

K]bn][Yg`K i bXYf. '9fghYg`&*) !; fUa a !
6 UVm]b`6UmYfb`ØVYffUgWk YbX`ghUf_°

⊕`DUggUi`k i fXY`Y]b: fØ\WkYb`a]h`bi f`&*) `; fUa a
[YVcfYb`" A Uf]Y`nÀ`h`ni`XYb`_`Y]bghYb` , VYf`YVYbXYb
k Y`hk Y]h`i bX`nY][h: cfhgWk f]hhY"



DUggUi ž`8 Yi hgWk`UbX`!`⊕`DUggUi ž`6UmYfbž`]gh`Y]b`_`Y]bYg
K i bXYf`[YgWkY\Yb`"9]b: fØ\WkYb`bUa Ybg`A Uf]Y`YfV`]W_hY`]a
: YVfi Uf`]b`XYf`&*"`GWk Ub[YfgWk UZhgc`WkY`XUg`@]Wk`h`XYf`K Y`h`
a]h`Y]bYa` ; YVi fhg[Yk]Wk`h`j`cb`[YfUXY`Y]ba U`&*) `; fUa a ``8]Yg
]gh`Y]bYg`XYf`b]YXf][ghYb` ; YVi fhg[Yk]Wk`h`yž`XUg`]b`Y]bYf
a cXYfbYb`?`]b]_`j`YfnY]Wk`bYh`k`YfXYb`_`Ubb`"7`Y`ZUfnh`A`Uh\`]Ug
?`Y`Yf`VYnY]Wk`bYh`A`Uf]Y`U`g`_`Y]bYg`K i bXYf` ž`XU`Yg`XYf`_`Y]bYb
?`Àa`dZf]b`a`]hh`Yfk`Y]Y`[i`h`[Y\`h`"G]Y`\`Uh`]f` ; Yk]Wk`h`VYfY]hg
a`Y`f`U`g`j`Yfj`]YfZUWk`h`i`bX`_`Ubb`g`Y`Vgh`À`bX][`h`f]b`_`Yb`"Δ`fY
6Y\`UbX`i`b`[YfZc`[h`]b`XYf`?`]bXYf`_`]b]_`8f]hhYf`C`fXYb`ž`X]Y`U`g
DYf]bUh`U`nYb`hfi`a`XYf`\`ØWk`ghYb`J`Yfgcf[i`b`[gghi`ZY`Zi`b`[]Yfhi`bX
XUa`]h`Y]bY`cdh]a`U`Y`a`YX]n]b]gWk`Y`J`Yfgcf[i`b`[gei`U`]h`À`h
[Yk`À`f`Y]ghYh`"⊕`8 Yi hgWk`UbX`k i fXYb`]a` `Δ`f`&\$&\$`%`\$`+`%`?]bXYf

a]h'Y]bYa ; Yk]W'hj cb'k Yb][Yf'U'g') \$\$'; fUa a '[YVcfYbž'k Ug
X]Y'<YfUi gZcfXYfi b[Yb'i bX'7\UbW'W'b']b'XYf'BYcbUhc`c[]Y
j YfXYi h]W'h"

