

DgmWx]gWx ' _fUb_ 'cXYf' [YZÀ\ f`]Wx Yf`HÀhYf3 Dfc nYgg'i a '6U\ b\ cZga YggYfUb [f]ZZ°

Dfc nYgg'i a 'A YggYfUb [f]ZZ'Ua 'Ghi hh[UfhYf'< Ui dhVU\ b\ cZ
5b [Y_`U[hYf`Y]XYh'Ub 'dgmWx]gWx Yb '9f_fUb_i b [Ybž' l fhY]'Ua
* "'A Àfn'Yfk UfhYh"

Ghi hh[UfhYf'< Ui dhVU\ b\ cZž'+\$%+' 'Ghi hh[Ufhž'8Yi hgWx`UbX
!'9]bdfcnYgg'i a 'Y]bYb'A YggYfUb [f]ZZ]a 'K UfhYfUi a 'XYg
Ghi hh[UfhYf'< Ui dhVU\ b\ cZg'gcf [h'U_hi Y`'ZØf'5i ZgY\Yb" '8Yf
&*!'À\ f][Y'5b [Y_`U[hY'ghY\h]a ' : c_i gž'bUWxXYa 'Yf']a 'ž`]
j Yf [Ub [Yb`ž\ fYg`Y]bYb'gWx`UZybXYb'A Ubb'UhhUW_]Yfh'i bX
'YVYbg [YZÀ\ f`]Wx 'j Yf'Yhh'\UhhY"'Ni XYa 'Yf']hh'Y]bY : fUi ž'X]Y'XYa
A Ubb'ni ' <]ZY`_ca a Yb'k c`hYž'YVYbZU`g'gWx k YfY'J Yf'Yhni b [Yb"
8]Y'VY]XYb'CdZYf`_UbbhYb'g]Wxž'XYf'a i ha U»`]WxY`HÀhYf'\]b [Y [Yb
k Uf']\bYb'i bVY`_Ubbh" 'GhUUhgUb k U'hgWx UZh'i bX'J YfhY]X][i b [
ZcfXYfb'bi b'Y]bY'dgmWx]Uhf]gWxY'6Y\UbX'i b ['XYg'5b [Y_`U[hYb
i bX'd`ÀX]YfYb'Ui Z: fY]gdfi Wx`Ui Z[fi bX'a Ò[`]WxYf
GWx i 'Xi bZÀ\][_Y]h]bZc` [Y'Y]bYf'dgmWx]gWx Yb '9f_fUb_i b ["'8]Yg
k]fX'Xi fWx`Y]b' ; i hUWx hYb'Y]bYg'dgmWx]Uhf]gWx Yb
GUWx j YfghÀbX][Yb'i bhYfghØhnhž'k]Y'NJ K 'VYf]Wx hYh"

8]Y'9fa]hh'i b [Yb'Yf [UVYbž'XUgg'XYf'5b [Y_`U[hYž'XYf'ni f'HUhnY]h
Ui ZXYf'GhfU»Y`YVhY'i bX'8fc [Yb`_cbgi a]YfhYž'Ub
5b [ghni ghÀbXYbž'GWx`UZghØfi b [Yb'i bX'dgmWx ch]gWx Yb'GWx ØVYb
'Y]XYh"K À\ fYbX'XYg'Dfc nYggYg' [UV'Yf'Ubž'XUgg']\a ' Gh]a a Yb]a
?cdZ`VYZU\Yb'ni '\UbXY`bž'k cj cb'Yf']b'Y]bYa 'ZfØ\YfYb
; Yf]Wx hghYfa]b'VYf]Wx hYhY"'Hfchn'XYf'gWx k YfYb'J cfk ØfZYž
XUfi bhYf'j Yfgi Wx hYf'A cfx'i bX'j Yfgi Wx hYf'HchgWx`U[ž [UV'XYf
5b [Y_`U[hY'Ub.' Wx`\UVY'b]Wx hj Yfgi Wx hž'Ya UbXYb'ni
Yfa cfxYb ž'gc'X]Y'GK F"

