

5_h]j ' [Y[Yb ' ? fYVg. ' ě Zcfa]YfYb ž
A]ha UW\ Yb ' i bX ' 5i ghUi gW\ Yb ']b
Dc hgXUa °

5a ' %- " ' ě b] ' &\$&) ' Z]bXYh]b ' DchgXUa ' XYf ' ě Zcfa Uh]cbghU[
5_h]j ' [Y[Yb ' ? fYVg ' ghUhh" ' ě Zcfa]YfYb ' G]Y ' g]W\ ØVYf
I bhYfghØhni b[' i bX ' 5b[YVchY °



6Ugg]bd `Uhnž`Dc hgXUa ž`8Yi hgW\ `UbX`!`5a ' %- " ' ě b] ' &\$&)
Z]bXYh]b `DchgXUa `Y]b `VYXYi hYbXYf`HU[`ghUhhž`Ub`XYa `XUg`H\Ya U
?fYVg`]bg`F Ua dYb`]W\h`[YfØW_h`k]fX" `8Yf` (" ` ě Zcfa Uh]cbghU[
5_h]j ' [Y[Yb ' ? fYVg ' `ÅXh`j cb`%*. \$ \$ `V]g`% , . ' \$ `I ` \ f`Ua
6Ugg]bd `Uhnž`X]fY_h`bYVYb`XYf`G_UhYfZ`ÅW`Yž`U`Y`VYhfc`ZZYbYb
DYfgcbYbž`5b[Y\`Øf][Y`i bX` ěhYfYgg]YfhY`Y]bž`g]W\`ni `]bZcfa]YfYb
i bX`Ui gni hUi gW\Yb" `8Yf`5b`Ugg`k]fX`j cb`Y]bYf`?`ccdYfUh]cb`Ui g
a Y\`fYfYb`k]W\h][Yb`C`f[Ub]gUh]cbYb`]bg`@VYb`[Yfi ZYbž`XUfi bhYf
XYf`J`YfY]b`ni`f`I`bhYfghØhni`b[`XYf`Ua`Vi`UbhYb`?`fYVgh\`YfUd]Y
Y"J`ž`X]Y`š` \ b`gW\Y`Gh]Zhi`b[`]b` ; `]bXck`i`bX`X]Y`6fUbXYbVi`f[]gW\Y
?fYVg[YgY`gW\UZh`Y"J`" `@Ui`h`GhUXhv`Uhh`C`b`]bY`V]YhYh`XYf`HU[

Y]bY`VfY]hY`DU`YhhY`Ub`5_h]j]hÅhYb`i bX`ϕZcfa Uh]cbgghÅbXYb`j cb
GY`Vgh\]ZY[fi ddYb`i bX`6YfUhi b[gUb[YVchYb"

9]b`VYgcbXYfYg`<][\`][\h`XYg`9j Ybhg`]gh`Y]bY`c ZYbY`?i bghU_h]cb
i bhYf`XYf`@Y]hi b[j cb`; UVf]Y`Y`<]`Yf`gck]Y`X]Y`a]hfY]»YbXY
5_h]cb`8fi a g`5`]j Y`a]h`XYf`9G56`DchgXUa "A i g]_U`]gWÅ
i bhYfa U`h`k]fX`X]Y`J YfUbgH`hi b[`Xi fWÅ`XUg`GUI cd\cb!9bgYa V`Y
XYf`GhÅXh]gWÅYb`A i g]_gWÅi `Y`DchgXUa `i bhYf`XYf`@Y]hi b[j cb`FU`Z
6YbgWÅi `i bX`X]Y`7cj Yf!6UbX`C bWÅJ c]WÅg" A cXYf]Yfh`k]fX`XYf
5VYbX`j cb`GUVf]bU`J Ò`_Y`žX]Y`ZØf`Y]bY`cW`YfY`i bX`c ZYbY
5ha cgd\ÅfY`gc f[hž`X]Y`ni a `J Yfk Y]Yb`i bX`A]ha UWÅYb`Y]b`ÅXh"
J cfUV`]gh`_Y]bY`5ba Y`Xi b[`YfZcfXYf`]WÅž`k Ug`XYb`Ni [Ub[`ni a
9j Ybh`gY`Vgh`ZØf`gdc bhUbY`6Ygi WÅYf`Yf`Y]WÅhYfh"

