

B Uhi f`ni a `; fY]ZYb`bU\.`6Yf`]b`ZY]Yfh B UW\ VUfgW\ UZh`i bX`5fhYbj]Y`ZU`h°

9f`YVYb`G]Y`6Yf`]bg`[fØbY`J]Y`ZU`h`?cghYb`cgY
B Uhi fgW\i hn] YfUbgH`hi b[`Ua`%*"\$*"`&\$&)`ZØfXYfh
6Øf[YfYb[U[Ya Ybhi bX`5fhYbj]Y`ZU`h"



6Yf`]bž`8Yi hgW\`UbX`!`5a`%*"'> b]`&\$&)`Z]bXYh`]b`6Yf`]b`Y]bY
gdUbbYbXY`J YfUbgH`hi b[`ghUhhž`X]Y`g]W\`a`]h`XYa`GW\i hn`i bX`XYf
: ØfXYfi b[`XYf`5fhYbj]Y`ZU`h`]b`XYf`GhUXh`VYgW\`ÄZh][`h`8]Y`
**Gh]Zhi b[`B Uhi fgW\i hn`6Yf`]b`U`h`]b`ØVYf`(` \$`> \fYb`k`Yfh]`c`Y`
5fVY]h`[`Y`Y]ghYhž`i`a`gY`hYbY`DZ`Ubnyb`UfhYb`i`bX`H]YfY`ni
gW\ØhnYb`"8`UVY]`i`a`ZUggYb`X]Y`Dfc`Y`_hY`i`bhYf`UbXYfYa`X]Y
F`YbUhi`f]Yfi`b[`j`cb`A`ccfYb`gck`]Y`X]Y`G]W\Yfi`b[`j`cb`;`Yk`ÄggYfb
i`bX`B Uhi fgW\i m[`YV]YhYb`"**

8 Ug`nYbhF`U`Y`5b`Y[`Yb`XYf`Gh]Zhi`b[`]gh`Ygž`A`YbgW\Yb`X]Y`B Uhi`f
b`Ä`Yfni`Vf]b[`Yb`i`bX`Y]b`9b[`U[`Ya`Ybh`ZØf`XYb`9f`\`U`h`XYf`6Yf`]b`Yf
: `cfU`i`bX`:`Ui`bU`ni`ZØfXYfb`"8]Y`HY]`bU`a`Y`Ub`XYf`J`YfUbgH`hi`b[
B UW\ VUfgW\ Uhn`]gh`_cghYb`cg`i`bX`f]W\hYh]g]W\`Ub`U`Y`

≠hYfYgg]YfhYbž'i bUV\Àb[]['j ca '5`hYf"'5b`X]YgYa 'HU['Yf\U`hYb
X]Y`HY]'bY\`a Yf`Ui W\`≠Zcfa Uh]cbYb`ØVYf`XYb`GW\i hn`XYf
5fhYbj]Y`ZU`hi bX`X]Y`@YVYbgfÀi a Y`]'b`XYf`6Yf`]'bYf`GhUXhbUhi f"

; Ya Y]bgW\ UZh'i bX`l a k Y`hVYk i gghgY]b

×fb`C`ha Ubbž`XYf`6Yn]f_gVØf[Yfa Y]ghYfž`\YVh`X]Y`6YXYi hi b['j cb
BUW\VUfgW\UZh'i bX`VØf[YfgW\UZh`]W\Ya`'9b[U[Ya Ybh`\Yfj`cf"
C`]'j Yf`GW\k`cfW_ž`6Yn]f_gghUXhfUhž`VYhcb`h`ni XYa`'XYb`K`Yfh
bUhØf`]W\Yf`@YVYbgfÀi a Y`ZØf`'; Ygi bX\Y]hi bX`K`c`\VYZ]bXYb"'8 Ug
HYUa`'XYg`BUW\VUfgW\UhnYg`VYghY\`h`Ui`g`A`]hUfVY]hYfb`XYf
VYn]f_]W\Yb`D`Ubi b[g!`i bX`?`ccfX]b]Yfi b[gghY``Y`'; Ygi bX\Y]h
gck]Y`ZfY]Yb`HfÀ[Yfb`XYf`dgmW\cgcn]U`Yb`<`]ZYž`k]Y`XYf`8]Y`?`i`fj`Y
; a V<`"≠f`N]Y`]'gh`X]Y`': ØfXYfi b['bUW\VUfgW\UZh`]W\Yf
6Y[Y[bi b[Yb"

Ni gÀhn`]W\`ni`f`≠]h]Uh]j Y`XYf`Gh]Zhi b['BUhi fgW\i hn`gd]Y`h`X]Y
GhUXhbUhi f`6Yf`]'b`Y`"J`"a`]h]`fYb`nU`\fY]W\Yb`5b[YVchYb`Y]bY
k]W\h][Y`F`c``Y`"8]Y`GhUXh`k]fX`U`g`Y]bY`XYf`[fØbghYb`<`Ui`dghh`AXhY
9i`fcdUg`VYhfUW\hYhi bX`VY\YfVYf[h(` '\$`\$\$\$`GhfU»YbVÀi a Yž
%)`\$\$`GhUXhZØW\gYž`+`, 'BUhi fXYb`_a`À`Yf`gck]Y`Y]bY`J]Y`nU`\`j`cb
H]YfUfhYb`k]Y`)`\$`6]VYfZJa`]'Yb`i bX`%, ':`YXYfa`Ui`gUfhYb`"≠
X]YgYa`'?`cbhYi`h`V]YhYh`X]Y`GhUXhbUhi`f`6Yf`]'b`Y`"J`":`Øfi b[Ybž
?]bXYf[YVi`fhghU[Y`i bX`l a k Y`hV]`Xi b[gdfc[fUa`a`Y`Ubž`X]Y
[fc»Y`F`Ygcb`Ub`n`VY]`XYb`HY]`bY\`a`Yfb`Z]bXYb"

8]Y`F`c``Y`XYf`i`fVUbYb`6]cX]j`Yfg]hÀh

8]Y`l`fVUb]g]Yfi b['ghY``h`Y]bY`<`YfUi`gZcfXYfi b['XUfž`X]Y`YXcW\
Ui`W\`7\`UbW\`b`V]YhYh`'@`Ui`h`Y]bYa`'5fh]_Y`]'cb`XYf`**B58F`]**gh`Yg
i`bYf`Àgg`]W\ž`X]Y`6]cX]j`Yfg]hÀh`]b`Gh`AXhYb`U`_h]j`'ni`ZØfXYfb`i`bX`ni
gW\ØhnYb`"A`U»`bU\`a`Yb`k]Y`X]Y`GW\UZZ`b['j`cb
BUhi fgW\i hn[YV]YhYb`i bX`X]Y`i`a`k`Y`hZfYi`bX`]W\Y`GhUXhd`Ubi b[
g]bX`Yb`hgW\Y]XYbXž`i`a`'bUhØf`]W\Y`@YVYbgfÀi`a`Y`ni`'Yf\U`hYb"

8 UfØVYf`\]bUi`g`k`YfXYb`Dfc[fUa`a`Y`ni`f`GYbg]V`]g]Yfi b['XYf
6Øf[Yf`ZØf`XYb`BUhi fgW\i hn`i bX`ni`f`6]`Xi b['ØVYf`6]cX]j`Yfg]hÀh
]a`a`Yf`k]W\h][Yf`"Ghi`X]Yb`nY][Ybž`XUgg`X]Y`J`YfVYggYfi b['i`bX

9f\U`hi b [j cb ; f0bZÅWYbžk]Y`DUF_g`i bX ; Ya Y]bgWUZh[ÅfhYbž
 b]W`h`bi f`X]Y`@YVYbgei U`]h`h]b`i fVUbYb`F`Ài a Yb`Yf\`Ò\Ybž
 gcbXYfb`Ui W`U`g`F`ØW`ni [gcfhY`ZØf`H]YfY`X]YbYb`_`ÒbbYb"
 @Ub[Zf]gh][Y`D`Ubi b[Yb`g]bX`bchk YbX][ž`i a `ghÅXh]gW`Y ; YV]YhY
 ni `k Yfhj c``Yb`@YVYbgf`Ài a Yb`ni ` [YghU`hYb"

6Yf`]b`nY][hž`k]Y`GhÅXhY`DchYbn]U``ZØf`@YVYbgf`Ài a Y`V]YhYb
 `ÒbbYbž`X]Y`ØYf`X]Y``Ugg]gW`Yb`J`cfghY``i b[Yb`j`cb`6Yhcbk ØghYb
 \]bUi g[Y`Yb``8i fW` [Ya Y]bgWUZh]W`Y`Dfc`Y`_`hY`i bX
 J YfUbghU`hi b[Yb`_`ÒbbYb`6Øf[Yf`U`hj]`Ub`XYf` : ØfXYfi b[`XYf
 6]cX]j Yfg]h`h`hY]`bY`a Yb`i bX`Y]bYb`k]W`h][Yb`6Y]hfU[`ni a
 GW`i hn`XYf`BUhi f``Y]ghYb"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW`U`bX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "ghUXhbUhi f!VYf`]b"W`a • k k k "bUXf"XY

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