GUVVU[\ `i bX`BUX`U
GØ\bY``\fY`9f[YVb]ggY`XYf`H\YUhYffYg]XYbn`]b`XYf
< ÅgY`Vi f[ž; YfU"



< ÅgY`Vi f[ž; YfUž`8Yi hgWX`UbX`!`#; YfU`[Y\h`Yg`\Yi hY`\cWX
\Yf`6Y`XYf`5VgWX`i gg!DfÅgYbhUh]cb`XYf`H\YUhYffYg]XYbn`]b`XYf
< ÅgY`Vi f[`ghY\Yb`X]Y`VY]XYb`Gh]dYbX]Uh]bbYb`5a Y`Y`GUVVU[\
i bX`BUX`U`GØ\bY``]a`A`]hY`di b`h`GY]h`XYa`%\$`' `& \$&) `UVYb
X]Y`VY]XYb`_fYUh]j Yb`?`ØdZY`]b`XYf`< ÅgY`Vi f[`X]Y`FY[]cb`]bhYbg]j
Yf`_i bXYhi bX`gYhnYb`g]WX`bi b`a`]h`\fYb`5fVY]hYb`ZØf`Y]bYb
Zf]gWX Yb`6`]W`Ui Z`H\Øf]b [Yb`Y]b`N]Y``]gh`Ygž`X]Y`cZi`_]gWX YY\UZhY
G]WX h`Ui Z`XUg`6i bXYg`UbX`Xi fWX`j`]Y`ZÅ`h[Y`DYfgdY`_hj] Yb`ni
Xi fWX VfYWX Yb`" `#`]\fYb`8UfV]Yhi b [Ybž`X]Y`i bhYf`XYa`A`chc
H\Øf]b [Yb` \mVf]X` `Ui ZYbž`k`fX` [YbUi`XUg`g]WX hVuf. H\Øf]b [Yb`]b
gY]bYf`_i`hi fY`Yb`J`]Y`ZU`hi bX`8mbUa`_]`"

8]Y`\Yi h][Y`J`c fghY``i b [ž`k`Y`WX`Y`i`a`%`-`.\$`\$`I` \f`VY[]bbž`\Uh

Y]b][Yg'ni 'V]YhYb"BYVYb'bgd]f]YfYbXYb'DYfZcfa UbWg'k]fX'Yg
Ui W'?'c»!J Uf]Uh]cbYb'i bX'H\Øf]b[Yb!?'UfUc_Y'[YVYb"'8Yf
9]bhf]h]gh'ZfY]ž'gcXUgg'g]W'XYfž'XYf' ðhYfYggY'Ub'XYf'_i`hi fY`Yb
×Yb]h]h'Åh'H\Øf]b[Ybg'\Uhž'Ub[YgdfcWYb'ZØ\`Yb'_Ubb"'Q 8 F Q
VYf]W hYhž'XUgg'X]Y'?'Øbgh'Yf]bbYb'b]W h'bi f'HfUX]h]cbYb'YfZc'fgW h
\UVYbž'gcbXYfb'Ui W'a i g]_U`]gWY'5_nYbhY'gYhnYb'k c`Ybž'k cVY]
; YbfYg'j cb'8!Dcd'V]g'HfUW hYb\UbXk Yf'_ni`'\ØfYb'gY]b'k YfXYb"

8]Y': c fgW i b [gfY]gY'XYf'? Øbgh`Yf]bbYb

ð']\fYb'F YW YfW Yb'\UVYb'5a Y']Y'GUVVU[\`i bX'BUX'U'GØ\ bY`
X]Y'6UbXVfY]hY'H\Øf]b[Ybg'i bhYfgi W'h"'J cb'XYf
HYI h`]bXi ghf]Y[YgW]W hYž'X]Y'Xi fW'K cf_g\cdg]b'9fZi fh
'YVYbX][`k]fXž'V]g'\]b'ni f'9fZc'fgW i b['XYg'_i`hi fY`Yb'9fVYg'
XUg'?Øbgh'Yf]bbYb!8i c`'Àggh'_Y]b'8YhU]'i bVYUW hYh"'Gc'Yf\]Y`h
GUVVU[\`VY]gd]Y`gk Y]gY'Y]bYb'GhfUi » DUd]YfV'i a Yb'j cb'XYb
6'ØhYbZfUi Yb'j]b'9]gYbUW ž'Y]b'Gma Vc`'ZØf'X]Y'J YfVi bXYb\Y]h'a]h
XYf'F Y[]cb"'GØ\ bY`k]YXYfi a`'\Uh'XUg'DchYbn]U`'; YfU'U`g
GhUbXc'fh'ZØf'A i g]_Yf]bbYb'i bX'A i g]_Yf'Yf'_i bXYh"'8Ua]h
\]bhYfZfU[Yb'X]Y'VY]XYb'X]Y'[Åb[][Y'J c fghY`i b[ž'XUgg'H\Øf]b[Yb
dfc j]bn]Y`i bX'jgc`]Yfh'gY]"

