

6Ui a X]YVY ']b ' ? U`W fYi h\ . ' GhÅa a Y [Y_`Ui h' ' NYi [Yb `Xf]b [YbX ' [Ygi W h°

5_hi Y`Y ' Dc `]nY]VYf]W hY 'Ui g'9f`Ub [Yb! < ÒW ghUXh. '8]YVghU\`ž
I bZU``i bX`J Yf_Y\fgg]W Yfi b [gdZ]W hYb`'a `: c_i g"



K U`XghØW_`Ub`XYf`J YfV]bXi b [gghfU» Y`nk]gW Yb
? U`W fYi h\ `i bX`K Y]\Yfž`8Yi hgW`UbX`!`a `@UbX_fY]g
9f`Ub [Yb! < ÒW ghUXh []Vh`Yg`XYfnY]h`Y]b][Y`U`Ufa]YfYbXY
9fY][b]ggY`ni `VYf]W hYbž`X]Y`gck c\`ž0f`5bk c\bYf`U`g`Ui W`ž0f
6Ygi W Yf`j cb`hYfYggY`g]bX``CV`Yg`g]W`i a `Y]bYb`hfUi f][Yb
J cfZU``a]h`Y]bYa `j Yfi b [`ØW`hYb`F UXZU\Yf`f`UbXY`h`cXYf`i a `X]Y
i b_cbj Ybh]cbY`Yb`HUhYb`j cb`6Ui a X]YVYb` `Yg`]gh]a a Yf`Yhk Ug
`cg`]b`XYf`FY []cb"

9]b`VYa Yf_Ybgk YfhYf`: U``]gh`XYf`8]YVghU\`j cb`6Ui a ghÅa a Ybž
XYf`g]W`nk]gW Yb`XYa `%&`' † b]i bX`XYa `&`' † `] & \$ &) `YfY][bYhY"
I bVY_UbbhY`HÅhYf`ZÄ``hYb`XUVY]`6Äi a Y`]b`Y]bYa `K U`XghØW_`Ub
XYf`J YfV]bXi b [gghfU» Y`nk]gW Yb`? U`W fYi h\ `i bX`K Y]\Yf`i bX

ghU\`Yb`X]Y`GhÅa a Y"8Yf`9bhk YbXi b[ggW\UXYb`VY`Ài Zhig]W\`Ui Z
Y]bYb`\c\Yb`XfY]ghY``[Yb`6YhfU["8]Y`Dc`nY]]bgdY_h]cb`9f`Ub[Yb!
@UbX`V]hhYh`NYi [Ybž`g]W\`i bhYf`XYf`HY`YZcbbi a a Yf
\$-`%`%#` , , (&\$`ni`a Y`XYbž`i a`@W\h]bg`8`i b_Y`ni`Vf]b[Yb"
Gc`W\Y`JcfZÅ`Y`k YfZYb`fU[Yb`ni`a`l`a [Ub[`a`]hi bgYfYb
K`Å`XYfb`i bX`XYf`G]W\Yf\Y]h`Ui Z'

9]b`k`Y]hYfYg`l`b[`ØW_`J`Yfi`b[`ØW_hYf F`UXZU\`fYf

9]bY`VYgcf[b]gYffY[YbXY`G]hi`Uh]cb`YfY][bYhY`g]W\`YVYbZU`g
nk`]gW\Yb`G]a`a`YfgXcfZi`bX`K`UW\Ybfc\`ž`k`c`Y]b`+(`!`Å`\f][Yf
F`UXZU\`fYf`Ua`8`cbbYfghU[bUW\`a`]hhU[`ghØfnhY"8Yf`A`Ubb`_`cbbhY
g]W\`gY`Vgh`b]W\`h`a`Y`\f`Ui`ZfUddY`b`i`bX`V`]YV`V]g`]b`X]Y`B`UW\`h
\`Zcg`Y[Yb"9fgh[Y[Yb`&`.'`\$`l`\f`k`i`fXY`Yf`j`cb`Y]bYa`9\YdUUf
Ui`g`<`cfVUW\`Yb`hXYW`h";`ØW_]W\Yfk`Y]gY`k`i`fXY`XYf`J`Yfi`b[`ØW_hY
_i`fnY`NY]h`gdÅhYf`j`cb`XYf`Dc`nY]]i`bX`Y]bYa`F`Y`h`i`b[`gX]Yb`gh
[YZ`bXYb`i`bX`]bg`?`fUb_Yb\`Ui`g[YVfUW`h"8]YgYg`9fY][b]g`nY][h
XYi`h]W\`ž`k`]Y`k`]W\`h[`Yg`]ghž`]b`i`bgYfYf`B`UW\`VUfgW\`UZh
Ui`Za`Yf_gUa`ni`gY]b`i`bX`VY]J`YfXUW`h`Ui`Z;`YZU\`fYb`gc`Zcfh`ni
\`UbXY`b"

