

? fYUh]j Y `? i bghk Yf_Y`XYf`5a YbX]b[Yf
; fi bXgWxi `Y`ZØf`?]bXYfZYgh`&\$&) °

9fZU\fyb`G]Y`a Y\f`ØVYf`XUg`? fYUh]j ZYgh`XYf`5a YbX]b[Yf
; fi bXgWxi `Y`]b`A Ya a]b[Ybž`XUg`?]bXYfZYgh\YZh`i bX`X]Y
VYj cfghY\YbXYb` : Ygh]j]hÅhYb"



A Ya a]b[Ybž`8Yi hgWx`UbX`!`ē`A Ya a]b[Yb`XfY\`h`g]Wx`U`Yg
i a `? fYUh]j]hÅh`i bX`XYb`_ca a YbXYb` ; fc» Yj Ybh`8Ug`?]bXYfZYgh
&\$&) `ghY\`h`j cf`XYf`HØf`°`DUggYbX`XUni`k`i fXY`\`Yi hY`Y]b`bYi Yg
?]bXYfZYgh\YZh`j cf[YghY`hž`XUg`j cb`XYb`hU`Ybh]YfhYb
GWØ`Yf.]bbYb`XYf`5a YbX]b[Yf; fi bXgWxi `Y`[YghU`hYh`k`i fXY`
H\Yc`i bX`@`Xk][`ØVYffY]Wx`hYb`XUg`k`i bXYfgW`ØbY`<YZh`]a
FUh\Ui`g`Ub`C`VYfVØf[Yfa`Y]ghYf`Jb`F`ch\YbVUW`Yf`i bX`X]Y`Nk`Y]hY
6Øf[Yfa`Y]ghYf]b`A`Uf[UfYhU`6ØW_\`"8UVY]`XUb`_hY`F`ch\YbVUW`Yf
XYb`Yb[U[]YfhYb`?]bXYfb`ZØf`\`fY`_fYUh]j Yb`6Y]hfÅ[Yž`X]Y`XUg
<YZh`n]YfYb` `XUfi bhYf`A`ch]j Y`j cb`XYf`A`Ya`a`]b[Yf`A`Ui`i`bX`XYb
5`[`Ài`Yf`6Yf[Yb`gck`]Y`j]Y`Y`Vi`bhY`6`i`a`Yb`i`bX` :][i`fYb`"8]Y
? i bghk Yf_Y`XYg`<YZh`Yg`ghUa`a`Yb`j`cb`U`Yb` ; fi bXgWØ`Yf.]bbYb
XYf`5a YbX]b[Yf; fi bXgWxi `Yž`X]Y`g]Wx`hUh`fÅZh[`VYhY]`][`hYb`i`bX`

XUa]h'XUg: Ygh'bcWk 'ZYgh]WkYf' [YghU'hYb"

8 Ug'U_hi Y`Y'<YZh'gh'b]Wk h'bi f'Y]bY '\ØVgWkY'Gci j Yb]fž'gcbXYfb
Ui Wk'XUg'9f[YVb]g'_c`Y_h]j Yf'?fYUh]j]hÅh"8 U[a Uf'Hf]YVž'X]Y
J c f g]hnybXY'XYg'?]bXYfZYghUi ggWki ggYgž'VYhc b hY'X]Y'hc`Y
=b]h]Uh]j Yž'X]Y'Xi fWk'X]YgYb'Vi bhYb'8 fi W_ 'YbhghY'h" >XYg' > \ f
_ca a h'Y]b'UbXYfYg'; fi bXgWki `hYUa 'ni a 'Ni [ž' [Ya Y]bgUa 'a]h
GWkØ'Yf]bbYb' i bX'GWkØ'Yfb'XYg': ØfXYfnYbhfi a g
F Y]Wk'g\U]bgWki `Yž'i a 'XUg'<YZh'ni ' [YghU'hYb"8]YgYg' > \ f
]`i ghf]Yfh'XUg'H\Ya U'X]Y'@]YXYf'XYg'?]bXYfZYghYg'a]h'XYa 'H]hY'
F]b[g'a ' ? fUbny "