B Yi Y`6YfUhi b[gghY``Y`]b`6fUbXYbVi f[

Ni f[`Y]WÅYb`NY]h`k i fXY`]b`XYf`GhUXh`6fUbXYbVi f[`Y]b`bYi Yg
6YfUhi b[gUb[YVch`ZØf`?fYVgYf`_fUb`_hY`]bg`@YVYb`[Yfi ZYb`"GY]h
_i fnYa`]gh`X]Y`6fUbXYbVi f[]gWÅY`?fYVg[YgY``gWÅUZh`a]h`Y]bYf
ni gÅh`n]WÅYb`5b`Ui ZghY``Y`]a`@[\h`ci gYž`6U`b`cZgdUggU[Y`(
dfÅgYb`h"8]Yg`]gh`X]Y`Xf]hhY`6YfUhi b[gghY``Y`XYf`; YgY``gWÅUZh
bUWÅXYa`VYfY]hg`GhUbXcfhY`]b`DchgXUa `i bX`HY`hck`VYghY`Yb`"
DgmWÅc`c[]b`Ÿgg]WU`H]YX[Y`i bX`Gcn]U`UfVY]hYf]b`š`X]h`<Y`»
ghY`Yb`Y]Yf`U`g`5bgdfYWÅdUf`hbYf`VYfY]hž`i bhYfghØhnh`j cb`XYf
ŸXYfa Ubb!; fi ddY`i bX`; YgWÅ`ÅZhgZØ`fYf`Gj Yb`Fc`XY`"ϕ
5bVYhfUWÅh`XYf`[i hYb`5bV]bXi b[`Ub`XYb`ÒZYb`h]WÅYb`BU`j Yf`_Y`f
]gh`X]Y`@U[Y`ZØf`j]Y`Y`6Yhfc ZYbY`]XYU`ž`Ui WÅ`ZØf`A YbgWÅYb`Ui g
BUWÅVUf`cfhYb`k]Y`F Uh`Ybck "

8]Y`6YfUhi b[Yb`]b`X]YgYf`bYi Yb`9]bf]WÅhi b[`Z]bXYb`bUWÅ
j cf`Yf][Yf`HYfa]bUVgdfUWÅY`nk Y]a U`]a`A cbUh`ghUhh`HYfa]bY
_ÒbbYb`i b`_ca`d`n]Yfh`ØVYf`XYb`<Ui dhg]h`i]b`DchgXUa`j YfY]bVUfh
k YfXYb`ž`i bX`Ui WÅ`hY`YZcb]gWÅY`J YfY]bVUfi b[Yb`i bhYf`\$`'`%`,`*
(`,`\$`*`g]bX`a Ò[`]WÅ"8]Y`6YfUhiYf`g]bX`ni XYa`VYfY]hž`X]Y
6Yhfc ZYbYb`ž`UV`Åb[] [j cb`XYb`]bX]j]Xi Y``Yb`; Y[YVYb`Y]hYb`ž`ni
<Ui gY`ni`VYgi WÅYb`"ϕZcfa Uh]cbYb`ni`XYb`5b[YVchYb`_ÒbbYb
Ui ZXYf`<ca YdU[Y`XYf`6fUbXYbVi f[]gWÅYb`?fYVg[YgY``gWÅUZh
i bhYf`a **YYh]b[dc]bh!VfUbXYbVi f["XY`UV[Yfi ZYb`k YfXYb"**

