

NY]hfY]gY`bUWX`K]`XYg\Ui gYb.`9bhXYW_Yb
G]Y`X]Y` ; YgWX]WXhY`a]h`8Ub]`<]`XYVfUbX`°

8Ub]`<]`XYVfUbX`V]YhYh`UV`gcZcfh`NY]hfY]gYb`]b
K]`XYg\Ui gYb`Ubž`i`a`X]Y` ; YgWX]WXhY`YVYbX][`i`bX
i`bhYf\U`hgUa`ni`j`Yfa`]hY`b`"



K]`XYg\Ui gYbž`8Yi`hgWX`UbX`!`#`K]`XYg\Ui gYb`\Uh`g]WX`X]Y
GhUXh[YgWX]WXhY`i`a`Y]bY`bYi`Y`5`hhfU_h]cb`VYfY]WX`Yfh`8Ub]
<]`XYVfUbX`]gh`U`g` ; ÅghYZØ\`fYf]b`]b`X]Y`F`c``Y`XYg`<Y`] [Yb
5`Yi`UbXYf`[YgWX`Ød`Z`"8]YgY` :] [i`f`\Uh`Y]bY`VYXYi`hYbXY`F`c``Y`]b
XYf`GhUXh[YgWX]WXhY`i`bX`k`]fX`bi`b`]b`Y]bYf`VYgcbXYfYb` : Ø\fi`b [
`YVYbX][`ž`X]Y` ; YgWX]WXhY`i`bX`9a`ch]cbYb`a`]hY]bUbXYf`j`Yfv]bXYh`
<]`XYVfUbXž`X]Y`gY]h`nk`Y]Y]b\U`V`#`Å\`fYb`]b`K]`XYg\Ui gYb`YVhž`]gh
Ui`g[YV]`XYhY` ; ÅghYZØ\`fYf]b`i`bX`d`Ubhž`X]Y`<]ghcf]Y`XYf`GhUXh`Ui`Z
Y]bY`i`bhYf\U`hgUa`Y`5`fh`i`bX`K`Y]gY`ni`j`Yfa`]hY`b`" : Æ`f`N]Y``]gh`Ygž
b]WX`h`bi`f`NU\`Yb`i`bX` : U_hYb`ni`d`f`ÅgYbh]YfYbž`gcbXYfb`X]Y
HY]`bY\`a`Yf`Ya`ch]cbU`ni`VYfØ\`fYb`"

8]Y`Hci`f`ghUfhYh]a`#`Å\`f`%&+\$`Ub`XYf`\]ghcf]gWX`Yb

5`YI UbXYf_]fWYž`X]Y`U`g`?Y]a nY`Y`K]`XYg\Ui gYbg`[]`h`8]YgY
?]fWYž`X]Y` ,) %]b`XYf`HfUbg`Uh]c`5`YI UbXf]`U`g`<c`n_]fWY
Yfk`À\b`h`k`i`fXYž`]gh`X]Y`Y]bn][`Y`6Ug]`_U`]a`C`XYbVi`f[`Yf`@UbX`
6YgcbXYfg`\Yfj`cfni`\YVYb`g]bX`]a`ϕbYbfUi`a`XUg`Hf]i`a`d_fYi`n
Ui`g`XYa``%(`"ϕ\`f\`i`bXYfhž`XUg`GU`fUa`Ybhg\`Ài`gWYb`i`bX
j`YfgW]YXYbY`:`fYg_Yb`"5i`W`X]Y`FYghUi`f]Yfi`b[`j`cb`&\$\$\$`V]g
&\$\$(`ž`VY]`XYf`đ`[`YbXgh]`a`U`YfY]Yb`ZfY][`Y`Y[`h`k`i`fXYbž`]gh`Y]b
H\Ya`U`XYf`:`Ø\fi`b[`"

8]Y`GhUh]cbYb`XYf`GhUXhZØ\fi`b[

K`À`fYbX`X]YgYf`NY]hfY]gY`dUgg]YfYb`X]Y`HY]`bY\`a`Yf
VYXYi`hYbXY`GhUh]cbYb`k`j]Y`XUg`\]ghc`f]gWY`F`Uh\`Ui`gž`XUg
Y]bXfi`W_gj`c`Y`Y`:`c`W_Ybgd]Y`ž`XYb`6i`f[`[`fUVYb`i`bX`XUg
l`f[`YgW]W`h`]WY`NYbhfi`a`K`]`XYg\Ui`gYb`fi`NK`Ł`"<]`XYVfUbX
a`ÒW`hY`XYb`:`ÀghYb`b]W`h`bi`f`X]Y`:`YgW]W`hY`nY][`Ybž`gcbXYfb`a`]h
]\`bYb`Y]bY`J`]g]cb`ZØf`X]Y`Ni`_i`bZ`h`K`]`XYg\Ui`gYbg`Yb`hk`]W_Y`b`"8]Y
Hci`f`]ghj`cf`U`Y`a``Ui`Z`5i`gk`Àfh][`Y`Ui`g[`Yf]W`hY`hž`_ÒbbhY`UVYf`Ui`W
ZØf`X]Y`9]b\Y]a`]gWYb`j`cb`ϕhYfYggY`gY]b`"

