

? chhVi ggYf`Hcf`i bhYf`6YgWk i gg.
J]XYcØVYfk UWk i b[`]b`XYf`? f]h]_°

5a `?chhVi ggYf`Hcf`]b`6Yf`]b!`fYi nVYf[`k]fX`X]Y
J]XYcØVYfk UWk i b[`ni f`6Y_`Äa dZi b[`j cb`?f]a]bU`]hÄh
_f]h]gWk ` \]bhYfZfU[h"



? chhVi ggYf`Hcf`ž`%\$- - +`6Yf`]b`ž`8Yi hgWk `UbX`!`8]Y`K UWkY`Ua
? chhVi ggYf`Hcf`]b`6Yf`]b!`fYi nVYf[ž`Ui Wk `VY`Ub`bh`U`g`? chh]k UWkYž
]gh`gY]h: YVfi Uf`&\$&` `]a `9]bgUhnž`i a `?f]a]bU`]hÄh`ni `VY_`Äa dZYb
i bX`X]Y`G]WkYf\Y]h`Ub`X]YgYa `j]Y`VYZU`fYbYb`i bX`di `g]YfYbXYb
Cfh`ni `Yf`\Ø`Yb``8cW`X]Y`Xcfh`]bghU``]YfhY`J]XYcØVYfk UWk i b[
ghY`h`]b`XYf`? f]h]_``8]Y`6Yf`]bYf`8UhYbgWk i hmVYUi ZhfU[hY`A U]_Y
? Ua d`\Uh`X]Y` , VYfk UWk i b[`U`g`i bni `Ägg][`Y]b[Yghi Zhž`XU`g]Y`X]Y
FYWk hY`XYf`DUggUb`hYb`Yf`YV`]Wk`Y]bgWk fÄb`_Yž`VYgcb`XYfg`]a
9]b[Ub[gVYfY]Wk ž`k c`gcn]U`Y`6YfUhi b[gUb[YVchY`YI]gh]YfYb``G]Y
VYhc`b`ž`XUgg`<`]ZYgi WkYbXY`X]YgY`5b[YVchY`c`bY`X]Y`VYXfc`\`]WkY
DfÄgYbn`j cb`? Ua YfUg`k U`fbY`a Yb`_Öb`Yb`gc``hYb`ž`i a `Y]bY
cZYbY`i bX`fYgdY`_hj c``Y`5ha`cgd`\ÄfY`ni `[Yk`Ä`fY]ghYb``8]Y
Dc`]nY]`\UVY`bUWk`5bg]Wk`hj cb`? Ua d`b]Wk`h`Ui`gfY]WkYbX`[YdfØžž

cV`X]Y`G]W\Yf\Y]h`XYf`K UW\Y`Xi fW`k Yb][Yf`]bj Ug]j Y`A]hY`
j YfVYggYfh`k YfXYb`_`ObbhYž`k]Y`Yhk U`j Yfa Y`fhYg`DYfgcbU`cXYf
VUi`]W\Y`A U» bU`a Yb"

8]Y`8]g_i gg]cb`ØVYf`G]W\Yf\Y]hga U» bU`a Yb`Ua`?`ch]`]gh`b]W\h
bYi`"Dc`]h]gW\Y`5i gY]bUbXYfgYhni b[Yb`ØVYf`X]Y`Bchk YbX][`_Y]h
j cb`J]XYcØVYfk UW\i b[`n]Y\Yb`g]W\`VYfY]hg`gY]h`&\$%+`" `a
?cU`]h]cbgj YfhfU[`XYg`YhnhYb`fch!fch! [fØbYb`GYbUhg`k Uf`Y]bY
gc`W\Y`A U» bU`a Y`ZYgh[Y`U`hYbž`i bX`X]Y`U_hi Y``Y`; fc»Y`?cU`]h]cb
d`Ubhž`X]YgY`k Y]hYf`Ui gni VUi Yb`": fUbn]g_U`;]ZYmž`Y\Ya U`][Y
FY []YfYbXY`6Øf[Yfa Y]ghYf]bž`g]Y`h]b`XYf`?`ch]k UW\Y`Y]b
XYi h]W\Yg`NY]W\Yb`ZØf`XYb`FYW\hgghUUh`" `a`?`cbhfUgh`XUni
VYZØfW\hYh`9fWUb`MU Ufcû`i ž`XYf`b\UVYf`XYg` 7UZ`?`ch] ž`XUgg
X]Y`[fc»Y`NU`\`Ub`, VYfk UW\i b[g_Ua YfUg`X]Y`J]Y`ZU`h`XYg`?`ch]g
[YZ`fXYhi bX`XYb`Cfhni bY`a YbX`_ca`a Yfn]U`]g]Yfh`"8Yf`?`ch]
k]fX`\`Ai Z[]U`g`Y]b`FUi a`VYgW\f]YVYbž`XYf`a`][fUbh]gW\Y
8]j Yfg]h`h`i bX`_i`hi fY``Yb`5i ghUi gW`fYdf`AgYbh]Yfh`"

