

H\Øf]b [Yf`Dc`nY]`ghUfhYh; fc» c ZZYbg]j Y
[Y[Yb`< Ugg`]a `B Yhn`

H\Øf]b [Yf`Dc`nY]`ghUfhYh`Ua `&) "\$* "&\$&) `Vi bXYgk Y]hY
5_h]cb`[Y[Yb`< Ugg_f]a]bU`hÅh`a `ϕhYfbYhž`a]h: c_i g`Ui Z
dc`]h]gW`a ch]j]YfhY`GhfUZhUHyb"



B cfX\Ui gYbž`8Yi hgW`UbX`!`ϕ`Y]bYf`VYa Yf_Ybgk YfhYb
Dc`nY]_Ua dU[bY`U`h`X]Y`H\Øf]b [Yf`Dc`nY]`Ua `&) "'> b]`&\$&) `]\fY
6YhY]] [i b [`Ub`Vi bXYgk Y]hYb`A U» bU`a Yb`[Y[Yb`< Ugg`i bX
<YhnY`]a `ϕhYfbYh`VY_Ubbh`[Y[YVYb"@Ui hY]bYa `U_hi Y`Yb
6Yf]W`h]j cb`GØXXYi hgW`Y`XY`g]bX`]bg[YgUa h`&) `9]bgÅhnY`]b
H\Øf]b [Yb`[Yd`Ubh`8Yf: c_i g`Y[h`XUVY]`Ui Z`gW`k YfYb
GhfUZhUHyb`k]Y`XYa `J Yfk YbXYb`j cb`? YbbnY]W`Yb
j YfZUggi b [gk]Xf][Yf`C f [Ub]gUh]cbYbž`XYf`6Y`YX][i b [`j cb
Dc`]h]_Yfb`gck]Y`XYf`J c`_gj Yf\Yhni b ["

9]b`k Y]hYfYg`k]W`h][Yg`N]Y`]gh`X]Y`6Y_Åa dZ b [`dc`]h]gW
a ch]j]YfhYf`?f]a]bU`hÅhž`X]Y`bUW`k]Y`j cf`Y]b`VYXYi hYbXYg
Dfc`V`Ya `]b`8Yi hgW`UbX`XUfghY`h`8]Y`6i bXYg_f]a]bU`Ua h`f6?5Ł

ZØ\fh\VFfY]hg'gY]h'a Y\fyfYb'x\fyb'5_h]cbYb'[Y[Yb
<Ugg_f]a]bU`]hÅh]a ' ðhYfbYh'Xi fW ži a 'XYf'k UWgYbXYb'NU\`Ub
gc`WYb'8Y`_hYb`Ybh[Y[Ybni k]f_Yb" ð'X]YgYa 'Ni gUa a Yb\Ub[
g]bX'ØVYf'%'\$'9]bgÅhnY`]b[Ubn'8Yi hgW`UbX'[Yd`Ubhž'i a
YbhgdFYWYbXY'6YgW i `X][hY'ni f'F YWYbgW UZh'ni `n]Y\Yb"

8 Yf'5 bgh]Y['XYf'dc`]h]gW`a ch]j]YfhYb ? f]a]bU`]hÅh

6Y]Y]bYa '6`]W`Ui ZX]Y'i a ZUggYbXYb'GhUh]gh]_Yb'XYg'6?5'nY][h
g]W ž'XUgg'&\$&(']bg[YgUa h', ('%+&'dc`]h]gW`a ch]j]YfhY'GhfUZhUhYb
fY[]ghf]Yfh'k i fXYbž'k Ug'Y]bYa 'U`Ufa]YfYbXYb'5 bgh]Y['j cb'(\$ž&
i `]a 'J Yf[`Y]W`ni a 'J cf`U\`f`Ybhgd]W`h"6YgcbXYfg'Ui ZÅ`][`]gh
XYf'gd fi b[\UZhY'5 bgh]Y['XYf'fYW`hga ch]j]YfhYb'HUhYbž'X]Y'i a
(+ž' i `ni [Ybca a Yb`\UVYb"8 Ug'VY`Y[Yb`Ui W`X]Y'Øb[ghYb
NU\`Ybž'X]Y`]b`Y]bYf', VYfg]W`h'XYg'6?5'j YfÖZYbh]W`h'k i fXYb.
, VYf'&, "- \$ \$: Å`Y`k i fXYb'XYa '6YfY]W`DA?!fYW`hg'ni [YcfXbYhž
k Ug'ZUgh'X]Y`< Å`ZhY`U`Yf'fY[]ghf]YfhYb': Å`Y`Ui ga UW`h'<]Yf'nY][h
g]W`Y]bY`VYXYb_]W`Y`Dc`Uf]g]Yfi b[`]b'XYf'; YgY`gW UZh"

