

7mVYf!5b[f]ZZ'hf]ZZh'B ØfbVYf[. 'GhUXh! K YVg]hY'j cfYfgh'c ZZ]bY°

7mVYfUb[f]ZZ'Ui Z'X]Y'GhUXh'B ØfbVYf['Ua' &)"\$("&\$&).
K YVg]hY'Ui g[YZU''Ybž'88CG!5hhUW_Y'j Yfa' i hYhž'ghÀXh]gWXY
Cb`]bY!GYfj]Wg'VYhfcZZYb"



B ØfbVYf[ž'8Yi hgWk`UbX'!'5a' \Yi h][Yb'A cf[Ybž'XYa' &)"'5df]'
&\$&) ž']gh'X]Y' ðhYfbYhgY]hY'XYf'GhUXh'B ØfbVYf['Ui g[YZU''Yb"
ðgVYgcbXYfY'X]Y'<ca YdU[Y'gck]Y'X]Y' ðZcgY]hYb'g]bX'b]Wk h
YffY]WVUF''9fghY'I bhYfgi Wk i b[Yb'XYi hYb'XUfUi Z\]bž'XUgg'Y]b
7mVYf!5b[f]ZZ'XYf'; fi bX'ZØf'XYb'5i gZU''gY]b' _ØbbhY''8]Y
ni ghÀbX][Yb'9fa]hhi b[Yb'k i fXYb'j cb'XYf'7mVYfW]a Y!5VhY'i b[
XYf'Dc`]nY]'Ui Z[Ybca' a Yb''8]Y'<]bk Y]gY'gdfYWk Yb' _cb_fYh'ZØf'
Y]bY'88CG!5hhUW_Yž'VY]'XYf'GYfj Yfa']hY]bYfa' Ugg]j Yb'5bnU\`Ub
5bZfU[Yb'ØVYf'UghYh'k YfXYbž'k cXi fW'g]Y'XYb'8]Ybgh'j Yfk Y][Yfb"

8]Y'ghÀXh]gWXY' ð! ðZfUghfi _hi f'V'Y]Vh'j cb'XYb'5b[f]ZZYb
j YfgWk cbhž'gcXUgg'_Y]bY'X]fY_hYb'8UhYbj Yf'i ghY'cXYf
G]Wk Yf\Y]hg]g]_Yb'ZØf']bhYfbY'GmghYa Y'VYghY\Yb''8Yb'bcWk'V'Y]Vh

i b_`Ufž`k Ubb`X]Y`<ca YdU[Y`XYf`GhUXh`k]YXYf`j Yf`Àgg`]W
YffY]WVUf`gY]b`k]fX`"8]Y`G]hi Uh]cb`nY][h`Ui Zž`k]Y`j Yf`Yhn`]W
gY`Vgh`ghUUh`]WY`ϕgh]hi h]cbYb`[Y[YbØVYf`7mVYfUb[f]ZYZb`g]bXž
X]Y`ja a Yf`Ài Z][Yf`Ui ZhfYhYb"

K UWX gYbXY`6YXfc`i b[`Xi fW` 7mVYfUb[f]ZYZ

7mVYfUb[f]ZYZ`ghY`Yb`U_hi Y`Y]bY`XYf`[fØ» hYb
<YfUi gZcfXYfi b[Yb`ZØf`I bhYfbY`a Ybž`6Y`ØfXYb`i bX
Df]j UhdYfgcbYb`XUfž`k]Y`k]fhgW`UZh!a U[Un]b`"XY`VYf]W`hYh"
ϕgVYgcbXYfY`]b`8Yi hgW`UbX`g]bX`_f]h]gWY`ϕZfUghfi _hi fYb`i bX
_Y]bY`V]g`a]hYfY`I bhYfbY`a Yb`VYhfcZZYb`"ϕ`ϕ`ϕ`f`&\$&'`_Ua`Yg
ni`a Y`f`U`g`%, "\$\$\$`[Ya Y`XYhYb`7mVYfUb[f]ZYZbž`k cVY]j]Y`Y
JcfZ`À`Y`b]W`h`ØZZYbh]W`[Ya UWX`h`k`i`fXYb"

