

9bhXYW_Y`A Uf_hVfY]h. '9]b `; Y\Y]a h]dd`ZØf
: UWk Yf_!`i bX`K Y]b`]YV\UVYf°

9bhXYW_Yb`G]Y`A Uf_hVfY]h`Y]bY`W Ufa UbhY`ZfÀb_]gWXY`GhUXh
a]h`VYY]bXfi W_YbXYf` : UWk Yf_UfW]hY`hi`f`i`bX
Ui h\Ybh]gWXYf`K Y]b`_i`hi`f`"6Ygi WXYb`G]Y`XUg`K Y]b`!`i`bX
<Y]a UhZYgh]a`5i [i gh&\$&) °



A Uf_hVfY]hž`8 Yi hgWk`UbX`!`f`ba]hYb`XYf`a U`Yf]gWXYb
@UbXgWkUZh: fUb_Ybg`j YfghYW`h]g]Wk`X]Y`W Ufa UbhY`?`Y]bghUXh
A Uf_hVfY]h`A]h`]\fYb`(" "\$9]bk`c`bYfb`]gh`g]Y`Y]b`?`Y]bcXž`XUg
j`cf`U`Ya`Xi`fW`gY]bY`VYY]bXfi W_YbXY`5`hghUXh`a]h`ØVYf` "\$
: UWk Yf_\`Ài`gYfb`VY[Y]ghYfh`@Ui`h`>ci`fbYY`A`cbX]U`Y`VYghY\h
VYY]bXfi W_YbXY`+\$i`XYf`GhUXh`Ui`g`U\`f\`i`bXYfhYU`hYb
: UWk Yf_VUi`hYbž`X]Y`X]Y`\]ghcf]gWXY`6Ui`gi`VghUbn`VYk`U\`fh
\UVYb"

6YgcbXYfYg`5i [Yba Yf_`j YfX]Ybh`XUg`A U`Yfk]b_Y`\Ui`g]b`XYf
6UWk [UggY`"8]YgYg`†`k`Y`k`i`fXY`]b`XYb`%-`&\$Yf`†\`fYb`fYghUi`f]Yfh
i`bX`[]Vh]Y]bYb`k`i`bXYfVUfYb`9]bV`]W_]b`X]Y`6Ui`_i`bgh

j Yf[Ub[YbYf'NY]hYb"K Å\fybX'UbXYfY'K Y]bfY[]cbYb'j cb
Hci f]ghYb'ØVYf'Ui ZYb'g]bXžV]YhYh'A Uf_hVfY]h'Ui h\Ybh]gWY
K Y]b_i'hi f'c\by'; YXfÅb[Y'i bX'Hfi VY'.8]Y'ZUa]Y]Yb[YZØ\fhYb
K Y]b[Øhyf'i]b'XYf'i a [YVi b['dfcXi n]YfYb'gW a UW_\UZhY'K Y]bY
k]Y'G]j UbYfž'A Ø`Yf!H\i f[Ui 'i bX'6UWwX i gž'X]Y'U`YgUa h]b'XYf
hmd]gWYb'6cW_gVYi hY'ZUgWY'UV[YZØ`h'k YfXYb"

9]b': Ygh'ZØf'X]Y'G]b b Y

9]b'<][\'][\hž'XUg'U`Y'K Y]b']YV\UVYf'VY[Y]ghYfhž']gh'XUg'K Y]b!
i bX'<Y]a UhZYghž'XUg'5bZUb['5i [i gh'&\$&) 'ghUhhZ]bXYh''5b'X]YgYa
K cWYbYbXY'k]fX'X]Y[YgUa hY'GhUXh]b'Y]b'V'Ø\YbXYg': Ygh
j Yfk UbXY'hž'k cVY]X]Y': UWk Yf_ZUggUXYb'a]h'6'i a Yb'i bX
K Y]bfUb_Yb'[YgW a ØW_h'k YfXYb''5i » YfXYa 'g]bX'Zc`_`cf]gh]gWY
HÅbnY'i bX'Y]b'hfUX]h]cbY`Yf': Yghi a ni ['a]h'\]ghcf]gWYb
HfUW hYb'ZYghYf'6YghUbXhY]'XYg': YghYg''6Ygi WYf'k YfXYb
Ub[Y\U'hYbž'\fyb'5i ZYbh'U'hj cb': fY]hU['V]g'GcbbhU[
Y]bni d'UbYbž'i a 'XYb'j c`Yb'; Ybi gg'XYf': Y]Yf']W_Y]hYb
a]hni Yf'YVYb"

