

GYj YfY`Ni [Ui gZÄ`Y. 'GhfYW_YbgdYffi b[
nk]gWXYb`<i gi a`i bX`<Y]XY°

5_hi Y`Y`GhfYW_YbgdYffi b[`nk]gWXYb`<i gi a`i bX`<Y]XY
fk c`ghē`Ua` '\$&"\$+"&\$&) `k Y[Yb`6fØW_YbgWUXYb"
Ni [Ui gZÄ`Y`i bX`6i gYfgUhnj Yf_Y`f"



<i gi a ž`8Yi hgW`UbX`!`5a` \Yi h[Yb`HU[ž`XYa` '&"ž`]'&\$&) ž[]Vh
Yg`k]W h[Y`BYi][_Y]hYb`Ui g`XYa` 6U`bj Yf_Y`f`b
BcfXXYi hgW`UbX`"8]Y`8Yi hgWY`6U`b` \Uh`Y]bY`GhfYW_YbgdYffi b[
nk]gWXYb`<i gi a`i bX`<Y]XY`fk c`ghē`Ub[Y_ØbX][hž`X]Y`X]Y
FY]gYbXYb`j cf`<YfUi gZcfXYfi b[Yb`ghY`h`8Yf`; fi bX`ZØf`X]YgY
A U» bU`a` Y`]gh`Y]bY`6YgW`ÄX][i b[`Y]bYf`6fØW_Yž`X]Y`[YghYfb
YbhXYW`h`k`i`fXY`"I`a` `X]Y`G]WYf`Y]h`XYf`DUggU[]YfY`ni
[Yk`Ä`f`Y]ghYbž`V`Y]Vh`XYf`Ni [j Yf_Y`f`nk]gWXYb`X]YgYb`VY]XYb
Gh`X`h`Yb`V]g`j`cfUi`gg]W`h]W`%(.`\$`\$`I` \f`_ca`d`Y`hh`Y]b[YghY`h`"

8]Y`5i`gk]f_i b[Yb`g]bX`VYfY]hg`gdØfVUf. `Ni [Ui gZÄ`Y`g]bX`X]Y
: c[Yž`i bX`X]Y`8Yi hgWY`6U`b` \Uh`Y]bYb`9fgUhnj Yf_Y`f`a`]h
6i`ggYb`Y]b[Yf]W`h`Y`h`8]Y`VYhfc`ZYbYb`@]b]Yb`i`a`ZUggYb`XYb`F`9`*`ž`

XYf'bcfa U`Yfk Y]gY'j cb`K YghYf`UbX`fGm'hŁ`bUWŁ`<Ua Vi f[!5`hc.bU
j Yf_Y`fh"FY]gYbXY`a ØggYb`g]WŁ`XUfUi ZY]bghY`Ybž`XUgg`X]Y`NØ[
]b`<i gi a`i bX`<Y]XY`fk`c`ghŁ`YbXYb`i bX`VY[]bbYb""8]YgY
l bhYfVfYWŁi b[` _ØbbhY`X]Y`FY]gYnY]h'i a` () `V]g`* \$`A]bi hYb
j Yf`Àb[Yfb"

9fgUhnj Yf_Y`f`i bX`=bZcfa Uh]cbYb

: Øf`X]Y`FY]gYbXYbž`X]Y`Ui Z`XYb`9fgUhnj Yf_Y`f`Ub[Yk]YgYb`g]bXž
[]VhYg`X]Y`bØh][Yb`=bZcfa Uh]cbYb`i bhYf`VU`b`cZ`XY""5i » YfXYa
k]fX`Ui Z`X]Y`FY]gYUba Y`Xi b[`]b[Yk]YgYb.`J cf`XYf` : U`fh`c`b`h
g]WŁ`Y]b`6`]W`_Ui Z`X]Y`5dd`86`B Uj][Uhc`f`cXYf`Y]bYb`5bfi Z`VY]a
fY[]cbU`Yb`?`i bXYbX]U`c[`i bhYf`\$(`%)`' ((\$) \$\$""8]Y`fY[Y`a`À»][Y
5_hi U`]g]Yfi b[`XYf`A Y`Xi b[`ghY`h`Ui WŁ`Z`gh` `bYi Y`=bZcfa Uh]cbYb
k YfXYb`j Yf`ØZYb`h]WŁ`hž`gcVU`X`g]Y`j cf`]Y[Yb"