J]Y`gY]h][Y`I b hY fghØhni b [

8]Y`6fUbXYbVi f[]gWXY`?fYVg[YgY`gWUZh`Y"J " "\Uh`g]W`gY]h`]\fYf
 ; fØbXi b[`]a ` \f`% - - `XYf`5i Z[UVY`j YfgW`f]YVYbž
 ?fYVgdUh]YbhYb`i bX`XYfYb`5b[Y\Øf][Yb`ni f`GY]hY`ni `ghY\Yb"8]Y
 Ub[YVchYbYb`6YfUhi b[Yb`i a ZUggYb`b]W`h`bi f`gcn]U`fYW`h]W`Y
 5b`]Y[Yb`i bX`Z]bUbn]Y`Y`6Y`Ub[Yž`gcbXYfb`Ui W`X]Y`6YhfYi i b[
 j cb`5b[Y\Øf][Yb`bUW`XYa`j Yf`i gh`Y]bYg`_fYVg`_fUb`_Yb
 : Ua `]Yba `]h[`]YXg"8]Y`j YfY]bVUfi b[`j cb`]bg[YgUa`h`%*\$`\$\$`V]g
 &`\$\$\$`6YfUhi b[Yb`Å`f]W`]gh`Ua`V]h]cb]Yfhž`k`cVY]`X]Y
 ; YgY`gWUZh]b`]\fYa`9b[U[Ya`Ybh`j cb`XYf`Vi bXYgk`Y]hYb
 : ØfXYfi b[`Ub[Yhf]YVYb`k`]fX"

8cW`XUg`]gh`bcW`b]W`h`U`Yg.`8UfØVYf`\]bUi`g`V]YhYb
 ?fYVgVYfUhi b[gghY`Yb`]b`[Ubn`6fUbXYbVi f[`Y]bY`J]Y`nU\`j`cb
 k`Y]hYfYb`I`bhYfghØhni b[ga`Ø[`]W`_Y]hYb`ZØf`6YhfcZZYbY"J`ca
 9]bnY`[YgdfÅW`ØVYf`; fi`ddYb`V]g`\]b`ni`K`cf`g`c`dg`]gh`U`Yg
 XUVY]ž`i`a`XYb`A`YbgW`Yb`]b`gW`k`]Yf][Yb`NY]hYb`VY]ni`ghY\Yb"
 I`bhYfghØhni b[`]b`XYb`D\UgYb`j`cb`8]U[bcgYž`6Y\UbX`i`b[`i`bX
 BUW`gc`f[Y`ghY`h`Ub`YfghYf`GhY`Yž`i`bX`Ui`W`X]Y`dgmW`cgc`n]U`Y
 I`bhYfghØhni b[`Xi`fW`:`UW`dYfgcbU`]gh`Y]b`nYbhfU`Yf`6YghUbXhY`
 XYf`5b[YVchY"8YhU]`g`_ØbbYb`Ui`ZXYf`GY]hY`XYf`?fYVgVYfUhi b[
 ZØf`6Yf`]b`i`bX`6fUbXYbVi f[`Y]b[YgY\Yb`k`YfXYb`i`bhYf`
_fYVgVYfUhi b[!VYf`]b!VfUbXYbVi f["XY"

A]h`X]YgYb`j`]Y`ZÅ`h][Yb`5b[YVchYb`k`]fX`_`Ufž`XUgg`gc`k`c`\`XYf
 ðZcfa`Uh]cbghU[`]b`DchgXUa`U`g`Ui`W`X]Y`bYi`Y`6YfUhi b[gghY`Y`]b
 6fUbXYbVi f[`k`]W`h][Y`GW`f]hhY`]b`XYf`I`bhYfghØhni b[`j`cb
 ?fYVgYf`_fUb`_hYb`i`bX`]\fYb`:`Ua``]Yb`g]bX" `>XYf`]gh`Y]b[Y`UXYbž
 X]Y`5b[YVchY`k`U\`fni`bY`a`Yb`i`bX`U`_h]j`a`]hni`[YghU`hYb"

8YhU]`g	
C fh	6Ugg]bd`Uhnž`DchgXUa`ž`8Yi`hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ghUXhV`Uhh!`cb`]bY"XY • a`YYh]b[`dc]b!VfUbXYbVi f["XY • _fYVgVYfUhi b[!VYf`]b! VfUbXYbVi f["XY

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'bU[!VfUbXYbVi f["XY