⊖X]Yb`\_fÒbh'g]WÅ`bUWÅ`gdUbbYbXYa
:]bU`Y`ni a`7\Ua d]cbg!Hfcd\m!G]Y[Yf
&\$&) °

⊖X]Yb`[ Yk ]bbh'X]Y`7\Ua d]cbg'Hfcd\m'&\$&)]b`8i VU]`a]h
Y]bYa`j ]YfhYb`K]W_Yh'ØVYf`BYi gYY`UbX`i bX`g]WÅYfh'g]WÅ
XYb`Xf]hhYb`H]hY`"

8i VU]ž`J YfY]b][ hY`5fUV]gWÅY`9a ]fUhY`!`5a`:- "A Åfn'&\$&)
[Yk Ubb`⊖X]Yb`X]Y`⇒7`7\Ua d]cbg'Hfcd\m'&\$&)]b`8i VU]`a]h
Y]bYa`G]Y[ `ØVYf`BYi gYY`UbX`"⊖X]Yb`gYhnhY`g]WÅ`a]h]]Yf`K]W_Yhg
Xi fWÅ`i bX`g]WÅYfhY`g]WÅ`XUa]h`XYb`H]hY`ni a`Xf]hhYb`A U`]b`XYf
; YgWÅ]WÅhY`XYg`Hi fb]Yfgž`bUWÅXYa`g]Y`ni j cf`&\$&`i bX`&\$%
[Yk cbbYb`\UhhYb`"BYi gYY`UbX`ž`XUg`XYb`A Øbnk`i fZ`[Yk cbbYb
\UhhYž`VY[ Ubb`a]h`XYa`6Uhh]b[`i bX`Yfn]Y`hY`") %`Fi bg`VY]`+
K]W_Yhg`Ui g)`\$`Cj Yfg`"

8Yf`]bX]gWÅY`7UdhU]b`F c\]h`G\Ufa`U`ZØ\fhY`gY]bY`A UbbgWÅUZh`a]h
+*`Fi bg`Ui g`,`'`6Å`Ybž`k`Å\fybX`?@FU\i`"a]h` ( `Fi bg
i b[YgWÅ`U[ Yb`V`Y]V`i bX`⊖X]Yb`ni a`G]Y[ `ZØ\fhY`"BYi gYY`UbX
\UhhY`ghUf\_Y`@Y]ghi b[Yb`j cb`8Ufm`A ]hWÅY`i bX`A ]WÅUY`
6fUWÅk`Y`ž`X]Y`Yk`Y]`g`Y]b`<U`Z7Ybhi`fm`Yfn]Y`hYbž`k`cVY]`A ]hWÅY`
*` `Fi bg`Ui g`%\$%`6Å`Yb`i bX`6fUWÅk`Y`") `Fi bg`Ui g`(\$`6Å`Yb
VY]ghYi`YfhYb`"BYi gYY`UbX`_cbbhY`Ua`9bXY`&) ( `Fi bg`Yfn]Y`Ybž
k`Ug`⊖X]Yb`X]Y`bØh][Yb`Fi bg`Y]bVfUWÅhYž`i a`XYb`H]hY`ni
[Yk]bbYb`"

⊖X]Ybg`8ca ]bUbn`]a`Hi fb]Yf

⊖X]Yb`V`Y]Vh]a` [ YgUa`hYb`Hi fb]Yf`i b[YgWÅ`U[ Yb`"G]Y`\UVYb`X]Y
`YhnhYb`XfY]`⇒7!Hi fb]YfY`a]h`&`G]Y[Yb`Ui g`&(`Gd]Y`Yb
Xca]b]Yfhž`i bX`X]Y`Y]bn][ Y`B]YXYf`U[ Y`k`Uf]a` :]bU`Y`XYf`7f]W_Yh!

K Y`ha Y]ghYfgWUZh&\$&' [ Y[ Yb`5i ghfU`Yb" `a `K Y[ `ni a `H]hY`]b
XYf`7\Ua d]cbg`Hfcd\m`VYnk Ub[ Yb`g]Y`HYUa g`k]Y`6Ub[ `UXYgW ž
DU_]ghUb`i bX`BYi gYY`UbX`]b`XYf`; fi ddYbd\UgY`gck ]Y`5i ghfU`Yb
]a`<U`VZ]bU`Y"5`Y`Gd]Y`Y`ZUbXYb`]b`8i VU]`ghUhhž`XU`X]Y`]bX]gW Y
FY[]Yfi b[`FY]gYb`bUW`DU\_]ghUb`Ui g`G]W Yf\Y]hg[ f0bXYb`b]W h
[YbY\ a]] hY"