8]Y'a YX]n]b]gW'Yb': c fhgW'f]hY'XYf'YhnhYb'đ\fy'\UVYb'X]Y
, VYf'YVYbgW'UbW'W'b'ZØf'gc`W'Y'YI hfYa '_Y]bYb': fØ\ [YVcfYbYb
g][b]Z]_Ubh'Yf\Ò\h"@Ui h'Y]bYf'HUVY`Y'XYf', VYf'YVYbgW'UbW'W'b
j Uf]]Yfh'X]YgY'Y'bUW'; YVi fhg[Yk]W'h'i bX
GW'k Ub[YfgW'UZhgk cW'Y"Gc`]]Y[h'X]Y
, VYf'YVYbgk U\fgW'Y]b']W'Y]h'ZØf'?]bXYfž'X]Y']b'XYf'&*"K cW'Y
[YVcfYb'k YfXYb'i bX'nk]gW'Yb'%"\$\$\$'i bX'%"&) \$'; fUa a 'k]Y[Ybž
VY]- \$!-) i " ð'A Uf]Yg': U`]]gh'X]Yg'VYgcbXYfg'VYa Yf_Ybgk Yfhž'XU
g]Y'XYi h]W'h'i bhYf'X]YgYa ; Yk]W'h'i]Y[hž'UVYf'XYbbcW']a
]bhYfbUh]cbU'Yb'F Y[]ghYf'XYf'_Y]bghYb'ØVYf'YVYbXYb
: fØ\ [YVcfYbYb'XYb'%"("D`Uhn'VY`Y[h'`a` J Yf[`Y]W'k]Y[Yb'j]Y`Y
BYi [YVcfYbY'nk]gW'Yb'`'i bX'(`?)`c[fUa a "

, VYf'YVYbgW'UbW'W'b'i bX'F]g]_Yb'ZØf
: fØ\ [YVcfYbY

: fØ\ [YVcfYbY'?]bXYfž'U'gc'gc`W'Yž'X]Y'j cf'XYf' " +"
GW'k Ub[YfgW'UZhgk cW'Y' [YVcfYb'k YfXYbž'VYbØh][Yb'_ca d'YI Y
DZY[Yž'i a]\f', VYf'YVYb'ni `g]W'Yfb'i bX'g]W' [Ygi bX'ni
Yb'hk]W_Y'b"G]Y'\UVYb'Y]b'Yf\Ò\hYg'F]g]_c'ZØf
9b'hk]W'_i b[gghØfi b[Ybž'ðZY_h]cbYb'i bX'k Y]hYfY' [Ygi bX\Y]h]W'Y
?ca d']_Uh]cbYb"8]Y'K <C'\Uh'a Y\fyfy'@Y]h]b]Yb'ni f
J YfVYggYfi b['XYf'J Yfgcf[i b['j cb': fØ\ [YVcfYbYb'Yb'hk]W_Y'hž
i a 'bUh]cbU'Y'i bX'fY[]cbU'Y'; Ygi bX\Y]hgghfUhY[]Yb'ni
i bhYfghØhnYb"8]YgY'9a dZY\`i b[Yb'VY]b\U'hYb'i bhYf'UbXYfYa
X]Y': ØfXYfi b['XYf'J Yfk YbXi b['Y][YbYf'A i hhYfa]`W'ž'ZfØ\ nY]h[Y
YbhYfU'Y'9fbÀ\fi b['i bX'X]Y'?Àb[i fi !A Yh\cXY'U'g
F ci h]bYj Yfgcf[i b["

- ; YVi fhg[Yk]W'h'9]bYg'XYf'YbhgW'Y]XYbXYb'?f]hYf]Yb'ZØf
X]Y', VYf'YVYbgW'UbW'W'b"
- GW'k Ub[YfgW'UZhgk cW'Y.'đ'ZfØ\Yf'X]Y'; YVi fhž'XYghc
\Ò\Yf']gh'XUg'F]g]_c'ZØf'?ca d']_Uh]cbYb"
- J cf\UbXYbY'a YX]n]b]gW'Y'DfcV'Ya Y.'8]YgY'_ØbbYb'X]Y

Dfc[bcgY'ni gÀhn`]Wk`YfgWk YfYb"

