

GdUWXL ']b 'XYf ' ? f]gY. 'GhUfg\]d!Dfc[fUa a \Uh'F ØW_gW\ `U['Yf`]hhYb °

ϕbcj Uh]cbYb`]b`FUi a ZU\fh'i bX`9J!HYWbc`c[]Yb
hfUbgZcfa]YfYb`X]Y`6fUbWXY" <cb[_cb[`d`Ubh`&\$) \$`X]Y
I a ghY`i b[`Ui Z9`Y_hfcj Yf_Y\`f"



; i Ub[n\ci ž7\]bU`!K Ug`hi`h]g]W\`XU`]b`XYf`K`Y`h`XYf
HYWbc`c[]Y3`ϕ`XYb`Y`h`h`Yb`A`cb`Uh`Yb`\`UV`Yb`g]W\`gd`Ub`b`Yb`XY
9bhk]W_`i b[Yb`]b`XYf`@`ZhZU\fh'i bX`F`Ui a ZU\fh`Ub[YVU\`bh`ž`X]Y`ZØf
5i ZfY[i b[`gcf[Yb" `7\]bU`gd]Y`h`XUVY]`Y]bY`nY`bh`fU`Y`F`c`Y`ž`i bX
XUg`b]W\`h`bi`f`ja` <`]bV`]W_`Ui Z9`Y_hfcZU\`fn`Yi [Yž`gcb`XYfb`Ui`W\`]b
XYf`ϕbcj Uh]cbg_fUZh`gY]bYf`@`Zh`i bX`F`Ui a ZU\`fh`YWbc`c[]Yb"
6Ygcb`XYfg`X]Y`B`]Y`X`f[]Y`f`X`c`f`V]h`K`]f`hg`W`U`Zh`f`@9C`Ł`g`W`Y]b`h`g]W\`U`g
ni`_i bZh`gk`Y]g`Y`b`X`ni`Y`fk`Y]g`Y`b`ž`k]Y`7\]bU`8U]`m`V`Y`f]W\`h`Y`h"

9]b`6`]W_`ni`fØW_`'GdUWXL`\`Uh`h`Y`]b`XYb`Y`h`h`Yb`ϕ\`f`Y`b`Y]b[]Y
FØW_gW\`À[Y`ni`j`Y`fn`Y]W\`b`Y`b" `5a` `%,` "'`ž`b]`&\$&` `YI`d`c`X]Y`fh`Y`Y]b
GhUfg\]d]a`HY`gh`ž`i bX`XUg`k`Uf`V`Y`f`Y]hg`XYf`j`]Y`fh`Y` :`Y`\`g`W\`U[]b
:`c`[Y" `Gc`W`Y`Dfc`V`Ya`Y`V`Y]`XYf`Ni`j`Y`f`À`gg[]_Y]h`XYg`GhUfg\]d!

Dfc [fUa a g'k YfXYb'a]h'Yfk Y]Y'a]h'XYb'<YfUi gZcfXYfi b [Yb
j Yf [`]WXYbž'X]Y`HYg`U`]a`'6YfY]W`XYf'9`Y_hfcZU\fnYi [Y`Xi fW`YVh"
8]Y`?cb_i ffYbn'gW`ÀZh'b]W`hž'XYbb':]fa Yb`k]Y`6M8` [Yk]bbYb
fUd]XY`Ub`6cXYbž'j cf`U`Ya`]b`9i fcdU`i bX`7\]bU" '<]Yf`k]fX
_fÀZh][`]b`]bbcj Uh]j Y`6UhhYf]YhYW`bc`c []Yb`i bX`YfgW`k]b [`]WXY
9`Y_hfcZU\fnYi [Y`]bj Ygh]Yfh"

B]YXf][YfXcfV]h'i bX`9`Y_hfcZ`c hhY

≠`<cb [_cb [`k]fX`X]Y`@i ZhZU\fhk]fhgW`UZh'f@59Ł`U`g` [fc»Yg
K UW`ghi a gZ`X`Ub [YgY`Yb" `8]Y`GhUXh'd`Ubhž`V]g`&\$) \$`XYb
[YgUa hYb`ÒZZYbh]W`Yb`J Yf_Y`f`Ui Z`9`Y_hfcZU\fnYi [Y
i a ni ghY`Yb" `≠`7\]bU`g]Y`h'a Ub`VYfY]hg`YZZ]n]YbhY` : `chhYb`j cb
Y`Y_hf]gW`Yb`6i ggYb`i bX`HUI]gž`X]Y`XYb`ÒZZYbh]W`Yb`J Yf_Y`f`
fYj c`i h]cb]YfYb" `5VYf`XUg`]gh`b]W`h`U`Ygž`XYbb`≠bcj Uh]cbYb`k]Y
gY`VghZU`fYbXY`A chcffc`Yf`i bX` : U\fnYi [Yž`X]Y`g]W`a Ø`Y`cg`]b
Yb [Y`Duf`_ØW`Yb`a Ub`Òj f]YfYb`_ØbbYbž`g]bX`YVYbZU`g`HY`]`X]YgYf
9bhk]W`_i b ["