A]h`X]YgYa `G]Y[`k ]fX`ϕX]Yb`X]Y`YfZc`[ fY]W ghY`A UbbgW UZh]b`XYf
; YgW]W hY`XYf`7\Ua d]cbg`Hfcd\mi bX`\Uh`bi b`]bg[YgUa h
g]YVYb`⇒7!H]hY`žbi f`\]bhYf`5i ghfU`Yb`a]h`nY`\b`H]hY`b"8]Y
]bX]gW Y`A UbbgW UZh`\Uh]b`X]YgYa `ϕ\`f`Ui W`XUg
Hk Ybhm&\$!K Y`ha Y]ghYfgW UZh&\$&( [ Y[ Yb`G0XUZf]_U`[Yk cbbYb"

K]W h][Y`GhUh]gh]\_Yb`i bX`FY`_c fXY

8Yf`G]Y[ `j cb`ϕX]Yb`]b`X]YgYf`7\Ua d]cbg`Hfcd\m`VfUW hY`Y]b][Y
VYa Yf`\_Ybgk YfhY`GhUh]gh]_Yb`i bX`5W]Yj Ya Ybhg`a ]h`g]W "9g`k Uf
XUg`YfghY`A U`ž`XUgg`ϕX]Yb`]b`Y]bYa `⇒7!:]bU`Y`[Y[Yb
BYi gYY`UbX`[Yk Ubbž`i bX`Fc\]h`G\Ufa U`k]fX`U`g`Xf]hhYf`? Ud]h`Ab
]b`XYf`; YgW]W hY`XYf`⇒7` : ]bU`g`Yfk `À\bž`XYf`a Y`fYfY`H]hY`
[Y`c`h`\Uh"9f`\Uh`Ui W`X]Y`\0W ghY`; Yk]bbei chY`U`Yf`? Ud]h`AbY
]b`⇒7!@]a ]hYX!Cj Yf!9j Ybhg`a]h`- \$i`YffY]W h"

- Fc\]h`G\Ufa U`i bX`J ]fUh`?c\`]`g]bX`a ]h`Yk Y]`g`-
:]bU`hY]`bU\ a Yb`X]Y`Gd]Y`Yf`a]h`XYb`a Y]ghYb`⇒7!: ]bU`Yb"
- 8Ufm`A ]h`W Y`\Uh]b`⇒7`C8≠9j Ybhg` ((`Fi bg[Y[Yb
ϕX]Yb`Yfn]Y`hž`X]Y`nk Y]h\0W ghY`5bnU\`"
- J Ufi b`7\U`_fUj Ufh\m\Uh`X]Y`nk Y]ha Y]ghYb`K ]W\_Yhg`bUW
XYb`YfghYb`j]Yf`C8`g`Y]bYg`]bX]gW Yb`Gd]Y`Yfg"
- A c\Ua`a YX`G\Ua]`V`Y]Vh`XYf`\0W ghY`K ]W\_Yh]HU`_Yf`]b
⇒7!:]bU`g"

Ni gUa`a YbZUggYbX``Aggh`g]W`gU[Ybž`XUgg`ϕX]Yb`bUW`X]YgYa
G]Y[`]b`8i VU]`Y]bY`VYa Yf`\_Ybgk YfhY`; YgW]W hY`]a
]bhYfbUh]cbU`Yb`7f]W_Yh`k Y]hYf`gW fY]Vh"8]Y`7\Ua d]cbg`Hfcd\m
k]fX`U`g`Y]bYg`XYf`d`fYgh][Yhf`AW h][ ghYb`Hi fb]YfY`]a`7f]W_Yh
j YfUb`\_Yfh`i bX`ϕX]Yb`\Uh`YfbYi h`VYk]YgYbž`XUgg`g]Y`Ub`XYf
Gd]hY`XYg`Gd]Y`g`ghY\Yb"

: Øf`k Y]hYfZØ\ fYbXY` ðZcfa Uh]cbYb`i bX`5bU`mgYb`fi bX`i a `X]Y
 7\Ua d]cbg`Hfcd\m!&\$&) `VYgi W\Yb`G]Y`V]hY`5``>UnYYfUž
 7f]WfUW_Yf`i bX`Gdcfhg' &("

8YhU]`g	
JcfZU``	Gcbgh][Yg
Cfh	8i`VU]žJ YfY]b][ hY`5fUV]gW\Y`9a]fUhY
EiY``Yb	<ul style="list-style-type: none"> • k k k "U`^UnYYfU"WŁa • k k k "Wf]WfUW_Yf"WŁa • gdcfhg' &("WŁa

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