? f]h]_`Ub`XYf`J]XYcØVYfk UW\i b[

8]Y`8UhYbgW\i hnVYUi ZhfU[hY`?Ua d`Ai » YfhY`ni XYa`6YXYb`_Yb
[Y[YbØVYf`XYa`9]bgUhn`j cb`?`=[YghØhnhYfž`V]ca Yhf]gW\Yf
; Yg]W\hgYf`_Ybbi b[`Xi fW`X]Y`GhUUhgUb`k U`hgW\UZhž`X]Y`&\$&
Xi fW`Y]bY`dUf`Ua Yb`hUf]gW\Y`5bZfU[Y`XYf`; fØbYb`Ub`g`@]W\h`_Ua`"
8]YgY`HYW\bc`c []Y`\UhhY`VYfY]hg`XUni` [YZØ`fhž`XUgg`Ui W\
i bj YfX`W\h][Y`DYfgcbYb`]bg`J]g]Yf`[Ybca`a Yb`k`i fXYb`"?Ua d
ZcfXYfhYž`XUgg`X]Y`fYW\h]W\Yb`; fi bX`U[Yb`ZØf`XYb`9]bgUhn`X]YgYf
GcZhk UfY`[fØbX`]W\Yf`ØVYfd`fØZh`k YfXYb`"8]Yg`]gh`VYgcbXYfg
VYXYi hgUa ž`XU`ja` [`Y]W\Yb`š\`f`X]Y`9]b[UVYb`j cb`6Øf[Yfb`VY]
XYf`8UhYbgW\i hnVY\`ØfXY`Y]bYb`<`ØW\ghghUb`X`j cb`*`\$`*`": `À`Yb
YffY]W\hYb`i bX`%`%&-`8UhYbdUbbYb`[Ya Y`XYh`k`i fXYb`"Gc`W\Y
JcfZ`Y`j YfXYi h]W\Yb`X]Y`k UW\gYbXY`i bg]W\Yf\Y]h`XYf
6Yj`Ø`_Yfi b[]b`6Yni [`Ui Z`]\fY`8UhYbgW\i hnfYW\hY`"

8]Y`J]XYcØVYfk UW\i b[`Ua`?`chVi ggYf`Hcf`ghY`h`U`gc`b]W\h`bi`f
]a`i`c`_i`g`XYf`8UhYbgW\i hnVY\`ØfXYž`gcbXYfb`]gh`Ui W\`HY`]`Y]bYg
[fØ»YfYb`HfYbXg`]b`8Yi hgW\`UbX`"@Ui h`bZcfa`Uh]cbYb`XYf
6i bXYgVYUi ZhfU[hYb`ZØf`XYb`8UhYbgW\i hni bX`X]Y

⊖Zcfa Uh]cbgZfY)\Y]h'f6Z8 ⊖'b]a a h'X]Y'5bnU\`Ub
 , VYfk UWxi b[g_Ua YfUg'i bX']bhY`][YbhYb
 , VYfk UWxi b[gmgHYa Yb'ghYh]['ni "'8]YgY'9bhk]W_`i b[Yb'k YfZYb
 : fU[Yb'Ui Z'k]Y'8UhYbgWxi hn'ia 'ÖZYbh]WXYb'FUi a '[Yk Å\`f'Y]ghYh
 k YfXYb'_Ubb"'8UhYb'XØfZYb'bi f'ZØf'df]j]Y[]YfhY'Nk YW_Y
 j YfUFVY]hYh'k YfXYbž'i bX'X]Y'GdY]WXYfi b['a i gg'Ui ZXUg
 bchk YbX][Y'A U» `VY[fYbnh'gY]b"'9g[]'hž'Y]b'; `Y]W[Yk]W h
 nk]gWXYb'G]WXYf\Y]hi bX'XYb'; fi bXfYW hYb'XYf'6Øf[Yf'ni 'Z]bXYb"

