

H0X`]W\ Yg`6UXYk cW\ YbYbXY. `A]bXYghYbg
%) `Hc hY `]b `[Ub n`8 Yi hgW\ `Ub X

8@F; `VYf]W\ hYh`j cb`%) `6UXYhc hYb`Ua ``YhnhYb`K cW\ YbYbXY
]b`8 Yi hgW\ `Ub X""8]Y`NU\ ``XYf`9fhfi b_YbYb`ghY][hž
]bgVYgcbXYfY`VY]`<]hnYk Y``Yb"



< Ua Vi f[ž`8 Yi hgW\ `Ub X`!`5a `j Yf[Ub[YbYb`K cW\ YbYbXY`Uh
X]Y`8 Yi hgW\ Y`@YVYbg!F Yhhi b[g!; YgY``gW\ UZh`fB`@F; Ě`Y]b
VYgcf[b]gYffY[YbXYg`NY]W\ Yb`[YgYhnh`A]bXYghYbg`%) `DYfgcbYb
YfhfUb_Yb`]b`XYi hgW\ Yb`; Yk`ÀggYfb``9g`\UbXY`hY`g]W\`i a`XUg
h0X`]W\ ghY`K cW\ YbYbXY`XYg`š\`fYg`i bX`Y]bYg`XYf`[YZÀ`f`]W\ ghYb
]b`XYb``YhnhYb`nY`\b`š\`fYb``8@F; !GdfYW\ Yf`A Ufh]b`<c`n`Ui gY
Ài »YfhY`X]Y`6YZ0fW\ hi b[ž`XUgg`X]Y`NU\ ``XYf`6UXYi bZÀ``Y
a`Ò[`]W\ Yfk Y]gY`bcW\`ghY][Yb`_`ÒbbhYž`XU`j]Y`Y`;`À``Y`bcW\`b]W\ h
Ui g[Yk YfhY`h`k`i`fXYbž`k]Y`gUh%fY[]cbU``XY`VYf]W\ hYh"

8]Y`G]hi Uh]cb`\Uh`k]YXYf`Y]ba U`X]Y`5i Za Yf_gUa`_Y]h`Ui ZX]Y
ghYh][`ghY][YbXYb`9fhf]b_i b[gnU\`Yb`]b`8 Yi hgW\ `Ub X`[Y`Yb`_h`GY]h
XfY]`š\`fYb`ghY][h`X]Y`NU\ ``XYf`6UXYi bZÀ``Y`_cbh]bi]Yf`]W\ `Ub``æ

Ⓜ\f'&\$&('YfhfUb_Yb ']bg[YgUa h(%%A YbgWYbž'k Ug'Y]bYb
5bgh]Y['i a ' ' %HchY'ja 'J Yf['Y]W'ni '&\$&' 'VYXYi hYh''8 @F ; !
DfÄg]XYbh]b' i hY'J c[h'Yf_`ÄfhYž'XUgg'X]Yg'X]Y' \ ÒW ghY'NU\`'gY]h
&\$%- 'XUfghY`h''6YgcbXYfg'U`Ufa]YfYbX']ghž'XUgg'(, 'DfcnYbh'XYf
hÒX`]WYb' i bZÄ`Y']b'XYb'k Ufa Yb'Gca a Yfa cbUHYb'nk]gWYb'ž b]
i bX'5i [i gh'Ui Z[YhfYhYb'g]bXž'gc' hU[YggWU i "XY"

6YXYb_`]WY Y`HfYbXg

9]bY'5bU`mgY'XYf'8 @F ; 'nY][hž'XUgg'ØVYf'* \$'DfcnYbh'XYf
Yfhfi b_YbYb'DYfgcbYb'Ä'hYf'U`g') \$'Ⓜ\fY'k UfYb''8]Yg'k]fZh: fU[Yb
ni 'XYb:[Ygi bX\Y]h']WYb'F]g[_Yb'Ui Zž'X]Y'Y]b'Gdfi b[']bg'_U`hY
K UggYf'VY]' \Y]» Yb'HYa dYfUhi fYb'a]h]g]W'Vf]b[h''i hY'J c[h'k]Yg
XUfUi Z\]bž'XUgg'j cf'U`Ya 'A YbgWYb'a]h'J cfYf_fUb_i b[Yb'j cb
XYb'HYa dYfUhi fYb'i bX'XYf'XUfUi g'fYgi `h]YfYbXYb'9fgW'ÒdZ b[
[YZÄ\ fXYh'g]bX''a '5i [i gh'U`Y]b'YfhfUb_Yb', \$'A YbgWYbž'k Ug
Y]bYb'5bgh]Y['j cb' ' ']a 'J Yf['Y]W'ni a 'J cf'U\ f'XUfghY`h"

