

@Ughk U[Yb! ? c ``Udg']b 'DYbnVYf[.
Ghi bXYb`Ub[Y`J Yf_Y\fgWk Ucg`Xi fWk
6UW_k UfYb`

5a `&' "'A U]'&\$&) `_]ddhY`Y]b`@Ughk U[Yb`a]h`6UW_k UfYb`]b
DYbnVYf["'Ghi bXYb`Ub[Y`J Yf_Y\fgVY\]bXYfi b[Yb`i bX`\c\Y
GUW`gW`ÅXYb`Zc`[hYb`"



GYyg\Ui dhYf`GhfU» Yž; , &' * (`DYbnVYf[ž`8Yi hgWk`UbX`!`5a
&' "'A U]'&\$&) `YfY][bYhY`g]Wk`[Y[Yb`(.) `i \f`Y]b`gWk`YfYf
J Yf_Y\fgi bZU``]b`DYbnVYf[ž`U`g`Y]b`@Ughk U[Yb`ž`XYf`a]h
6UW_k UfYb`VY`UXYb`k Ufž`ja `?fY]gj Yf_Y\`f`XYf`GYyg\Ui dhYf
GhfU» Y`i a `_]ddhY`"8Yf`: U\fyfž`Y]b`)) !`Å\][Yf`A Ubb`Ui g`8 Ug]b[ž
V`]YV`[`ØW`]Wk`Yfk`Y]gY`i bj Yf`Yhnh`"8]Y`i fgUWk`Y`XYg`i bZU`g`k Uf
Y]b`5i gk`Y]Wk`a Ub`Oj Yfž`XUg`XYf`: U\fyf`Xi fWk`ZØ\fyb`a i gghYž`i a
Y]bYa`K`J`Xh]Yf`Ui gni`k`Y]Wk`Yb`"8]YgYf`J`cfZU``ZØ\fhY`ni
Yf\YV`]Wk`Yb`J`Yf_Y\fgVY\]bXYfi b[Yb`ž`XU`XYf`?fY]gj Yf_Y\`f`ØVYf
a`Y\fyfY`Ghi bXYb`V`cW_]Yfh`k`i`fXY`"

8]Y': Yi Yfk Y\ f'DYbnVYf['k Uf'gWk bY''j cf'C fh'i bX'ØVYfbU\ a 'X]Y
J Yf_Y\fgfY[Y'i b['V]g'ni f'5b_i bZiXYf'GhfU» Yba Y]ghYfY]"
K Å\ fYbX'XYf'6Yf[i b[gUfVY]hYb'a i gghY'XYf'?fY]gj Yf_Y\ f'ZØf
Yhk U'&\$'A]bi hYb' _ca d`Yhh[YgdYffh'k YfXYb"'l a 'Y]hi b[Yb
k i fXYb'ja '6YfY]Wk'XYf'5i hcVU\ b'Y]b[Yf]Wk hYh'k Ug'ni 'k Y]hYfYb
6Y\]bXYfi b[Yb']bgVYgcbXYfY'ja '6Yfi Zgj Yf_Y\ f'ZØ\ fhY"'8]Y
GhfU» Y' _cbbhY'gWk`Y» `]Wk' i a '%&.%)'l \ f'k]YXYf'ZfY][Y[YVYb
k YfXYb"

GWk UXYb' i bX' J Yf`i ghY

8]Y'@UXi b['XYg'@Ughk U[Ybg'VYghU bX'Ui g'V]g'ni ' '\$\$'?]c
6UW_k UfYbž'X]Y'Ui Z[fi bX'XYg'i bZU``g'Ybhgc f[h'k YfXYb'a i gghYb"
8Yf'[YgWk ÅnhY'K Yfh'XYf'j Yf'cfYb'[Y[Ub[YbYb'K UfY'VY'Ài Zh'g]Wk
Ui Za Y\ fYfY'hUi gYbX'9i fc"'5i » YfXYa 'k i fXYb'Ua ' ; fØbghfY]ZYb
XYg'?fY]gj Yf_Y\fg'GWk ÅXYb']b' < Ø\ Y'j cb'fi bX') \$\$'9i fc
ZYgh[YghY`h'z' i bX'XYf'HchU`gWk UXYb'Ua '@Ughk U[Yb'k]fX'Ui ZYhk U
) "\$\$\$'9i fc [YgWk Åmh'"8]Y': Yi Yfk Y\ f'k Uf'a]h%) '9]bgUhn_fÅZhYb
i bX'l bhYfghØmi b['Xi fWk'Y]bY'GhfY]ZY'XYf'J Yf_Y\fgdc`]nY]'Ui g
K Y]\Y]a 'ja '9]bgUhn"