GW\`ÅXYb`Xi`fW\`6Åi`a`Y`i`bX`X]Y J`Yf_Y\`fgg]W\`Yfi`b[`gdZ`]W\`h

6Y]U``X]YgYb`JcfZÅ`Yb`]ghYg`VYgcbXYfg`j`cb`6YXYi`hi`b[`ž`X]Y
J`Yf_Y\`fgg]W\`Yfi`b[`gdZ]W\`h`ZØf`6Åi`a`Y`]b`XYf`;`Ya`Y]bXY`ni
VYhfUW`hYb"K`]Y`X]Y`F`YW`hgd`fYW`i`b[`nY][`hž`\UZhYh`Y]bY`;`Ya`Y]bXY
ZØf`GW\`ÅXYb`ž`X]Y`Xi`fW\`YfUVZU`YbXY`Y`ghY`Yb`hghY\`Yb`ž`k`Yb`b`g]Y
]\`fYf`G]W\`Yf\`Y]hgj`YfUb`hk`cf`hi`b[`b]W\`h`b`UW\`_`ca`a`h"Gc`Yb`hgW\`]YX
VY]gd]Y`gk`Y]gY`XUg`C`@`:`fUb`_Z`fh]b`Y]bYa`Å\`b`]W\`Yb`:`U`ž`XUgg
fY[Y`a`Å`][Y`6Ui`a`_`cb`hfc`Yb`ž`X]Y`c`Zh`b]W\`h`a`]bXYghYbg`U`Y`gYW\`g
A`cb`UhY`gh`UhhZ]bXYbž`i`bYf`Ågg`]W\`g]bXž`i`a`:`YZU\`fYb`ZfØ\`nY]h][`ni
Yf_Yb`bYb"5bnY]W\`Yb`k`]Y`_`fUb`\`Y]hgYf\`YV`]W\`Y`GW\`ÅXYb`a`ØggYb
[Yk`]ggYb\`UZh`ØVYfk`UW`h`k`YfXYbž`i`a`GW\`ÅXYb`k`]Y`\`YfUVZU`YbXY
Y`ghY`]a`JcfZY`X`ni`j`Yf\]bXYfb"Ub`k`U`h"XY`Yf`Åi`hYfhž`XUgg`Yg`ZØf
;`fi`bXghØW_gY][Yb`hØa`Yf`j`cb`[`fØ»`hYf`6YXYi`hi`b[`]ghž`\`fY`6Åi`a`Y

fY[Y`a Å»][`ni `ØVYfdfØZYbž`i a `dchYbn]Y`Y ; YZU\ fYb
Ui gni gW`Y» Yb" `5i W`Y]bY` , VYfhfU[i b[`X]YgYf`DZ]W`hYb`Ui Z
8f]hY`YbhV]bXYh`g]Y`b]W`hj cb`XYf`J YfUbhk cfhi b["