Ni gÅhn`]W`g]bX`UbXYfY'?UhY[cf]Yb'k]Y'dc`]h]gW`a ch]j]YfhY
GhfUZhUhYb'a]h'Ui g`ÅbX]gW`Yf'X`Yc`c[]Y'i bX'fY`][]ÖgYf'X`Yc`c[]Y
ghUf`_[Yk UW`gYb"6YgcbXYfg'X]Y`Ubh]gYa]h]gW`Yb'GhfUZhUhYb
j YfnY]W`bYhYb`Y]bYb`XfUa Uh]gW`Yb'5 bgh]Y['j cb'(-) ž)' i `a]h'ØVYf
) "%* \$: Å`Yb"8]Yg'j YfXYi h]W`h'X]Y`VYgc f[b]gYffY[YbXY
9bhk]W`i b[`]b'XYf'<Ugg_f]a]bU`]hÅhž'X]Y`Ui W`j ca '6?5`U`g
HfYbX`Yf_Ubbh'k i fXY"

5_h]cbYb`i bX`A U» bU`a Yb

8]Y`6i bXYgfY[]Yfi b[`fYU[]Yfh'Ui ZX]YgY`U`Ufa]YfYbXYb
9bhk]W`i b[Yb`a]h'Y]bYf`Ub[Y_ØbX][hYb` G]W`Yf`Y]hgcZYbg]j Y ž
X]Y'i a ZUggYbXYfY'6Yž [b]ggY`ZØf`X]Y`G]W`Yf`Y]hgVY\ÖfXYb`i bX
\Ö\YfY`GhfUZYb`ZØf`gc`W`Y`8Y`_hY`j cf]g]Y`h" ðbYba]b]ghYf
5`Yi UbXYf'8cVf]bXh'bYbbh'X]Y`k UW`gYbXY`Dc`Uf]g]Yfi b[`XYf
; YgY`gW UZhi bX`XYb'5 bgh]Y[`XYg'5bh]gYa]h]ga i g`U`g
<Ui dh[fØbXY`ZØf`X]YgYb'5 bgh]Y[`Ub'; Yk U`h'?f]h]_Yf'k UfbYb

YXcW XUj cfzXUgg'ghUUhgZY]bX`]WXY`i bX`fUgg]gh]gWXY`A ch]j Y
 \Ai Z] [`b]W`h[Ybi [`Yf_Ubb`h`k YfXYb`z`k Ug`ni f`GW`UZZi b[`Y]bYg
 i bfYU`]gh]gWXYb`@U[YV]`XYg`ZØ\fyb`k ØfXY"

8 Ug`6i bXYg_f]a]bU`Ua hij YfZc`[h`a]h`gY]bYb`9fa]h`i b[Yb`X]Y
 5Vg]W`h`z[Y[Yb`X]Y`ni bY`a YbXY`; YZ`A`fXi b[`XYf`ZFY`\Y]h]W`
 XYa c_fUh]gWXYb`; fi bXcfXbi b[`j`cfni [Y`Yb`"8Ua]h`gc``Y]b
 _`UfYg`G][bU`[YgYhnhk YfXYb`z`XUgg`<Ugg`i bX`<YhnY`]a `ϕhYfbYh
 b]W`h`hc`Yf]Yfhk YfXYb`"8Ug`]gh`VYgc`bXYfg`k]W`h][`z`XU`dc`]h]gW`
 a`ch]j]YfhY`GhfUZhUhYb`g]W`c`Zi [Y[Yb`Dc`]h]_Yf`cXYf`VYgh]a`a`hY
 6Yj Ø`_Yfi b[g[fi`ddYb`f]W`hYb`i bX`gc`XUg`; Ya`Y]bgW`UZh] [YZØ`
 [YZ`A`fXYb`_ØbbYb`"8]Y`9bhk]W`_i b[`]a`6YfY]W`X`Yf`dc`]h]gW`
 a`ch]j]YfhYb`?f]a]bU`]h`A`h`V`Y]Vh`XU`Yf`Y]b`nYbhfU`Yg`H`Y`a`U`XYf`
 ØZYbh]W`XYb`8YVUhhY`z`Ui W` \]Yf`]b`?Ø`b`i bX`XUfØVYf`\]bUi`g"

8]Y`<YfUi`gZcfXYfi b[`z`X]Y`i`c`[Yb`j`cb`<Ugg_f]a]bU`]h`A`h`ni
 VY_`A`a`dZYb`z`k]fX`Ui W` `]b`k`Y]hYfYb`NU`\`Yb`g]W`hVUf`"@Ui`h`XYb
 J`YfØZYbh]W`i b[Yb`j`cb`VdV`XY`V`Y]Vh`X]Y`5i`Z_`A`fi b[gei`chY
 dc`]h]gW`a`ch]j]YfhYf`GhfUZhUhYb`a]h`fi bX`(*`z`)`i` `]a` `J`f`&`\$`&
 ghUV]`z`XYb`bcW`nY][`h`g]W`z`XUgg`Yg`\]Yf`j]Y`ni`hi`b`[]Vh`Bi`f
 Xi`fW`_`ccfX]b]YfhY`5bghfYb[i b[Yb`i bX`_cbgYei`YbhY
 A`U`bU`a`Yb`_Ubb`Y]b`g]W`YfYfYg`i bX`[Ya`Y]bgW`UZh]W`YfYg
 I`a`ZY`X`ZØf`U`Y`[YgW`UZZYb`k`YfXYb"

8YhU]`g	
Cfh	BcfX\Ui`gYb`z`8Yi`hgW`\UbX
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "gi`YXXYi`hgW`Y`"XY • k k k "V_U"XY • k k k "VdV"XY

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