8]Y'H\YUhYffYg]XYbn'k]fX'gY]h'&\$&&'j ca`H\Øf]b[Yf
H\YUhYfj YfVUbX'j YfUbghU'hYhi bX'\Uh'g]W'U'g'D'UhhZcfa`YhUV`]Yfhž
Ui ZXYf'j]bhYfX]gn]d`]bÅfY'5bgÅhnY'i bX'_fYUh]j Y'9i dYf]a YbhY'D'Uhn
Z]bXYb"'Q\Øf]b[Yf'H\YUhYfj YfVUbXQ\YVh\Yfj cfž'XUgg'Xi fW
X]YgY'F Yg]XYbnYb`c_U'Y'D\Åbca YbY'h\Ya Uh]g]Yfh'i bX'X]Y'J]Y'ZU`h
XYf'F Y[]cb'fYdfÅgYbh]Yfh'k]fX"

? i`hi fY`Y'9fY][b]ggY'i bX

; Ya Y]bgW UZhgd fc ^Y_hY

8]Y'H\YUhYffYg]XYbn'j]gh'YXcW'bi f'Y]b'HY]'XYf'YVYbX][Yb
?i`hi fgnYbY'j]b'; YfU"'Gc'ZY]YfhY'_Øfn]W'XYf': fYi bXYg_fY]g'ZØf
: `ØW h]b[Y'j]b'; YfU'gY]b'%'\$!`Å\ f][Yg'6YghY\Yb'i bX'C6'?i fh
8UbbYbVYf[`k ØfX][hY'j]b'X]YgYa`Ni gUa a Yb\Ub['XYb
\i a Ub]hÅfYb'9]bgUhn'XYg'J YfY]bg"'5i » YfXYa`ZUbX'j]b'XYf

< ÅgY`Vi f[`Y]b`@YgYZYgh'ghUhhž`XUg'a]h'6Y]hfÅ[Yb`j cb`A]W\UY`U
 8Un]Ub`i bX`?Uh\Yf]b`; i h]YffYn`j]Y`Y`6Ygi W\Yf`VY[Y]ghYfhY""5`
 X]YgY`5_hj]]hÅhYb`nY][Ybž`XUgg`]b`; YfU`b]W\h`bi f`X]g_i h]Yfhž
 gcbXYfb`Ui W\` [YZY]Yfh`k]fX"

Ni gÅh`]W\` [UV`Yg`bYi`]W\`gc[Uf`Y]bY`8Ya c_fUh]Y_i bX[YVi b[
 ; i hYg`ZØf`; YfU ž`VY]`XYf`_`Ugg]gW\Y`?cbnYfhY`X]Y`6Yj Ø`_Yfi b[
 ni gUa`a YbVfUW\hYb""5`X]YgY`J YfUbghU`hi b[Yb`g]bX`5i gXfi W_
 Y]bYg`YVYbX][Yb`9b[U[Ya Ybhg`XYf`; YfUYf`6Øf[Yf]bbYb`i bX
 6Øf[Yf`]b`]\fYf`GhUXh"

< Yi hY`5VYbX`ghY\Yb`X]Y`?ØbghYf]bbYb`5a Y`]Y`GUVVU[\`i bX
 BUX`U`GØ\`bY`]a`f`Ua`dYb`]W\h`"@UggYb`G]Y`g]W\`X]Y`; Y`Y[Yb\Y]h
 b]W\h`Ybh[Y\Ybž`HY]`Y]bYf`_fYUh]j Yb`i bX`]bhYfU_h]j Yb`9fZU\fi b[
 ni `k YfXYbž`X]Y`j YfgW\]YXYbY`; UW\hhYb`H\Øf]b[Ybg`dfÅgYbh]Yfh`
 K Yf`k Y]» ž`j]Y`Y]W\h`YbhXYW_h`a Ub`VY]a`H\Øf]b[Yb!`?UfUc`_Y`Ui W\
 XUg`bÅW\ghY` [fc» Y`HU`Ybh`Ui g`XYf`FY[]cb3

8 YhU]`g	
C fh	< ÅgY`Vi f[ž; YfUž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • [YfXUU i g[YfU"gi VghUW_ "WŁ a • h\i Yf]b[Yf!h\YUhYfj YfVUbX"XY

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