8]Y`:`Ø\fi`b[`YbXYh`a`]h`Y]bYf`gdYn]Y`Y`b`NYfYa`cb]Y`Ub`XYf
5`YI UbXYf_]fWYž`k`c`<]`XYVfUbX`X]Y` , VYfZØ\fi`b[`XYf`FY]`ei`]Yb
XYg`<Y][`Yb`5`YI UbXYf`h\Ya`Uh]g]Yfhž`X]Y` ,) %]j`cb`K`U`hVYfhž`XYa
9b_Y`XYg`GUW`gYb\Yfnc[`g`K`]Xi`_]bXž`Ui`g`F`ca`b`UW
K`]`XYg\Ui`gYb`[`YVfUW`h`k`i`fXYb`"

: Ø\fi`b[`gXYhU]`g`i`bX

6i`W`i`b[`ga`Ò[`_]W`_Y]hYb

: YghY`HYfa`]bY`ZØf`X]Y`:`Ø\fi`b[`Yb`g]bX`b`c`W`b]W`h`ZYgh[`Y`Y[`h`
ϕhYfYgg]YfhY`:`fi`ddYb`_ÒbbYb`X]Y`Hci`f`VY]`<]`XYVfUbX`ØVYf`XYb
J`Yf`_Y\fgj`YfY]b`Vi`W`Yb`"8`UZØf`ghY\`h`X]Y`HY`YZcbbi`a`a`Yf
\$(`('`%#*)`*(`ni`f`J`YfZØ[`i`b[`"8]Y`:`Ø\fi`b[`XUi`Yfh`]bg[`YgUa`h`Y`hk`U
*`\$`A]bi`hYb`i`bX`_cghYh`)`9i`fc`d`fc`:`fi`ddYž`k`c`VY]`:`fi`ddYb`V]g
ni`(``\$`DYfgcbYb`hY]`bY\`a`Yb`_ÒbbYb`"

8]Y`5`YI UbXYf_]fWY`gY`Vgh`V]YhYh`YVYbZU`g`:`Ø\fi`b[`Yb`Ubž`X]Y

bUW`J YfY]bVUfi b[`ghUhhZ]bXYb`_ÖbbYb"8]Y`?]fW`Y`]gh`b]W`h`bi f
 Y]b`\\]ghcf]gW`Yg; YV`Ai XYž`gcbXYfb`Ui W`Y]b`_i`hi fY`Yg`9fVYž`XUg
 Yg`ni`VYk U`fYb`[]h`K`Ä`fYbX`XYf`; Ø\fi b[`YfZU`fYb`ϕhYfYgg]YfhY
 a`Y`f`ØVYf`X]Y`6YgcbXYf`Y]hYb`XYf`?]fW`Yž`XUfi bhYf`XYb
 F`Y]ei`]YbgW`fY]b`i`bX`X]Y`bYi`Y]b[Yf]W`hYhY`Cf[Y`ž`XYfYb
 ?`Ub[ei`U`]h`h`X]Y`5`_i`gh]`XYg`F`Ui`a`Yg`Yf`YV`]W`j`YfVYggYfb`k`]fX"

8]Y`?`ca`V]bUh]cb`Ui`g[YgW`]W`h]W`Ya`9fVY`i`bX`XYf`N]Y`gYhni`b[ž
 X]Y`c`_U`Y`?`i`hi`f`YVYbX][`ni`U`hYbž`a`UW`h`X]Y`; Ø\fi b[Yb`]b
 K`]XYg`Ui`gYb`ni`Y]bYa`VYgcbXYfYb`9f`YVb]g"8Ub]`<`]XYVfUbX
 i`bX`X]Y`5`YI`UbXYf_]fW`Y`V]YhYb`a`]h]`fYf`; YgW`]W`hY`i`bX`XYb
 XUa`]h]`YfVi`bXYbYb`; YgW`]W`hYb`Y]bY`Z`bX]YfhY`i`bX`Ya`ch]cbU`Y
 9bhXYW`_i`b[gfY]gY`]b`X]Y`J`Yf[Ub[Yb`Y]h`XYf`GhUXh"

: Øf`k`Y]hYfY`ϕZcfa`Uh]cbYb`ni`XYb`; Ø\fi b[Yb`VYgi`W`Yb`G]Y`V]hY
 X]Y`GY]hYb`j`cb`?`fY]gnY]hi`b[ž`K`]XYg`Ui`gYb`"XY`i`bX`C`gYb
 F`Y]gYb`"

8YhU]`g	
C`fh	K`]XYg`Ui`gYbž`8Yi`hgW`U`bX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi`b["XY • k k k "k`]XYg`Ui`gYb`"XY • k k k "c`gYb`!fY]gYb`"XY

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