≠Y]bYa 'UbXYfYb' i bX'YVYbZU``g'XfUa Uh]gWk Yb'J cfZU``YfY][bYhY
g]Wk'Ua '%%"5df]'&\$&)'Y]b'gWk k YfYf'J Yf_Y\fgi bZU``]b'DYbnVYf["
<]YfVY]_c``X]YfhY'Y]b', -!Å\ f][Yf'5i hcZU\ fYf'Ui g'ZZY'XcfZ'a]h
Y]bYa 'FY]gYVi gž'k Ug'ni 'YVYbgVYXfc\`]Wk Yb'J Yf'Yhni b[Yb
ZØ\ fhY"'8Yf'l bZU``[YgWk U\ [Y[Yb' %(. (\$'l \ f'Ui ZXYf'GhUUhghfU» Y
Gh&\$*' i bX'k i fXY'Xi fWk'Y]b'a]ggUWk hYhYg'J Yf_Y\fgnY]Wk Yb
j Yfi fgUWk h'"8Yf'6A K 'XYg'GYb]c f'g'k i fXY'Xi fWk'X]Y'?c``]g]cb'Ui Z
X]Y'; Y[YbZU\ fVU\ b' [YgWk`Yi XYfh"

F Y hhi b[gU_h]c bYb' i bX'Dc`]nY]UfVY]h

8]Y': Yi Yfk Y\ f'ZZY'XcfZ'fYU[]YfhY'a]h'Y]bYa '[fc» Yb'5i Z[YVch
i bX'VYZfY]hY'XYb'Y]b[Y_`Ya a hYb': U\ fYf'a]h'hYWk b]gWk Ya ' ; YfÅh"
8Yf', -!Å\ f][Y'k i fXY'a]h'Y]bYa 'FYhhi b[g\i VgWk fUi VYf']b'X]Y
l bZU``_]b]_`A i fbUi '[YZc[Ybž'Yf'U['YXcWk'gdÅhYf'gY]bYb
gWk k YfYb'J Yf'Yhni b[Yb'"8Yf'6i gZU\ fYfž'*%`J\ fY'U'hž'Yf']hh'bi f
'Y]Wk hY'J Yf'Yhni b[Yb' i bX'X]Y': U\ f[ÅghY`_Ua Yb'a]h'XYa

GWxfYw_Yb`XUj`cb"8]Y`GhUUhgghfU»Y`k`Uf`V]g`Yhk`U`%-`.)`\$`I` \`f`
 [YgdYffhž`k`À`fYbX`X]Y`I`bZU`Ui`ZbU`a`Y`i`bX`X]Y`5fVY]h`Y]bYg`
 ;`i`hUW`hYfg`ghUhhZUbXYb"

8]YgY`J`cfZ`Ä`Y`j`YfXYi`h]W`Yb`X]Y`?`ca`d`YI`]h`Ä`h`XYf`
 J`Yf`_Y`f`gg]W`Yf`Y`h]i`bX`X]Y`B`chk`YbX][`_Y]hž`X]Y`I`a`gh`Ä`b`X`Y`j`cb`
 J`Yf`_Y`f`gi`bZ`Ä`Y`b`i`[`Yb`U`i`ni`Ub`U`mg]YfYb"i`@`U`i`h`XY`gh`Uh]g"XY`hf`Ä`[`h`
 X]Y`9fZ`Uggi`b`[`gc`W`Yf`8`UhYb`X`U`ni`V`Y]ž`A`U»`b`U`a`Y`b`ni`f`
 J`Yf`V`Y`gg`Y`fi`b`[`X`Yf`J`Yf`_Y`f`gg]W`Yf`Y`h]i`b`X`Yf`Ni`_i`b`Z`h`ni`
 Y`b`hk`j`W`_Y`b`i`b`X`X]Y`i`Y`Z`U`f`Y`b`i`a`G`h`f`U»`Y`b`j`Y`f`_Y`f`V`Y`gg`Y`f`ni`
 j`Y`f`gh`Y`Y`b"

8YhU]`g	
J`c`f`Z`U```	J`Y`f`_`Y`f`gi`b`Z`U`ž`J`Y`f`_`Y`f`gi`b`Z`U```
I`f`g`U`W`X`Y`	@`U`g`h`k`U`[`Y`b`_`_]d`d`h`Y`i`a`ž`N`i`g`U`a`a`Y`b`g`h`c`»
C`f`h`	G`Y`Y`g`U`i`d`h`Y`f`G`h`f`U»`Y`ž`,`&`,`*`(`D`Y`b`n`V`Y`f`[`ž` 8`Y`i`h`g`W`X`U`b`X`
J`Y`f`Y`h`h`Y`	&
G`W`X`U`X`Y`b`i`b`i`	*)`\$\$\$`
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> • k k k "a`Y`f`_`i`f`"XY` • k k k "X`U`g`[`Y`V`Y`V`U`h`h`"XY` • k k k "XY`gh`Uh]g"XY`

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z`i`b`!`U`[`"XY`