

A Y[U! , VYfgYYei Ufh]Yf']b' < Ua Vi f[.
G\cdd]b[dUfUX]Yg'Ua 'K UggYf'ÒZZbYh°

< Ua Vi f[g' , VYfgYYei Ufh]Yf'YfÒZZbYh'&\$&) . ' % + \$ Ž ' G\cdgž
; Ughfcbca]Y'i bX'K c\bi b[Yb'Ua 'K UggYfž'hfchn
< YfUi gZcFXyfi b[Yb'i bX'l bZÄ`Yb"



< UZYb 7]hmž' < Ua Vi f[ž'8 Yi hgW\`UbX'!' : ð' < Ua Vi f['b]a a h'XUg
, VYfgYYei Ufh]Yf'; YghU'hi'Ubž'XUg[f0» hY'Dfc'Y_h'gY]bYf'5fh]b
8 Yi hgW\`UbX'" <]Yf'k]fX'Y]b' C fh[YgW\UZZYbž'XYf'X]Y'A YbgW\Yb
ni a '@VYbž'G\cddYb'i bX'ni f': fY]nY]h[YghU'hi b['X]fY_h'Ua
K UggYf'Y]b'ÄXh"A Y\ f'U'g' % + \$ '@ÄXYb'i bX'; Ughfcbca]VYhf]YVY
gc`Yb'6Ygi W\Yf'Y]b'UXYbž'k Ä\fybX'Ui W\K c\bi b[Ybž'6Øfcg'i bX
9j YbhZÄW\Yb'YbhghY\Yb"9]b[Ubni'VYgcbXYfYg'<] [\] [\ h] gh'XYf
_cghYb'cgY'G\cdd]b[!GYfj]Wž'XYf'j cb'6YfUhYf]b'? Uhf]b'D]W
VYhfYi h'k]fX'"8 Ug'Vf]b[h'Zf]gW\Yb'K]bX']b'X]Y'A U`ž'X]Y'ni a
YfghYb'A U`Y]b'Y'gW\ÄhnYbgk YfhY'6Ygi W\YfnU\`j cb'fi bX'%*) "\$\$\$
Ubn]Y\hž'VYf]W\hYh'N8: "

8]Y'J cfZFYi XY'k Uf[fc» ' 'b]W\h'bi f'VY]XYb'6Ygi W\Yfbž'gcbXYfb

Ui W\ VY]XYb'6Yk c\bYfb"J UbYggU'Cj Yfa UbbžY]bY'5bk c\bYf]bž
nY][h'g]W\ VY[Y]ghYfh'ØVYf'X]Y'bU\Yb'J Yfgcf[i b[ga Ò['W\ _Y]hYb
i bX'X]Y'bYi' [YghU'hYhY'9j YbhZÀW\Y"8 Ug' , VYfgYYe i Ufh]Yf
YbhghY\h']b'XYf'< Ua Vi f[Yf'< UZYbW]hmž'nk]gW\Yb'XYf
VYY]bXfi W_YbXYb'9'Vd\]' \Ufa cb]Y]a 'K YghYb'i bX'XYa
\cW\ a cXYfbYb'9'Vhck Yf]a 'C ghYb"'9g'gc""K c\b fUi a 'ZØf'Yhk U
) "\$\$\$'A YbgW\Yb'V]YhYb'i bX'ghY''h'a]h'; YgUa h_cghYb'j cb'&ž)
A]''UfXYb'9i fc'Y]bYb'a Ugg]j Yb'žj Ygh]h]cbggW\ f]h'ZØf'X]Y'GhUXh
XUf"

6Ui j cf\ UVYb' i bX'< YfUi gZcfXYfi b[Yb

8cW\XYf'K Y['ni a 'HfUi a ei Ufh]Yf'k Uf'U''Yg'UbXYfY'U'g'Y]bZUW\ "
, VYf'X]Y': cfhgW\ f]hhY'XYg'Dfc'Y_hg'VYf]W\ hYh'**B 8 F** "'A Y\ fYfY
F ØW_gW\`À[Yž'XUfi bhYf'Y]bY'žj Yghcfd'Y]hY'gck]Y'hØX`]W\ Y
5fVY]hgi bZÀ''Yž'\ UVYb'X]Y'6Ui UfVY]hYb'VY'UghYh"'6YgcbXYfg
hfU[]gW\ 'k Uf'XYf'hØX`]W\ Y'5fVY]hgi bZU''ja 'C_hcVYf'&\$&' ž'VY]XYa
ZØbZA YbgW\Yb']\f'@VYb'j Yf'cfYb"'F YW\YfW\Yb'XYf' NY]h'XYW_Yb
ni XYa 'a]gYfUV'Y'5fVY]hgVYX]b[i b[Yb'Ui ZXYf'6Ui ghY''Y'Ui Zž'X]Y
VYfY]hg'gY]h'A cbUhYb'ZØf'GW\`U[nY]'Yb'gcf[Yb"