DgmWw]gWw Y`9f_fUb_i b[Yb`i bX`]\fY

fYWw h`]Ww Yb` : c`[Yb

8]Y`8]g_i gg]cb`i a`X]Y`a`O[`]Ww Y`GWw i`Xi bZ`]\[_Y]h`XYg
5b[Y`_U[hYb`VYfØ\fh`Y]b`gYbg]V`Yg`H\Ya`U``@Ui`h`XYf`8Yi`hgWw Yb
; YgY``gWw UZh`ZØf`DgmWw]Uhf]Y`i`bX`DgmWw ch\YfUd]Yž`DgmWw cgca`Uh]_
i`bX`B`Yfj`Yb\Y]`_i`bXY`fB;`DDB`Ł`g]bX`A`YbgWw Yb`a`]h`dgmWw]gWw Yb
9f_fUb_i b[Yb`b]Ww h[YbYfY``[YZ`]\f`]Ww Yf`U`g`dgmWw]gWw`[Ygi`bXY
DYfgcbYb``8Yb`bcWw`_Ubb`VY]`VYgh]a`a`hYb`9f_fUb_i b[Ybž
]bgVYgcbXYfY`]b`J`YfV]bXi`b[`a`]h`8`fc[Yba`]ggVfUi`Ww ž`U[[fYgg]j`Yg
J`Yf\U`hYb`ni`bY\`a`Yb``8]Y`fYWw h`]Ww Yb`?`cbgYei`YbnYb`gc`Ww Yf
HUhYb`g]bX`c`Zh`ZØf`X]Y`²`ZZ`bh`]Ww`_Y]h`gWw k`Yf`b`UWw j`c``n]Y\`VUf`i`bX
ZØ\`fYb`ni` :`Y\`]b`hYfd`fY`hUh]cbYb`"

6Y]`Y]bYf`ZYgh[YghY``hYb`GWw i`Xi bZ`]\[_Y]h`_`Òbb`hY`UbghY``Y`Y]bYf
<`UZhghf`UZ`X]Y`i`bhYfVf]b[i`b[`]b`Y]bYf`Zc`fYbg]gWw Yb`DgmWw]Uhf]Y
Ub[YcfXbYh`k`YfXYb``8]YgY` :`cfa`X`Yf`j`c``gh`AbX][Yb`cXYf
hY]`k`Y]gYb`GWw i`Xi bZ`]\[_Y]h`k`]fX`Y`XcWw`a`UbWw`a`U`_`U`g
i`bni`fY]Ww YbXY`6Yghf`UŽ`b[`Ub[YgY\`Yb``<`Ài`Z][`k`YfXYb`F`ØW`Z`_`Y`
j`cb`Yb`h`UggYbYb`DUh]Yb`hYb`Yb`hk`YXYf`XYa`A`U»`fY[Y`j`c``ni` [`cXYf
XYf`i`bni`fY]Ww YbXYb`6YhfYi`i`b[`]b`ž`gh]nj`c``ni` [`gUbghU`hYb
ni` [YgWw f]YVYbž`X]Y``Ui`h`8;`DDB`Y`VYb`ZU``g`c`Zh`b]Ww h`X]Y`b`Øh][Yb
F`Yggci`fWw`b`ni`f`6Y\`UbX`i`b[`dgmWw]gWw`_fUb`_Yf`ϕ`gUggYb
VYfY]h\U`hYb`fB;`DDB`Ł`"

5i`gV`]W`_`Ui`Z`X`Ug`i`fhY]`

8`Ug`i`fhY]`]b`X]YgYa` :`U``k`]fX`Ua`i`*``A`Àfn`i`a``%`%`.\$`\$`i`\`f`Yfk`UfhYh`
Gc``hYb`X]Y` ;`Yf]Ww hY`X]Y`5f[i`a`Yb`hY`ni`f`GWw i`Xi bZ`]\[_Y]h
UbYf`_YbbYbž`_`Òbb`hY`X]Yg`Yf\`YV`]Ww Y`?`cbgYei`YbnYb`ZØf`X]Y
6Y\`UbX`i`b[`XYg`5b[Y`_U[hYb`\`UVYb``ϕ`Y]bYa`k`Y]hYfYb`?`cbhYI`h
k`]fX`ni`XYa`Y]b`a`i`ha`U»`]Ww Yf`5b[f]ZZ`XYg`5b[Y`_U[hYb`Ui`Z`nk`Y]
X`Àb]gWw Y` :`i`»`VU``ZUbg`k`À\`fYbX`XYf`9I`FC`&`\$`&(`]a`i`ž`b]`&`\$`&(`
YVYb`ZU``g`H\`Ya`U`]b`XYb`J`Yf\`UbX`i`b[Yb`gY]bž`k`c`Xi`fWw`X]Y
?`ca`d`YI`]h`À`h`XYg` :`U``Yg`k`Y]hYf`Yf\`Ø`h`k`]fX`"

8YhU]`g	
J c fZU``	A YggYfUb [f]ZZ
I fgUWXY	dgmWX]gWXY `9f_fUb_i b[ž'8fc [Yba]ggVfUi WX
C fh	Ghi hh[UfhYf`< Ui dhVU\b\cZž'+\$%+' `Ghi hh[Ufhž 8Yi hgWX`UbX
J Yf`YhnhY	&
: YghbU\ a Yb	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "gk f"XY • k k k "X[ddb"XY

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