: Øf`U`Y`6Ui a VYg]hnYf`[]`h`\\YfvY]`X]Y`F Y[Y` . K Yf`b]W`h
fY[Y`a Å»][`Ui ZXYb`Ni ghUbX`gY]bYf`6Åi a Y`UW`hYhž`_ØbbhY`VY]
Y]bYa`GW`UXYbgZU``]b`X]Y`DZ]W`h[Ybca a Yb`k YfXYb"GW`UXY`i a
X]Y`gW`ØbYb`6Åi a Yž`k Ybb`g]Y`b]W`h`cfXbi b[g[Ya Å» `VYhfYi h
k YfXYb`i bX`ni a` ; YZU\ fYb[fi bX`k YfXYb" `6Åi a Y`gc`Yb
gW`Y]» `]W`i bgYf`5i [Y`YfZfYi Yb`i bX`b]W`hini `Y]bYf`J YfgY\ fi b[
j cb`DYfgcbYb`cXYf`GUW`Yb`ZØ\ fYb"

I bZU``i bX`a i hk]``[Y`6YgW`ÅX][i b[

K]Y`Yg`gW`Y]bhž`g]bX`X]Y`DfcV`Ya Y`]a`@UbX`_fY]g`bcW`b]W`hini
9bXY" `9VYbZU``g`VYf]W`hYh`X]Y`Dc`]nY]]bgdY`_h]cb`< ØW`ghUXh]`cb
Y]bYa`I bZU``ž`XYf`g]W`VY]`BYi` \Ui`g`YfY][bYhY` . 9]b`&`!`Å`\\f][Yf
5i hcZU\ fYf`ØVYf`c`hY`Y]bYb`@Ughni [ž`XYf`X]Y` ; YgW`k]bX][`_Y]h
XfcggY`hYž`i a`bUW```]b`_g`UVni V]Y[Yb" `9g`_Ua`ni`f`?`c``]g]cbž`X]Y
a]hY]bYa`GUW`gW`UXYb`j cb`Yhk`U" `\$\$\$`9i`fc`ni`6i`W`Y`gW`i [ž
[`ØW`_]W`Yfk`Y]gY`V`]YV`XYf`↑ b[Y`A`Ubb`i`bj`Yf`Yhnh" `8Yf`[YbUi`Y
<Yf[Ub[`XYg`i`bZU``g`a`i`gg`U`YfX]b[g`bcW`[Y`_`Åfh`k`YfXYb"

Ni XYa` [UV`Yg`Y]bY`a`i`hk`]``[Y`6YgW`ÅX][i b[`Y]bYg`[fUi`Yb
<mi`bXU]ž`XYf`YfbYi`h`Ua`A`]h`k`cW`nk`]gW`Yb`%*`.\$`\$`I`\\f`i`bX`\$)`. \$\$
I`\\f`VYgW`ÅX][h`k`i`fXYž`k`Å`fYbX`Yf`Ui`ZY]bYf`DUF`_Z`ÅW`Y`Ub`XYf
<Ui`gbi`a`a`Yf" `UV[YghY``h`k`Uf" `8]Y`Dc`]nY]`gi`W`h`Ui`W`\\Yf`bUW
NYi [Yb" `K`Yf`ϣ`Zcfa`Uh]cbYb`\\Uhž`gc`hY`g]W`i`bhYf`\$`-`%`-`#`'`-`(\$
a`Y`XYb"

K]Y`g]W`nY][hž`]gh`Yg`YbhgW`Y]XYbXž`XUgg`k`]f`]b`i`bgYfYf
; Ya`Y]bgW`UZh`k`UW`gUa`V`Y]VYb`i`bX`VY]`5i`ZZ`][`_Y]hYb
i`a`[Y`YbX`X]Y`YbhgdFYW`YbXYb`GhY``Yb`]bZcfa`]YfYb" `CV`Yg`g]W`
i`a`G]W`Yf`Y]hga`Åb[Y`cXYf`a`i`hk`]``[Y`GW`ÅXYb`\\UbXY`h`i`bi`f
[Ya`Y]bgUa`\\U`hYb`k`]f`i`bgYfY`B`UW`V`UfgW`UZh`g]W`Yf"

8YhU]`g	
C fh	K U`XghØW_`Ub`XYf`J YfV]bXi b[gghfU» Y nk]gWYb`? U`WfYi h\`i bX`K Y]\Yfž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k]YgYbhVchY"XY • k k k "Ubk U`h"XY • k k k "ĭ fUZcfi a "XY

6Ygi WYb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY