

J Yfk]ffi b[`i a `7cc_]Y!<]bk Y]gY. `K Ug G]Y `^Y hnh`k]ggYb `a ØggYb °

9bhXYW_Yb`G]Y`; fY]n. `5_hi Y`Y`ϕZcfa Uh]cbYb`ni
8 UhYbgW`i hnž`7cc_]Y!F]W`h]b]Yb`i bX`XYb`bYi Yb`fYW`h]W`Yb
5bZcfXYfi b[Yb`UV`&\$&) "



; fY]nž`8Yi hgW`UbX`!`9]b`\\Y» Yg`H\\Ya UžXUg`j]Y`Yb`j cb`i bg
k c`\\VY_Ubbh]gh`W`c_]Yg"9[U`cV`VY]a `Gi fZYb`Ui Z`XYb
@]YV`]b[ggY]hYb`cXYf`VY]a `G`cdd]b[`]a `ϕhYfbYh`i`ZUgh`YXYf`\\Uh
gW`cb`Y]ba U`VY]a `YfghYb`6Ygi W`Y]bYf`K YVgY]hY`X]YgYg`_Y]bY
6UbbYf`[YgY\\Ybž`XUg`i a `Ni gh]a a i b[`ni `7cc_]Yg`V]hhYh`5VYf
k Ug`ghYW`h[YbUi `XU\\]bhYf`i bX`k Ufi a `]gh`XUg`fYW`h]W`gc
\\Y]_Y`3

K]Y`XYf`**J c [h`UbXgd]Y[Y`**]bZcfa]Yfhž`\\UVYb`g]W`a]h`XYa
ϕ_fUZhfYhYb`XYf`8 UhYbgW`i hn!; fi bXj YfcfXbi b[`fBG; J C Ł`i bX
XYg`bYi Yb`HY`Ya YX]Yb!8][]hU`!8 UhYbgW`i hn!; YgYhnYg`fH888; Ł
X]Y`Gd]Y`fY[Y`b`Z0f`7cc_]Yg`XYi h]W`[Y`AbXYfh`8]Y`9! `!F]W`h]b]Y
&\$&#) , #9; ž`Ui W`VY_Ubbh`U`g`Y!Df]j UWm`F]W`h]b]Yž`j Yf`Ub[hž

XUgg'Bi hnYf'Wc'bgYbh' 'U'gc'Y]bY'YI d'n]hY'Ni gh]a a i b[' ' [YVYb
a ØggYbž'VYj cf'b]W'h'bc'hk YbX][Y'7cc_]Yg'[YgYhnh'k YfXYb"
8 Ufi bhYf'ZU''Yb'b]W'h'bi f'GhUh]gh]!'i bX'A Uf_Yh]b[!7cc_]Ygž
gcbXYfb'U''Yž'X]Y'XUg'Bi hnYfj Yf\U'hYb'YfZUggYb"

8]Y 'fY W h]W X Y b 'F U \ a Y b V Y X]b [i b [Y b

6YfY]hg'j cf'XYf'8G; J C 'k Uf'XYf'9]bgUhn'j cb'7cc_]Yg'Y]b'fY W h
_ca d'n]YfhYg'HYffU]bž'k]Y'XUhYbgW'X i hnYI dYfhY"XY'j Yfa Yf_h"
K Å\fybX'XUg'HY'Ya YX]Yb[YgYh'fHA ; Łi fgdfØb[']W'bi f'Y]bY
<]bk Y]gdZ]W'h'j cfgU\ž'\Uh'X]Y'8G; J C '_UfY'J cf[UVYb'[Ya UW'h"
Gc''hY'Y]bY'K YVgY]hY'7cc_]Yg'j Yfk YbXYbž'X]Y'b]W'h'ZØf'X]Y
hY W b]gW'Y': i b_h]cb'bc'hk YbX]['g]bXž'gh'Y]bY'Ui gXfØW_]W'Y
Ni gh]a a i b['XYf'Bi hnYf'YfZcfXYf']W'"Bi hnYf'XØfZYb'U''YfX]b[g
'YXYfnY]h'X]Y'7cc_]Y!C dh]cbYb'UV'Y\ bYbž'c\ bY'XUgg'X]Y
[fi bX'Y[YbXY': i b_h]cbU']hÅh'XYf'K YVgY]hY'XUfi bhYf''Y]XYh"

8 Yf'9i fcdÅ]gW'Y'; Yf]W'hg\cZ'f9i ; <Ł'Uh'g]W'']bhYbg]j 'a]h'XYa
H\Ya U'7cc_]Y!<]bk Y]g'i bX'8UhYbgW'X i hn'Ui gY]bUbXYf[YgYhnh"
I bX'XUg']gh'Ui W'k]W'h][ž'XYbb'VY]'XYf'5ba Y'Xi b['Ui Z
K YVgY]hYb'_ØbbYb'7cc_]Yg'XUni 'j Yfk YbXYh'k YfXYbž'i a
[YfÅhYØVYf[fY]ZYbXY'Bi hnYfd'fcZ]Y'ni 'V]'XYb'"Gc''hYb'6YhfY]VYf
j cb'K YVgY]hYb'b]W'h'j cfgW'f]Zh]g[Ya Å» '\UbXY'bž'Xfc\Yb
i bUb[YbY\ a Y'?'cbgYei YbnYb"J YfghØ» Y' [Y[Yb'X]Y'FY[Y'i b[Yb
_ØbbYb'a]h'6i » [Y'XYfb'j cb'V]g'ni ' '\$'\$'\$'9i fc'[YU\ bXYh
k YfXYb"