8]Y'6Y\UbX`i b[ga Ò[`]Wk`_Y]hYb`ZØf': fØ\ [YVcfYbY'g]bX`j`]Y`ZÀ`h][
i bX`fY]Wk`Yb`j` cb`5hYa` i bhYfghØhni b[`ØVYf`B U\fi b[gni`Z` \f
a`]hY`g`A U[YbgcbXY`cXYf`]bhfUj`Yb`Òg`V]g`\]b`ni
d\mg]ch\YfUdYi`h]gWk`Yb`A U» bU\`a`Yb`"9`hYfb`k`YfXYb`ni`XYa
Yfa`i`h][`hž`Yb[`Y`6]bXi`b[`Yb`Ui`Zni`VUi`Yb`i`bX`\`fY`?]bXYf`"]YVYj`c`
ni`dZY[`Ybž`k`Ug`ZØf`X]Y`ZfØ_]bX`]Wk`Y`9b`hk`]W\`i`b[`j`cb`[`fc»Yf
6YXYi`hi`b[`]gh"

8]Y`F`c`Y`j`cb`DYf]bUhU`nYbhfYb

8]Y`K`U\`XYg'; YVi`fhgcfhg`\Uh`Y]bYb`Yf\YV`]Wk`Yb`9]bZi`gg`Ui`Z`X]Y
,`VYf`YVYbgWk`UbW`b`j`cb`: fØ\ [YVcfYbYb`"GdYn]U`]g]YfhY
DYf]bUhU`nYbhfYb`V]YhYb`b]Wk`h`bi`f`VYggYfY`a`YX]n]b]gWk`Y
J`Yfgcf[`i`b[`ž`gcbXYfb`Ui`Wk`ZfØ\`nY]h][`Y`ϕ`hYfj`Ybh]cbYb`i`bX
l`bhYfghØhni`b[`ZØf`X]Y`9`hYfb`"ϕ`X]YgYa`?`cbhYl`h]gh`Yg`k`]Wk`h][`ni
VYhcbYbž`XUgg`Yhk`U`()i`XYf`k`Y`hk`Y]hi`bhYf`ZØb`Z`X\`fYb
j`YfgcfVYbYb`?]bXYf`BYi`[`YVcfYbY`g]bXž`k`cVY]*`\$!,`\$i`X]YgYf
;`fi`ddY`: fØ\ [YVcfYbY`cXYf`i`bhYf[`Yk`]Wk`h][`Y`?]bXYf`XUfghY`Y`b`"
8]YgY`NU\`Yb`j`YfXYi`h]Wk`Yb`X]Y`_f]h]gWk`Y`B`chk`YbX][`_Y]h`Y]bYf
ei`U`]Z]n]YfhYb`a`YX]n]b]gWk`Yb`J`Yfgcf[`i`b[`"

ϕg[YgUa`h]j`YfX]YbYb`X]Y`; YgWk`]Wk`hYb`j`cb`: fØ\ Wk`Yb`k`]Y`A`Uf]Y
VYgcbXYfY`5i`Za`Yf`_gUa`_Y]hž`XU`g]Y`X]Y`: cfhgWk`f]hY`]b`XYf
BYcbUh`c`[`Y`i`bX`X]Y`<`YfUi`gZcfXYfi`b[`Ybž`X]Y`a`]h`Y]bYf
: fØ\ [YVi`fh]j`YfVi`bXYb`g]bXž`j`Yf`_ØfdYfb`"8]Y`ghYh][`Y
J`YfVYggYfi`b[`XYf`a`YX]n]b]gWk`Yb`GhUbXUfXg`_Ubb`]b`Ni`_i`bZh
a`Ò[`]Wk`Yfk`Y]gY`k`Y]hYfY`dcg]h]j`Y`9b`hk`]W\`i`b[`Yb`]a`6YfY]Wk`XYf
: fØ\ [YVcfYbYbj`Yfgcf[`i`b[`Yfa`Ò[`]Wk`Yb"

8YhU]`g	
J`c`f`ZU`	;`Ygi`bX\Y]hg`_f]gY
C`f`h`	DUggUi`ž`8Yi`hgWk`UbX
E`i`Y`Y`Yb`	<ul style="list-style-type: none"> • k`k`k`"a`Yf`_i`f`"XY • da`WbW]"b`a`"b]\`"[`cj • \YV!ZfUb]n]g_U!nYX`Yf"XY

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