8]Y'5bfY]gY'bUW'Å Uf_hVfY]h[YghU'hYh]g]W' i b_ca d`n]Yfh'CV
ØVYf'X]Y'5+'cXYf'a]h'XYa 'Ni ['bUW'?']h]b[Yb'[YZc`[h]j cb'Y]bYa
6i g'bUW'Å Uf_hVfY]hž'X]Y'5bV]bXi b[']gh'VYghYbg'': Øf'BÅW h][YbXY
[]Vh'Yg'a ' < chY`@Øk Ybž'6UmYfbg'nk Y]hÅ'hYghYa ' ; Ugh\Ui gž'Y]bY
[Ya Øh]WY', VYfbUW hi b[ga Ø[']W_Y]h''Gc'`Åggh'g]W'XYf'6Ygi W
cdh]a U'a]h'Y]bYf'FUXhci f'Ybh'Ub['XYg'Å U]bg'j YfV]bXYbž'k Ug'ZØf
U`Y'5_h]j i f'Ui VYf'Y]b'; Ybi gg']gh"

A Uf_hVfY]h']a ' ? cbhYI h'XYf': fÅb_]gWYb : UWk Yf_ghfU» Y

8cW'ib]W'h'bi f'Å Uf_hVfY]h']gh'Y]b''YVYbX][Yg'6Y]gd]Y`ZØf'X]Y
ZfÅb_]gWY'6Ui _i bgh''8]Y'GhUXh]gh'Å]h[']YX'XYf'bYi '[Y[fØbXYhYb
: fÅb_]gWYb': UWk Yf_ghfU» Y ž'X]Y'Ui g]bg[YgUa h'ink Ø'Z'c fhYb
VYghY\h'i bX'Ui ZX]Y'9f\U'h' b['XYg'_i'hi fY`Yb'9fVYg'UVn]Y'hž'k]Y'
=bZfUb_Yb'VYf]W hYh''8]YgY'GhfYW_Yž'X]Y'(\$+'_a' i a ZUgghž
dfÅgYbh]Yfh'Y]bY'k i bXYfVUfY'?ca V]bUh]cb'Ui g'\]ghcf]gWYb

GhÅXhYb`i bX`fca Ubh]gWkYb`@UbXgWUZhYb"

8]Y`FY[]cbU`ghfYW_Y` : fUb_Yb`]gh`HY]`XYf`8Yi hgWkYb
: UWk Yf_ghfU» Yž`X]Y`VYfY]hg`gY]h`%- - \$`YI]gh]Yfh`i bX`ØVYf`%\$\$
GhÅXhY`i a ZUggh`A Uf_hVfY]h`i bX`X]Y`UbXYfYb`VYhY]`][hYb`GhÅXhY
nY][Yb`b]Wk`h`bi f`X]Y`Hmd]_`XYg`ZfÅb_]gWkYb` : UWk Yf_g` `j cb
BYhnZUWk Yf_`ØVYf`ZUfV][Y` : Uggi b[Yb`V]g`\\]b`ni `gWk`ØbYb
GWk`b]hnYfY]Yb` `gcbXYfb`V]YhYb`Ui Wk`nU`fY]WkY`J YfUbghU`hi b[Yb
i bX`5_hj] Ub[YVchYž`X]Y`6Ygi WkYf`U`Yf`5`hYfg[fi ddYb
UbgdfYWkYb"

⊕`A Uf_hVfY]h`Yf`VYb`X]Y`6Ygi WkYf`b]Wk`h`bi f`X]Y`VYnUi VYfbXY
6Ui _i bghž`gcbXYfb`Ui Wk`Y]bY`VYbX][Y`?i`hi fž`X]Y`gWka UW`\\UZhY
ZfÅb_]gWkY`GdYn]U`]hÅhYb`i a ZUggh`J cb`6fUk ØfghYb`ØVYf
GWk`Ai ZY`Y`V]g`\\]b`ni `XYb`Y`W_YfYb`@Ui [YbVfYnY`b`]gh`\\]Yf`ZØf
YXYb` ; Ui a Yb`Yhk Ug`XUVY]"A Uf_hVfY]h` `Y]b`Cfhž`XYf`j YfnUi VYfh
i bX`Y]b`ÅXh`X]Y`\\]ghc`f]gWkY`GWk`Øb`\\Y]h`ni `Yb`hXYW_Yb`°

8YhU]`g	
Cfh	A Uf_hVfY]hž`8Yi hgWk`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "`ci fbYY!a cbX]U`Y"Wca• k k k "XYi hgWkY! ZUWk Yf_ghfUggY"XY• k k k "]bZfUb_Yb"XY

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