<Ài Z][`ca a Yb` : fU[Yb`ØVYf`FY]gYdØb`h]WŁ`_Y]h`Ui Z`i bX`X]Y
U`hi Y`Y`b`NU`Y`b`nY][Ybž`XUgg`Yhk U`* (i `XYf` : Yfbj Yf_Y`f`gnØ[Y
XYf`8Yi hgWŁYb`6U`b`dØb`h]WŁ`g]bX""=a`FY[]cbU`j Yf_Y`f`g]Y`h
XUg`6]`X`YfZfYi `]WŁYf`Ui g.`<]Yf`U[`X]Y`DØb`h]WŁ`_Y]h]a`YfghYb
E i UfhU`&\$&`VY]`VY]bXfi W`_YbXYb`- &V]g`- `i ""8Yb`bcWŁ`[]Vh`Yg
_Y]bY` : UfUbh]Y`ZØf`Y]bYb`fY]Vi b[g`cgYb`J Yf_Y`f`.6Ui ghY`Ybž
GUb]Yfi b[Yb`cXYf`hYWŁb]gWŁY`GhØfi b[Yb`_ØbbYb`]a a Yf`k]YXYf
DfcV`Ya Y`VYfY]hYb""8]YgY`k YfXYb`U`g`Ài Z][Y`l fgUWŁYb`ZØf
l bdØb`h]WŁ`_Y]hYb`Ub[YZØ`fhž`k]Y`Ui WŁ`Xi fWŁ`X]Y`=b]h]Uh]j Y
GhØfi b[Yb`]a`6U`b]j Yf_Y`f`VYf]WŁ`hYh`k]fXž`X]Y`i a ZUggYbXY
l bhYfghØhni b[`i bX`=bZcfa Uh]cbYb`ni `gc`WŁYb`J cf`ca a b]ggYb
UbV]YhYh< =9F "

5_hi Y`Y`=bZcfa Uh]cbYb`i bX

GhØfi b[ga Y`Xi b[Yb

K Yf`Ui Z`XYa`@Ui ZYbXYb`V`Y]VYb`a`ØWŁ`hYž`_Ubb`X]Y`]bhYfU`_h]j Y
GhØfi b[g`_UfhY`Ui Z`XYf`K YVgY]hY`j cb`VU`b`"XY`VYgi WŁYb""8]YgY
V]YhYh`Y]bY`ØVYfg]WŁ`h]WŁY`8UfghY`i b[`j cb`Ni [Ui gZ`Y`b`i bX
GhfYW`_Ybi bhYfVfYWŁi b[Yb`gck]Y`9WŁ`hY]h]`=bZcfa Uh]cbYb`ni
NØ[Yb`i bX`5VZU`fhghUZY`b`< =9F ""8UfØVYf`V`]bUi g`ghY`h`Y]b

J YfgdÅhi b[gU`Ufa `ni f`J YfZØ[i b[ž`XYf`Bi hnYf`XUfØVYf`]bZcfa]Yfhž
 k Ybb`Yg`ni `J YfgdÅhi b[Yb`_ca a hi `gc`j YfdUggh`b]Ya UbX`a Y`f
 gY]bYb`Ni [°

GW`i ggYbX`]W`V`Y]Vh`UVni k UfhYbž`k Ubb`X]Y`GhfYW`YbgdYffi b[
 Ui Z[Y`cVYb`k YfXYb`_Ubb``8]Y`8Yi hgW`Y`6U`b`k]fX`U`Yg`XUfUb
 gYhnYbž`X]Y`6YY]bhfÅW`h][i b[Yb`ZØf`X]Y`FY]gYbXYb`gc`[Yf]b[`k]Y
 a Ô[`]W`ni `U`hYb``K Yf`Ui ZFY]gYb`[Y`hž`gc``hY`g]W`[i h
]bZcfa]YfYb`i bX`[Y[YVYbYbZU``g`U`hYfbUh]j Y`Fci hYb`]b`6YhfUW`h
 n]Y`Yb`

8YhU]`g	
Cfh	<i gi a ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "XV!ZU`fd`Ub"Wca • ghcYfi b[Yb!VU`bj Yf_Y`f"XY

6Ygi W`Yb`G]Y`i bg`Ui Z. `X]Y!bUW`f]W`hYb"Wca