9]b`VYgcbXYfg`Ui ZfY [YbXYg` : Y`X`]gh`XUg`XYf`Y`Y_hf]gW`
VYhf]YVYbYb`gYb`fYW`hYb`GhUfh`i` bX`@UbXYZi [nYi [Y`fYJ HC @Ł` `≠
; i Ub [n\ci`Xi fZhY`Y]bY`?cffYgdc bXYbh]b`j cb`H\Y`9W`bca]gh`Y]b
gc`W`Yg` : U\fnYi [`hYghZU`fYb" `A]h`%* `DfcdY`Yfb`Ui g [YghUhhYhž`cV
Yg'dfcV`Ya`cg`Ui ZYhk U`) \$`A YhYf`<Ø`Y`UV`i bX`Vch
UhYa VYfUi VYbXY`5i gV`]W`_Y`Ui Z`X]Y`GhUXh" `8]YgYg`YJ HC @ [Y\Øfh
ni f`9<Ub [!: `chhYž`X]Y`U`g`YfghYg`l bhYfbY`a Yb`k Y`hk Y]h]a`A`Àfn
&\$&) `Y]bY`@]nYbn`ZØf`XYb`_ca`a Yfn]Y`Yb`DUggU []YfhfUbgdcfh
Yf\]Y`h"

F Ui a ZU\ fhhYW`bc`c []Yb`XYf`Ni`_i bZh

5VYf`Ui W`]a`'6YfY]W`F Ui a ZU\fh`_ØbbhYb`]b`XYb`b`ÀW`ghYb`ſ\`fYb
bYi Y`HYW`bc`c []Yb`ni a`HfU [Yb`_ca`a Yb" `8Yf`9]bgUhn`j cb
≠bYbhf]YVk Yf_Yb`i bX`Y`Y_hfch`Yfa`]gW`Yb`Hf]YVk Yf_Yb
j Yfgdf]W`h`Y]bY`F Yj c`i h]cb" `8]YgY`HYW`bc`c []Yb`Yfa`Ò [`]W`Yb
VYY]bXfi W`_YbXY`9ZZ]n]Ybn [Yk]bbYž`a]h`≠bYbhf]YVk Yf_Ybž`X]Y
; YgW`k]bX][_Y]hYb`j cb`ØVYf`&\$\$_a`#g`YffY]W`Yb`_ØbbYb" `GdUW`L
\Uh`XUVY`]VYfY]hg`? fmdhcb`UbghY`Y`j cb`LYbcb`U`g`HfY]Va`]hY`

[Yk Å\`hzi a `X]Y`?cghYb`ni `gYb_Ybž`k Ug`Y]bYb`gdUbbYbXYb
 K Yhh`Ui Z`nk]gWYb`FUi a ZU\`fhi bhYfbY\`a Yb`k]Y`GdUW`Lž`6`i Y
 Cf][]b`i bX`XYf`9G5`Ui g`Òghž`X]Y`YVYbZU``g`]b`X]YgYb`6YfY]W
]bj Ygh]Yfh"

5_hi Y``g]bX`€bYbhf]YVk Yf_Y`bi f`]a `J U_i i a `XYf`FUi a ZU\`fh
 Y]bgYhnVUfž`k Ug`VYXYi hYhž`XUgg`<YfUi gZcfXYfi b[Yb`]b`6Yni [`Ui Z
 X]Y`9bYf[]Yj Yfgcf[i b[`i bX`X]Y`G]WYf\`Y]h`VYghY\`Yb``B UW`
**HYW NY]h[Y]gh`UfVY]hYb`j]Y`Y`ZØ\`fYbXY` : cfgWYf`Ub`XYf`
 , VYfk]bXi b[`X]YgYf`<ØfXYbž`i a `XUa]h`Àb[YfY
 K Y`hfUi a a]gg]cbYb`ni `a Ò[`]WYb"**

A]h`U``X]YgYb`9bhk]W`i b[Yb`]gh`_Uf.`8]Y`K Y`h`XYf`HYW`bc`c[]Y
]gh`Ua `Di `g`XYf`NY]hž`i bX`Yg`V`Y]Vh`gdUbbYbX`ni `VYcVUW`hYbž`k]Y
 g]W`X]YgY`HfYbXg`k Y]hYf`YbhZU`hYb`k YfXYb``C V`]b`XYf`@ ZhZU\`fh
 cXYf`FUi a ZU\`fh` `7\]bU`i bX`UbXYfY` ðbcj UhcYb`nY][Ybž`XUgg`g]Y
 Y]b`[i hYg`<ÀbXWYb`\UVYbž`k Ybb`Yg`XUfi a`[Y\`hž`X]Y`Ni _i bZh
 j cfUbni hfY]VYb"

8YhU]`g	
C fh	; i Ub[n\ci ž`7\]bU
E i Y``Yb	<ul style="list-style-type: none"> • k k k "W]b UXU]`mUg]U"W`a • k k k "YW`bca]gh"W`a • k k k "hYW`nY]h[Y]gh"XY

6Ygi WYb`G]Y`i bg`Ui Z.`k ca , +"XY