8 Ug'H888; 'i bX'gY]bY'6YXYi hi b[

9]b'k Y]hYfYf'Di b_hž'XYf'b]W'h'i bhYfgW'Åhnh'k YfXYb'gc''hY.'5a '%"
8 YnYa VYf'&\$&%hfUh'XUg'H888; ']b'?'fUZhž'XUg'gdYn]Y''ZØf'X][]hU'Y
8]Ybgh'Y]ghi b[Yb'gck]Y'XYb'8UhYbgW'X i hn'j b'6Yni ['Ui Z'9bX[YfÅhY
Y]bY'VYXYi hYbXY'F c''Y'gd]Y'hž'k]Y'Xf!XUhYbgW'X i hn"XY'Yf_'Åfh"
9g'YfgYhnh'XUg'U'hY'HA ; 'i bX'j YfY]b][h'J cfgW'f]ZhYb'XYg
HY'Y_ca a i b]_Uh]cbg[YgYhYg'i bX'HY'Ya YX]Yb[YgYhYg" ' ð'XYf
DfUI]g'VYXYi hYh'XUgž'XUgg'K YVgY]hYbVYhfY]VYfž'X]Y'7cc_]Yg
j Yfk YbXYbž'ni _ØbZh]['bcW'XYi h']W'Yf'ØVYf'X]Y
8 UhYbj YfUfVY]hi b[']bZcfa]YfYb'i bX'X]Y'YfZcfXYf']W'Yb

Ni gh]a a i b[Yb`Y]b\c`Yb`a ØggYb"8Yf`6Y[f]ZZ' HY`Ya YX]Yb
 k i fXY`Xi fW` X][]hU`Y`8]YbghY`YfgYhnhžk Ug`Ub`g]W`gW`cb`Y]bYb
 _`UfYfYb` : c_i g`Ui Z`X]Y`6Y`Ub[Y`XYf`\Yi h][Yb`X][]hU`Yb`K Y`h`Y[h`

8 Ug`H888; `a UW`h`U`gc`GW`i gg`a]h`XYb`l bg]W`Yf`\Y]hYbž`X]Y
 j cf`\Yf`b`di b_hc`7cc_]Y!9]bk]`][i b[Yb`\YffgW`hYb"Bi b`a ØggYb
 6YhfY]VYf`g]W`YfghY`Ybž`XUgg`]\fY`7cc_]Y!6UbbYf`_`UfY
 ðZcfa Uh]cbYb`])YZfb`i bX`Y]bY`C dh!]b!: i b_h]cb`Yb`h`U`hYb"Ni XYa
 g]bX` Bi X[]b[`i bX` 8Uf`_DUhYfbg ž`U`gc`A Yh\cXYbž`X]Y`Bi hnYf
 ni f`Ni gh]a a i b[`j Yf`Y]hYb`gc`Ybž`b]W`h`a Y`f`ni `Àgg]["Gc`gW`UZh
 Yg`X]Y` ; YgYhn[YVi b[ž`X]Y`F`YW`hY`XYf`J`YfVfUi W`Yf`ni `gh`f`_Yb
 i bX`Y]bY`hfUb`gdUfYb`hYfY` ðhYfb`Y`hbi hni b[`ni `Z`f`XYfb"

Ni gUa a YbZUggYbX`Àggh]g]W`gU[Yb.`K Yf`cb`]bY`i bhYfk Y[g`]ghž
 gc`h`g]W`VYk i ggh]gY]bž`k]Y`7cc_]Yg`Zi b_h]cb]YfYb`i bX`k Ug`Yg
 a]h`XYb`fYW`h]W`Yb`F`U`a YbVYX]b[i b[Yb`Ui Z`g]W``Uh"
 GW`]Y» `]W``UVYb`gck`c`Bi hnYf`U`g`Ui W`5bV]YhYf`Xi fW`X]Y
 bYi Yb` ; YgYhnY`X]Y`A`Ö[`]W`_Y]hž`g]W`YfYf`i bX`]bZcfa]YfhYf`]a
 BYhn`ni `U[]YfYb` `i bX`XUa]h`Y]bYb`VYggYfYb`l a [Ub[`a]h
 dYfg`Öb`]W`Yb`8UhYb`ni `Z`f`XYfb"

8YhU]`g	
C fh	; fY]nž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • j c[h`UbXgd]Y[Y`"XY • k k k "XUhYbgW`i hnYl dYfhY"XY • k k k "Xf!XUhYbgW`i hn"XY

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