

K Åfa YV]`XXfc\bYb`fYhhYb`F Y_]hnY.
I W_Yfa Uf_`nY][h`H]YfgW i hn!j c fV]`X°

Å[Yf`]b`XYf`I W_Yfa Uf_`fYhhYb`F Y_]hnY`a]h
K Åfa YV]`XXfc\bYb`j c f`XYa `A Å\hcX": ÖfXYfa U»bU\`a Yb
i bX`9fZc`[Y`&\$&) `]a `: c_i g"



I W_Yfa Uf_`ž`8Yi hgW`UbX`!`‡`XYf`a U`Yf]gW`Yb`I W_Yfa Uf_`k]fX
XYfnY]h`Y]b`h]YZYg`J YfghÅbXb]g`ZØf`X]Y`‡U[X`i bX`XYb`H]YfgW i hn
dfU_h]n]Yfh" `Å[Yfž`@UbXk]fhY`i bX`Yb[U[]YfhY`ZfY]k]`][Y`<Y`ZYf
gYhnYb`a cXYfbY`HYW`b]_`Y]bž`i a `F Y_]hnY`j c f`XYa `[fUi gUa Yb
A Å\hcX`ni `fYhhYb" `8]Y`‡h]Uhj Yž`X]Y`]a `‡U\`f`&\$&(` `]bg`@VYb
[Yfi ZYb`k`i fXY`i bX`j ca `?fY]g`U[Xj YfVUbX`DfYbn`Ui `[YhfU[Yb
k]fXž`nY][hž`k]Y`g]bbj c`HfUX]h]cb`i bX`‡bcj Uh]cb`<UbX`]b`<UbX
[Y\`Yb`_`ÖbbYb" `8]Y`; fi ddY`j Yfk YbXYh`Y]bY`K Åfa YV]`XXfc\bYž
X]Y`ZØf`fi bX`*`\$\$\$`9i fc`Ub[YgW`UZZh`k`i fXYž`i a `XUg`5i ZgdØfYb
XYf`gW`ØW`hYfbYb`F Y_]hnY`ni `Yf`Y]W`hYfbž`X]Y`g]W`c`Zh]b`c`Yb
; fÅgYfb`j YfghY`W_Yb`i bX`VY]; YZU\`f`fY[`cg`j Yf`UffYb"

9]b`VYgcbXYfYg`<][\`][\`h`XYf`‡h]Uhj Y`]gh`XYf`@UbXk]fh`<Y]bc

H]YhYžXYfXi fW Y]bY [fc»nØ[][Y GdYbXY j cb '&'() \$ '9i fc Y]bYb
k YgYbh]WYb HY] XYg'9[YbUbhY] g'ni f'5bgWUZZ b[XYf'8fc\bY
ØVYfbU\ a " '8]Y'8fc\bY YfUi VhYgžX]Y ?]mY fYW hnY]h[]ni
YbhXYW_YbžVYj cf'X]Y A Å\ a UgW]bYb UbfØW_Yb" :Øf[Yb'GW]fa Yfž
Y]b J c fghUbXga]h[]YXž\YVh\Yfj cfžXUgg'Yg'Y]bY [YgYm]WY
J YfdZ]W hi b['Øf'@UbXk]fhY []Vhž'K]YgYb j cf'XYf A U\X
UVni gi WYbž i a 'g]WYfni ghY`YbžXUgg_Y]bY 'K]Xh]YfY]b ; YZU\ f
[YfUhYb" '8]YgY j YfUbhk cfhi b[gj c`Y < U'hi b['nY][hžXUgg']X
a Y\ f'VYXYi hYhž'U'g'bi f'K]Xh]YfY'ni fY[i]YfYb/Yg'\UbXY'hig]W
i a 'Y]bYb]bhY[fU'Yb'6YghUbXhY] XYg'² _cgmghYa g"

8]Y' < YfUi gZcfXYfi b[Yb'i bX'9fZc` [Y

: Øf'X]Y ; fi ddY'k Uf'XYf'GhUfh'U`YfX]b[g'b]W'hic\bY' < ØfXYb" Ni
6Y[]bb'XYf'9]bgÅhnY [UV'Yg'?ca a i b]_Uh]cbgdVcV'Ya Yž i bX'X]Y
_Y]bY'6]'XgW]fa hYW b]_XYf'8fc\bY'ghY`hY'Y]bY
< YfUi gZcfXYfi b['XUf" '8cW' a]h'i bhYfghØhni b['XYf':]fa U
9bYfhfU[žX]Y'Y]b' i d[fUXY'Øf'X]Y'?ca a i b]_Uh]cbghYW b]_
gdYbXYhYž`_cbbhY'XYf'6Yhf]YV'j YfVYggYfh'k YfXYb" '8]f_ J U\`YžXYf
U'g'VYghYf'8fc\bYbZØ\ fYf' []hž'nY][hY'g]W'ghc'n'ØVYf'X]Y'9fZc` [Yž
X]Y'Yg'XYf' b]h]Uh]j Y'VYfY]hg'Yfa Ø[]W'h\UVYbž'fi bX' ' \$ F Y_]hnY
j cf'XYa 'A Å\ hcX'ni fYhhYb" '8]YgY'9fZc` [Y'VY'Y[Ybž'k]Y'k]W'h]['Yg
]ghž']bbcj Uh]j Y '@Øgi b[Yb'Øf'U'hY'DfcV'Ya Y'ni 'Z]bXYb"