8]Y'NU\`Yb'j YfXYi h']WYbž'XUgg'X]Y'; YZU\ fYb'ja 'K UggYf'ja a Yf
a Y\ f'A YbgWYb'VYhfYZZYb''b'XYf'GU]gcb'nk]gWYb'A U]i bX
GYdhYa VYf'g]bX'fi bX'* "\$\$\$'ZfY]k]''[Y'F Yhi b[ggWk]a a Yf
i bhYfk Y[gž'YXcW' _ÒbbhY'Y]bY'VYk i gghY'GYbg]V']g]Yfi b['XYf
6Yj Ò`_Yfi b['Øf'9fhf]b_i b[g[YZU\ fYb'bchk YbX]['gY]bž'k]Y'
X`f["XY'Ubgdf]W'h"

< c \ Y '5bhY]'`Y'Ub'`A`ÄbbYfb'`i bX

?]bXYfghYfV`]WY _Y]h

8]Y'9fhf]b_i b[gghUh]gh]_`nY][hž'XUgg'j cb'XYb'(%%'6UXYcdZYfb'XYg
Ⓜ\fYg'&\$&(']bg[YgUa h' %%A ÄbbYf'i bX'- \$': fUi Yb'gck]Y' %
DYfgcbYb' i bVY_UbbhYb'; YgW'YW'hg'k UfYb''6YgcbXYfg'VYhfcZZYb
k UfYb'Ui W' ?]bXYfž'k c' %('6UXYhc'hY'V]g'Y]bgW']Y»]W' %\$'Ⓜ\fY
ni 'j YfnY]WbYb'k UfYbž'k Ug'ja 'J Yf['Y]W'ni a 'J cf'U\ f'Y]bYb
'Y]W'hYb'F ØW_ [Ub['VYXYi hYhž'YXcW'k Y]hYf\]b
VYgcf[b]gYffY[YbX']gh''8 @F ; 'd`Ubh'XU\Yf'Y]bY'? Ua dU[bY'ni f
5i Z_`Äfi b['ØVYf'X]Y'; YZU\ fYb'ž']bgVYgcbXYfY']b'; UfhYbhY]WYb
i bX'D`UbWVYW_Yb"

B]W hini 'ØVYfgY\Yb']gh'Ui W ž'XUgg'j]Y`Yb'; fi bXgW i `_]bXYfb`X]Y
 [fi bX`Y[YbXYb`GWk]a a ZÀ\[_Y]hYb`ZY\`Yb"Fi bX`&\$`DfcnYbh
 XYf'?]bXYf'j Yf`UggYb`X]Y'; fi bXgW i `Yž'c\`bY`GWk]a a Yb`[Y`Yfbh
 ni `UVYbž'i bX`ØVYf`X]Y`<À`ZhY`_Ubb`b]W h`Y]ba U`g]W Yf
 gWk]a a Yb"9]bY`U`Ufa]YfYbXY`9bhk]W`i b[ž'X]Y`a Ò[`]W Yfk Y]gY
 ni f`GW`Y»i b[`j cb`V]g`ni`, \$\$`ÒZYbh]W Yb`GWk]a a VAXYfb
 ZØ\fhž'gc`hY`g]W`X]Y`@U[Y`b]W h`j YfVYggYfb"

: cfXYfi b[`bUW `a Y\`f`G]W Yf\`Y]h

⊕`5bVYhfUW h`X]YgYf`YfgW fYW`YbXYb`GhUh]gh]_Yb`Zc fXYfh`A Ufh]b
 <c`n\Ui gY`Y]bXf]b[`]W`XYb`5i gVUi `VYk UW hYf`6UXYcfhY"8 Ug
 nY][hž'k]Y`k]W h][`Yg]ghž'XYb`GW i m`]b`XYb'; Yk ÀggYfb`ni
 Yf\Ò\Ybž'XUa]h`YXYfž'XYf`g]W`]bg`K UggYf`k U[hž'g]W Yf
 gWk]a a Yb`_Ubb"⊕`Y]bYf`NY]h`XYg`?`]a Uk UbXY`gž'k c
 <]mYk Y`Yb`j Yfa Y\`fh`Ui ZhfYhYbž']gh`Yg`i a gc`k]W h][Yfž'XUgg`X]Y
 G]W Yf\`Y]h`VY]a `6UXYb`b]W h`j YfbUW`Àgg][h`k]fX"

8 YhU]`g	
C fh	< Ua Vi f[ž'8Yi hgW `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUh%fY[]cbU`"XY • k k k "hU[YggW Ui "XY • k k k "X`f["XY

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