K Y]hYfY'gW\k YfY'J cfZÀ''Yž'k]Y'Y]b' [fc» ZÀW\][Yf'6fUbX']a 'ž b]
&\$&' 'i bX'X]j YfgY' l bZÀ''Y'a]h'J Yf'Yhni b[Yb'j cb'5fVY]hYf]bbYb
i bX'5fVY]hYfbž'nYi [Yb'j cb'XYb'f]g_cVY\UžhYhYb'6YX]b[i b[Ybž
X]Y'Ui ZXYf'6Ui ghY''Y'\YffgW\ hYb"'Gc'ghØfnhY'Y]b'5fVY]hYf'ja '5df']
&\$&' 'j cb'Y]bYa ' ; YfØghž'i bX'Y]bY': fUi 'Yf']h'Xi fW\ 'Y]b'b]W\ h
]gc']YfhYg'? UVY''Y]bYb'gW\k YfYb'Ghfca gW\`U["'8]Y'?cbhfc''Yb'j cf
XYa 'hØX`]W\Yb' l bZU''\UhhYb'ni XYa 'Yf\YV`]W\Y'A Åb[Y''ni hU[Y
[YZØfXYfhž'XUfi bhYf'ZY'\YbXY'5Vghi fng]W\Yfi b[Yb"'G_Ydh]gW\ 'k]fX
Ui W\ 'Y]b': U''VYhfUW\ hYhž]b'XYa 'Y]b'<]ZgUfVY]hYf'ZØf
J c''nY]hUfVY]h'YX]['W\ '* (%'9i fc'ja 'A cbUh'Yf\]Y'hž'ghUhh'XYg
hUf]Z]W\ 'Yfk UfhYhYb'6YhfU[g"

9fk Y]hYfhY'D`Ubi b[Yb'ZØf'X]Y'< UZYbW]hm

8]Y'< UZYbW]hmigY'Vgh'\Uh'g]W\ 'gY]h'XYf'; fØbXi b['ja 'ž\ f'&\$\$,
XfUgh]gW\ 'j YfÅbXYfh"'8]Y'9]bk c\bYfnU\''gh]j cb'[YfUXY'Y]ba U'
+* '\$'Ui ZØVYf', "\$\$\$]a 'ž\ f'&\$&([Ygh]Y[Yb"'8 Ug'nY][hž'XUgg'X]Y

< UZYbW]hm'bUW\`k]Y`j cf`\cW\`ja`?i fg`ghY\`h"5i W\`bYi Y
 K c\bi b[Yb`g]bX`[YZfU[h`8]Y`NU\`gh]Y[`j cb`) (-`ja` `j\`f`&\$\$,
 Ui ZØVYf`("%) \$`ja` `j\`f`&\$&' "`a` `jYf[`Y]W\`ni f`Xi fW\`gW\`b]h`i]W\`Yb
 K c\bi b[g[fØ»Y`]b`<Ua Vi f[`j cb`+*ž` `E i UXfUha` YhYfb`nY][h`g]W\`ž
 XUgg`X]Y`Xi fW\`gW\`b]h`i]W\`Y`K c\bi b[g[fØ»Y`]b`XYf`< UZYbW]hm`VY]
 , %ž%`E i UXfUha` YhYfb`nY][h`6YgcbXYfg`Yfk`À\bYb`gk`Yfh`]gh`XYf
 \c\Y`5bhY]`Ub`Gcn]U`k c\bi b[Ybž`XYf`VY]`&- ž%`DfcnYbh`nY][hž
 k`À\fybX`XYf`<Ua Vi f[Yf`8i fW\`gW\`b]h`i]VY]`bi f`, `DfcnYbh`nY][hž
 k]Y`GhUh]gh]_`B c fX`j Yfa` Yf`h"

8 Ug` , VYfgYYei Ufh]Yf`gc``U`g`YVYbX][Yg`NYbhfi a` `X]Y`< UZYbW]hm
 k]hYf`VY`YVYb`i bX`k]fX`Xi fW\`nU\`fY]W\`Y`5bbY\`a` `]W\`_Y]hYb
 Yf[`Àbnh`9]b`XfY][YgW\`cgg][Yg`9]b`Ui Zg!`i bX`9f`YVb]gnYbhfi a` `a`]h
 ØVYf`%) \$` ; YgW\`ÀZhYb`i bX`&\$`F YghUi fUbhgž`gck]Y`?]bcg`i bX`Y]b
 ?fYi nZU\`fhYfa`]bU`g]bX`[Yd`Ubh`i b]VU]`!F cXUa` W`!K YghZ]Y`X
 gc f[h`XUZØfž`XUgg`\]Yf`Y]bY`bYi Y`5XfYggY`ZØf`U`Y`YbhghY\`h"

8]Y`9fØZZbi b[ži fgdfØb[`]W\`ZØf`5df]`&\$&(`Ub[YgYhnhž`a` i gghY
 Ui Z[fi bX`XYf`J YfnØ[Yfi b[Yb`Ui Z`9bXY`5i [i gh`&\$&(`j YfgW\`cVYb
 k YfXYb`"Hfchn`XYf`<YfUi gZcfXYfi b[Yb`V`]W\`h`<Ua Vi f[
 \cZbi b[gj`c``]b`X]Y`Ni`_i bZž`k`À\fybX`g]W\`XUg` , VYfgYYei Ufh]Yf
 Ui ZXYb`[fc»Yb`5bghi fa` `j cfVYfY]hYh`8]Y`J cfVYfY]hi b[Yb`ZØf`X]Y
 9fØZZbi b[gZY]Yf`]W\`_Y]hYb`nY]Z`b`Ui Z`<cW\`hci fYbž`i bX`XUg`N8:
 VY[`Y]hYh`X]YgYb`gdUbbYbXYb`DfcnYgg`a`]h`gY]bYf`F YdcfhU[Y"

8YhU]`g	
C fh	< UZYb 7]hmž`< Ua Vi f[ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nXZ"XY • k k k "bXf"XY • k k k "ghUh]gh]_!bcfX"XY

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