8]Y'5bk YbXi b[j cb'8fc\bYb'ni f'FY_]hmfYhhi b[]gh'YXcW' b]W'h
bi f]b'XYf'i W_Yfa Uf_Y]b'H\Ya U" '8 Ug'6i bXYga]b]ghYf]i a 'Øf
@UbXk]fhgW UZhž'9fbÅ\ fi b['i bX' < Y]a Uh'f6A @9< Ł'ZØfXYfh
'UbXYgk Y]h'gc`WY'HYW bc`c []Ybž i a 'X]Y'H]YfgW'i hna U» bU\ a Yb
ni 'ghÅf_Yb" : Øf'&\$&) 'k i fXYb'YfbYi h: ØfXYfa]hY`]b' < Ø\Y'j cb
&ž) 'A]`]cbYb'9i fc'VYfY]h[YghY`hž'i a 'X]Y'5bgWUZZ b[j cb
8fc\bYb'a]h'K Åfa YV]X_Ua YfUg'ni 'i bhYfghØhYb" '5bhfÅ[Y
a i gghYb'V]g'ni a '%+' 'ž b]'&\$&) 'Y]b[YfY]W'h'k YfXYbž'i a '9]bgÅhnY
]b'X]YgYf'k]W'h][Yb'5fVY]h'ni 'Yfa Ø[]W'Yb"

9]b'GW f]hh]b'X]Y'Ni _i bZh

8]Y'HUhgUWYž'XUgg'FY_]hnY'VYgcbXYfg]b ; YZU\ f'g]bXž'nY][hž'k]Y
fY'Yj Ubh'X]YgY'HYW bc`c []Y']gh" 'Å\ f]W' j Yf'YhnYb'cXYf'hØhYb

A Å\ a UgW]bYb`hUi gYbXY`X]YgYf`H]YfY"8]Y`8fc\bYb hYWkbc`c []Y
 _ÖbbhY`XUni`VY]hfU[Ybž`X]YgYb`GWk i bX`ni`fYXi`n]YfYb`i bX`XUZøf
 ni`gc f[Ybž`XUgg`a Y`f`H]YfY`i bj YfgY`fh`V`Y]VYb" `BcWk`]gh`XYf
 9]bgUhn`j cb`K Åfa YV]`XXfc\bYb`]b`8Yi hgWk`UbX`b]Wk`h`U`hÅ[`]Wk`ž
 j]Y`Y`Å[Yf`i bX`J YfY]bY`_ÖbbhYb`j cb`X]YgYf`9b`hk]W`i b[
 dfc]h]YfYb`ž`gc`hYb`X]Y`Z]bUbn]Y`Yb`A]hY`i bX`XUg`K]ggYb`]b`XYf
 <UbX`UVi b[`j`c`f`UbXYb`gY]b"

; Yf`UfX`D`]`]ddž`Y]b`+(!Å\ f[Yf`F Yb`hbYf`i bX`YfZU`fYbYf`Å[Yfž
 VYhcb`h`X]Y`J`cfhY]Y`XYf`K Åfa YV]`XhYWk]`_VYgcbXYfg`ni`_ø`YfYb
 NY]hYb`ž`k`c`X]Y`8fc\bYb`j YfgWk]YXYbYb`bUhøf`]WkYb
 K]hYfi b[gY]bZøggYb`VYggYf`hfc`hYb`_ÖbbYb"8]Yg`nY][hž`XUgg`X]Y
 ?ca V]bUh]cb`Ui`g`fYWk]WkYf`J YfUb`hk`cfhi b[`i bX`a`cXYfb`ghYf
 HYWk]`_b]Wk`h`bi`f`Zøf`X]Y`K]`Xh]YfY`J`cfhY]Y`a]h`g]Wk`Vf]b[hž
 gcbXYfb`Ui`Wk`XYb`Å[Yfb`i bX`@UbXk]fhYb`Y]b[`i hYg`< ÅbXWkYb
 VY]`XYf`Ufa`cb]gWkYb`?cYI]ghYbn`a]h`XYf`BUhi`f`Yfa`Ö[`]Wk`h"

8Yf`9]bgUhn`j cb`8fc\bYb`a Uf_]Yfh`U`gc`Y]bYb`Yb`hgWkY]XYbXYb
 GWk]h`i]b`X]Y`Ni`_i bZi`XYg`H]YfgWk`i`hnYg`i bX`XYf`J[Xž`VY]`XYa
 XUg`5`h`i bX`XUg`B`Yi`Y`[YgWk]W`h`a]hY]bUbXYf`j Yf`_bød`Zi`k`YfXYb"
 K Ybb`X]Yg`VY]VY`U`hYb`k]fXž`_ÖbbhY`g]Wk`X]Y`6Yn]Y`i b[`nk]gWkYb
 A YbgWk`i bX`BUhi`f`]b`XYf`I W`Yfa Uf`_i bX`XUføVYf`]\]bUi`g
 Yb`hgWkY]XYbX`j YfVYggYfb"6`Y]VYb`k]f`U`gc`[YgdUbb`hž`k]Y`g]Wk
 X]YgY`9b`hk]W`i b[Yb`k`Y]hYf`Yb`hZU`hYb`i bX`cV`XUg`Y]bYb`9]bZi`gg
 Ui`ZX]Y`[YgUa`hY`FY[]cb`UVYb`k]fX"

8YhU]`g	
C fh	I W`Yfa Uf`_ž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gj`n"XY • k k k "V`Y"XY • k k k "Va`Y`"XY

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