G]WXYf\Y]hgVYXYb_Yb'ibX'gcn]U`Y

J YfUbhk cfhi b[

8]Y'i a [YVi b['XYg'?chhVi ggYf'Hcfgž[YdfÅ[h'Xi fW'Y]bY
 A]gWxi b['Ui g`]b_Yb'J YfUbghU`hi b[gfÅi a Ybž'GWxbY`fYghUi fUbhgž
 i bX'; Ya ØgY\ÅbX'Yfbž']gh'Y]b'[YgY`gW UZh]WXYf'A]_fc_cga_cg"
 <]Yf'_fYi nYb'g]W'X]Y'K Y[Y'XYf'i bhYfgW]YX`]W ghYb'?i 'hi fYbž
 i bX'XYf'?chh][]'h'U`g'Y]bYf'XYf`YhnhYb'`CfhY`]b'6Yf`]bž'XYf'Y]b
 GhØW_ [YgY`gW UZh]WXY'8]j Yfg]hÅh'VYk U\fh"'8]Y'6Yf`]bYf'Dc`]nY]
 ghi Zh'XYb'?chh]'U`g' _f]a]bU`]hÅhgVY`UghYhYb'`Cfh`Y]bž'XcW`?f]h]_Yf
 k]Y'B]_`Ug'GW fUXYf'j cb'XYf'@]b_gdUfhY]'Uf[i a Ybh]YfYbž'XUgg
 DfcV`Ya Y'b]W h'Xi fW'J]XYcØVYfk UWxi b['[Y`Øgh'k YfXYb'_ØbbYb"
 G]Y'ZcfXYfb'ghUhhXYggYb'A U» bU\`a Ybž'X]Y'Ui ZX]Y'J YfVYggYfi b[
 XYf'@YVYbgei U`]hÅh']b'XYf'B UW VUfgW UZh'UVn]Y`Yb"

⊖a '<]bV`]W_`Ui ZX]Y'J]XYchYWxb]_`[]Vh'Yg'_`UfY'5bZcfXYfi b[Ybž'X]Y
 YfZØ`h'k YfXYb'a ØggYbž'i a 'XYb'8UhYbgWxi hn'ni '[Yk Å\`f'Y]ghYb"
 Gc'a i gg'X]Y', VYfk UWxi b['ni a '6Y]gd]Y`Yf_YbbVUf'gY]bž'i bX
 Ui W'XYf'Nk YW_`XYf', VYfk UWxi b['a i gg`Y[]h]a `cXYf
 [YfYW hZYfh][h'gY]b"'8Yf'9]bgUhm'j cb']bhY`][YbhYf', VYfk UWxi b[ž
 Y]bgW`Y»`]W'; Yg]W hgYf_Ybbi b[ž'_ØbbhY'ni `Y]bYa `F]g]_c'ZØf'X]Y
]bX]j]Xi Y`Y': fY]\Y]hi bX'X]Y'J]Y'ZU`hiUa `?chh]'ZØ\`fYbž'k Ug
 nU\`fY]WXY'5bk c\`bYf'i bX'; Yk YfVYhfY]VYbXY`VYi bfi \][h"

5b[Yg]W hg'X]YgYf'8]g_i gg]cbYb'k]fX'XYi h]W ž'XUgg'Yg'Ub'XYf
 Dc`]h]_`i bX'XYb'ni ghÅbX][Yb'6Y\ØfXYb`]Y[hž'hfU[ZÅ][Y'@Øgi b[Yb
 ni `Ybhk]W_Y`bž'X]Y'gck c\`XYf'G]WXYf\Y]h'X]YbYb'U`g'Ui W'X]Y
 F YW hY'i bX': fY]\Y]hYb'XYf'6Øf[Yf'fYgdY_h]YfYb"

8YhU]`g	
C fh	? c hhVi ggYf`Hc fž`%\$- - + `6Yf`]bž`8 Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • bYhndc`]h]_"cf[• k k k "VZX]"Vi bX"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh