

GWk UfnYbY [[Yf'fi Zh'ni f'9]b\Y]h'[Y[Yb
?`]a Uk UbXY`VY]a '5K G'&\$&) 'Ui Z

5a ' " ' ð b] & \$ &) 'Z]bXYh]b'K]Yb'XYf'5i ghf]Ub'K cf'X'Gi a a]h
ghUhhž'cf[Ub]g]Yfhj cb'XYf'GWk UfnYbY [[Yf'7`]a UHY
ð]h]Uhj Y''N]Y`.'?`]a UgW i hn"



K]Ybž'² ghYffY]Wk !'5a ' " ' ð b] & \$ &) 'Z]bXYh]b'K]Yb'X]Y' - "

5i ZU[Y'XYg'5I GHF ÆB'K CF @8'GI A A ÆH'f5K GŁ'ghUhhž'XYf'i bhYf
XYa 'A chhc' l b]hY']b'5W]cb' 'HYfa]bUHY'Dc''i h]cb' 'ghY\h''8]Y
J YfUbghU'hi b[žX]Y'j cb'XYf'GWk UfnYbY [[Yf'7`]a UHY 'ð]h]Uhj Y
cf[Ub]g]Yfh'k]fXž'j Yfgdf]Wk h'Y]bYb'VYXYi hYbXYb'5i ghUi gW'ØVYf
XYb'?']a UgW i hn'i bX'XUg'9b[U[Ya Ybh'[Y[Yb'X]Y
<YfUi gZcfXYfi b[Yb'XYg'?']a Uk UbXY'g" 'DfAg]XYbh'5'YI UbXYf'J Ub
XYf'6Y''Yb'ØVYfb]a a h'XUg'DUhfcbUh'X]YgYf'k]W h][Yb
Ni gUa a Yb_i bZhž'VY]'XYf': Ø\Yf'Ui g'ØVYf', \$'@AbXYfb'Yfk UfhYh
k YfXYbž'i a 'X]Y'bYi YghYb'@Øgi b[gUb gÀhnY'i bX': cfhgWk f]hhY']a
?']a UgW i hn'ni 'X]g_i h]YfYb"

ð'XYb''YmnhYb' ð\fnY\bhYb']gh'X]Y'6YXfc\i b['Xi fWk

_`]a UVYX]b[hY`? UhUghfcd\Yb`ni bY\`a YbX`gdØfVUf`[Yk cfXYb"
8]Yg`k]fX`Ub`H\Ya Yb`XYi h`]Wž`X]Y`XYb`YfghYb`9]bgUhn_`ÀZhYb`]b
?`]a UbchZÀ`Yb`[Yk]Xa Yh`g]bX`"8]Y`J YfUbghU`hi b[`gc`X]Y
5bYf`_Ybbi b[`ZØf`XYb`A i hi bX`X]Y`ϕbcj Uh]cbg`fUZh`X]YgYf`<Y`ZYf
\Yfj cf\YVYbž`X]Y`]a `?Ua dZ`[Y[Yb`X]Y`c`[Yb`XYg`?`]a Uk UbXY`g
i bYfa ØX`]W`UfVY]hYb`"Ni`XYb`h\Ya Uh]gW`Yb`GWk Yfdi b_hYb
[Y\ØfYb`i bhYf`UbXYfYa`K U`XVf`ÀbXYž`_ VYfgW`k Ya a i b[Yb`i bX
Yi hfYa Y`K YhhYfYfY][b]ggY` `<YfUi gZcfXYfi b[Ybž`X]Y`b]W`h`bi f
[`cVUž`gcbXYfb`Ui W`c`_U`j cb`Ybcfa Yf`6YXYi hi b[`g]bX`"

?`]a Uk UbXY`i bX`gY]bY`5i gk]f`_i b[Yb

8Yf`?`]a Uk UbXY`U`h`VYfY]hg`gY]h`XYf`ϕXi ghf]U`]g]Yfi b[
j Yf\YfYbXY`5i gk]f`_i b[Yb`Ui Zi bgYf`²`_cgmghYa`"8]Y`j Yfgh`Àf`_hY
: fY]gYhni b[`j cb`HfY]V\Ui g[UgYb`U`h`a U» [YV`]W`ni f`[`cVU`Yb
9fk`Àfa i b[`VY][YhfU[Yb`"8]Y`Xi fW`gW`b]hh`]W`Yb`HYa dYfUhi fYb
Ui ZXYf`9fXY`ghY][Yb`k Y]hYfž`k Ug`g]W`X]fY`_h`Ui Z`BUhi f`i bX
; YgY`gW`UZh`Ui gk]f`_h`B`Uhi f`_UhUghfcd\Ybž`k]Y`gW`k YfY
B]YXYfgW`À[Y`i bX`8ØffYbž`g]bX`bi f`Y]b][Y`XYf
<YfUi gZcfXYfi b[Ybž`X]Y`i bg]b`XYb`_ca a YbXYb`ϕ\`fYb`Yfk UfhYb
k YfXYb`"5i W`²`ghYffY]W`V`Y]Vh`j cb`X]YgYb`9bhk]W`_i b[Yb`b]W`h
j YfgW`cbhž`k]Y`Y]bYf`**Ghi X]Y`XYg`6i bXYg`**ni`YbhbY`a Yb`]gh"

8]Y`ni`Yfk UfhYbXYb`_`]a Uh]gW`Yb`J Yf`ÀbXYfi b[Yb`]b`²`ghYffY]W`
g]bX`U`Ufa]YfYbX`"<Y» Yž`hfcW`YbY`Gca a Yf`a]h`UVbY`a YbXYf
GW`bYYVYXYW`_i b[`i bX`]bhYbg]j YfYb`B]YXYfgW`À[Yb`ghY`Yb`b]W`h
bi f`X]Y`@UbXk]fhgW`UZh`j cf`<YfUi gZcfXYfi b[Ybž`gcbXYfb`Ui W`X]Y
@VYbgei U`]h`Àh`XYf`A YbgW`Yb`"8 Ug`K c`\`j cb`DZUbnyb`i bX`H]YfYb
]gh`VYbZU`g`VYhfc`ZYbž`XU`X]Y`J YfVfY]hi b[`k`Àfa Y`]VYbXYf
GW`UX]bgY`_hYb`bUW`BcfXYb`ghY][hi bX`\Y]a]gW`Y`6Ui a UfhYb
k]Y`X]Y`:]W`hY`ni bY`a YbX`i bhYf`8fi W`_`[YfUHyb`"

; Ya Y]bgUa`F]W`hi b[`Ni`_i bZh

8]Y`Cf[Ub]gUh]cb`XYg`5K`G`n]Y`h`XUfUi ZUVž`@Øgi b[Yb`ni
VYgW`Yi b][Yb`i bX`XYb`c`fhgW`f]h]a`?`]a UgW`i hn
j cfUbni hfY]VYb`"; Ya Y]bgW`UZh`gX]Ybgh`i bX`9b[U[Ya Ybh`ZØf`Y]bY
bUW`\U`h][Y`Ni`_i bZh`g]bX`nYbhfU`Y`5b`]Y[Yb`X]YgYf

\cW\ _UfÅh][Yb`J YfUbgU`hi b["8]Y`HY]`bY\`a Yf.]bbYb`gc``Yb
]bgd]f]Yfhik YfXYbž`]bbcj Uh]j Y`GhfUhY[]Yb`ni `Ybhk]W_Y`bž`i a `XYb
 <YfUi gZcfXYfi b[Yb`XYg`?`]a Uk UbXY`g[Ya Y]bgUa `ni `VY[Y[bYb"
 9g]ghk]W\h][ž`XUgg`gck c\`d`h]gW\Y`9bhgW\Y]Xi b[ghfÅ[Yf`U`g
 Ui W\`X]Y`VfY]hY`² ZZYbh]W\`Y]h[Ya Y]bgUa `]b`X]YgYf`GUW\Y
 UbdUW_Yb"

A]h`XYa `VYj c fghY\`YbXYb`5I GHF ⇒B`K CF@8`GI A A ≠k`]fX`K]Yb
 ni a `HfYZZdi b_h`ZØf`]bhYfbUh]cbU`Yb`8]U`c[`i bX`5_h]cb`]a `6YfY]W\
 ?`]a UgW\i hn"8]Y`GhUXhinY][h`XUa]hž`XUgg`g]Y`VYfY]h`]ghž`Y]bY
 U_h]j Y`Fc``Y`]a `[`cVU`Yb`?`]a U[YgW\Y\`Yb`ni `ØVYfbY\`a Yb`i bX
 [Ya Y]bgUa `a]h`UbXYfYb`BUh]cbYb`@Øgi b[Yb`ni `Z]bXYbž`X]Y
 gck c\`[`cVU`Yb`U`g`Ui W\`c_U`Yb`6YXØfZb]ggYb`[YfYW\h`k YfXYb"

K Y]hYfY`≠Zcfa Uh]cbYb`ØVYf`XYb`9j Ybh`i bX`X]Y`XUni [Y\`Øf][Yb
 H\Ya Yb`_ØbbYb`Ui Z`XYf`K YVgY]hY`XYg`5i ghf]Ub`K cf`X
Gi a a]h`Y]b[YgY\`Yb`k YfXYb"

8YhU]`g	
C fh	K]Ybž`² ghYffY]W\
E i Y``Yb	<ul style="list-style-type: none"> • k]Yb`"cfZ"Uh • k k k "Ui ghf]Ub k cf`Xgi a a]h"WŁa • k k k "cYghYffY]W\ "[j "Uh

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