8]Y`Ài Z][ghYb`5b[f]ZYZga Yh`cXYb`g]bX`D`g]b[`i bX
F Ubgca`k UfY`"8]Yg`j YfXYi h]W`h`X]Y`B`chk YbX][_Y]hž
Df`Aj Ybh]cbga U» bU`a Yb`k]Y`fY[Y`a`À»][Y`GW`i`i`b[Ybž
ϕj Ygh]h]cbYb`]b`H!G]W`Yf`Y]h`i bX`B`chZU`d`ÀbY`ni
]a`d`Ya`Yb]YfYb`"8]Y`k]fhgW`UZh`]W`Yb`GW`ÀXYb`]b`8Yi hgW`UbXž
X]Y`Xi fW` 7mVYf`_f]a]bU`]h`h`Yb`hghY`Ybž`VY`Ui ZYb`g]W``À`f`]W`Ui`Z
ØVYf`&&\$`A`j`]UfXYb`9i`fc`", VYf`(\$`DfcnYbh`XYf`XYi hgW`Yb
I bhYfbY`a Yb`k UfYb`VYfY]hg`N]Y`Y]bYg`5b[f]ZYZž`k cVY]
]bgVYgcbXYfY`_Y]bY`I bhYfbY`a Yb`c`Zhi`bni`fY]W`YbXY
G]W`Yf`Y]hgj`cf`_Y`fi b[Yb`UVYb"

: c`[Yb`i bX`A U» bU`a Yb

8]Y`:`]bUbni`i bX`:`Ygi bX`Y]hgVfUbW`Y`gck]Y`XYf`ØZZYbh]W`Y
8]Ybgh[Y`ØfYb`ni`XYb`Ua`gh`Àf`ghYb`VYhfcZZYbYb`6YfY]W`Yb`]b
8Yi hgW`UbX`"dbd"XY`YVh`Yfj`cfž`k]Y`k]W`h][`Yg`ZØf`X]Y`GhUXh
BØfbVYf[`]ghž`gW`bY`gha`Ø[`]W`X]Y`ϕhYfbYhX]YbghY
k]YXYf`Yfni`ghY`Ybž`i`a`XUg`J YfhfUi Yb`XYf`6Øf[Yf`b]W`h`ni
j Yf`]YfYb`"8]Y`ghYh][`ghY][YbXY`8][]hU`]g]Yfi b[`i bX`XUg`mVf]XY
5fVY]hYb`j Yfgh`Àf`_Yb`ni XYa`X]Y`F]g]_Ybž`X]Y`a`]h`7mVYfUb[f]ZYZb
Y]b`Yf[Y`Yb"

8Yf`J`cfZU`Y`]b`B`ØfbVYf[`]ØbbhY`Y]b`k`Y]hYfYg`NY]W`Yb`XUZØf`gY]bž

XUgg'X]Y'5b[f]ZZY'bcW\`dfcZYgg]cbY``Yf'i bX'X]ZZYfYbn]YfhYf
 k YfXYb"9l dYfhYb'k UfbYbžXUgg'X]Y'8i b_Y'n]ZZYf'j cb
 7mVYfUb[f]ZZYb'gY\`f\`cW\`]ghž'k Ug'X]Y'6YXØfZh][_Y]h'bUW\`
 YZZY_hj] Yb'GhfUHy[]Yb'ni f'5Vk Y\`f'j cb'7mVYfVYXfc\i b[Yb'k Y]hYf
 i bhYfghfY]W\`h"

8YhU]`g	
J cfZU``	7mVYf_f]a]bU`]hÅh
I fgUW\`Y	88CG!5hhUW_Y
C fh	BØfbVYf[ž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k]fhgW\`UZh! a U[Un]b"XY

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