?]bXYfZYgh'i bhYf'XYa 'A c hhc 'XYf'A i g]_

8 Ug'A Ya a]b[Yf'?]bXYfZYgh'Z]bXYh'\Yi Yf'Ua '8 cbbYfghU[ž'XYa
& (" ž ']&\$&) ž'ghUhh"8]Y'J c fVYfY]hi b[Yb'XUni ' `Ui ZYb'VYfY]hg'Ui Z
<cWk hci fYb"6Y]'XYf'YmhYb'G]hni b['XYg'?]bXYfZYghUi ggWki ggYgž'
VY]'XYf'Ui Wk'8 U[a Uf'Hf]YV'Ubk YgYbX'k Ufž' [UV'Yg'VYfY]hg'YfghY
a i g]_U`]gWkY'8 UfV]Yhi b[Yb"8 Yf'?]bXYfWk c f'XYf'ghÅXh]gWkYb
G]b[!'i bX'A i g]_gWki `Yž'i bhYf'XYf'@Y]hi b['j cb'? cbghUbnY' ? fUi gž'
VY[Y]ghYfhY'a]h'ØbZ'@]YXYfbž'X]Y'g]Y'Ui gk YbX]['XUfVchYb"8 Ug
nY][h'8]Y'J c fZfYi XY'Ui ZXUg: Ygh'k ÅWkgh'i bX'X]Y'_'Y]bYb
GÅb[Yf.]bbYb'g]bX'VYghYbg'j c fVYfY]hYh"

9]b'6YgcbXYf\Y]h'X]YgYg: YghYg'g]bX'X]Y'X]Yg'Å\ f][Yb
?]bXYfZYgh'YXYfž'X]Y'X]Y'Gh]a a i b['Ui ZcW_Yfb'k YfXYb"8 Uni
nÅ\`Yb'H]hY'k]Y' K c'A YbgWkYb'g]Wk'j Yf[YggYb ž' @Y]hž'@Y]hž'
@Y]h'Y'a ØU» hg`i gWk h]['gY] ž' A U'Wc'a Y'VU]'6Y''U'6]a VU ž' 8Yf
'UVUi hYfa Ubb' i bX'XUg'VYfY]hg'Yfk Å\bhY' F]b[g'a ' ? fUbny "
8]Y'@]YXYf'gd]Y[Y'b'X]Y'ZfØ\`]WkY'5ha cgd\ÅfY'k]XYfž'X]Y'XUg
?]bXYfZYgh'Ui gghfU\`Yb'k]fX"

? i bgh'i bX' ? i `hi f'ZØf'U`Y

8]Y'9]b`UXi b['ni f'HY]'bU\ a Y'Ua ' ?]bXYfZYgh'ghY`h'Ui Wk'Y]bY
J YfV]bXi b['ni 'ØVYf[YcfXbYhYb'N]Y'Yb'\Yf"8 Yf': ØfXYfZc b X g
**? i bgh'i bX' ? i `hi f'n]Y'h'XUfUi Z'UVž'X]Y' _Øbgh'Yf]gWkY' i bX
_i `hi fY`Y'6]Xi b['j b'?]hUg'i bX'GWk i `Yb'ni 'i bhYfghØhnYb"8 Ua]h**

gc`YXYa`?]bX`i bUV\Åb[][`j cb`gcn]U`Yf`cXYf`Z]bUbn]Y`Yf
 G]hi Uh]cb`XYf`Ni [Ub[`ni`?i bghi bX`?i `hi f`cZYbghY\Yb`"9]bY
 k]W\h][Y`b]h]Uh]j Yz`X]Y`b]W\h`bi f`?fYUh]j]hÅhi bX`HU`Ybhy`ZØfXYfhž
 gcbXYfb`Ui W\X]Y`dYfgØb`]W\Y`9bhk]W`i b[`XYf`?]bXYf
 i bhYfghØhnh"

8 Ug`?]bXYfZYgh\YZh`k]fX`V]g`ni a` : YghhU[`]b`j YfgW\]YXYbYb
 ; YgW\ÅZhYb`i bX`9]bf]W\hi b[Yb`XYf`GhUXh`ni`Y]bYf`_`Y]bYb`GdYbXY
 Yf\Å`h]W\`gY]b`"Gc`k]fX`X]Y`J cfZfYi XY`Ui Z`XYb`&(`"ž` `]Xi fW\XUg
 <YZhi bX`X]Y`J cfVYfY]hi b[Yb`gW\cb`YhnhgdØfVUf`"A UW\Yb`Ui W\
 G]Y`a]hžXUa]h`X]Y`?]bXYf`k Y]hYf\]b`]b`_fYUh]j Yb`Dfc`Y`_hYb
 k UW\gYb`i bX`[YXY]\Yb`_ØbbYb`°

8YhU]`g	
Cfh	AYa a]b[Ybž`8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "a Ya a]b[Yb"XY • k k k "U`[UYi Yf!nY]hi b["XY • k k k "gh]Zhi b[V]`Xi b["cf[

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