

< Ua Vi f[g': fY]\Y]hgZc bXg'gY hnh'Y]b
NY]W\Yb. '%%\$ 'A YbgW\Yb 'VYZfY]h°

⊕' < Ua Vi f['k i fXY'Y]bY': fUi 'bUW * 'HU[Yb' < UZh'k Y[Yb
GW\k UfnZU\ fYbg'j cb'XYf'⊕]h]Uh]j Y
/ ei ch: fY]\Y]hgZc bXg/ ei ch'ZfY][Y_Ui Zh"



6]`k YfXYfž'8Yi hgW\`UbX'!'⊕' < Ua Vi f['gc f[h'Y]bY'U_hi Y`Y
⊕]h]Uh]j Y'ZØf'5i ZgY\Ybž'X]Y'g]W\`j Y\Ya Ybh'[Y[Yb'X]Y
ghfUZfYW'h]W\Y'J YfZc`[i b['j cb'GW\k UfnZU\ fYfb'Y]bgYhnh'`K]Y`H!
C b`]bY`VYf]W\ hYhž'k i fXY'Y]bY': fUi 'Ui g' < Ua Vi f['j Yf\UZhYhi bX
ni ') \$'HU[Yb' < UZh'j Yfi fhY]'hž'k Y]'g]Y'X]Y'; Y`XghfUZY'ZØf'XUg
GW\k UfnZU\ fYb'b]W\h'VY['Y]W\Yb'_cbbhY"'G]Y'_Ua 'bUW'bi f'gYW\g
HU[Yb']b'XYf'ž gh]nj c`ni [gUbghU'h'6]`k YfXYf'ZfY]ž'bUW\XYa 'X]Y
⊕]h]Uh]j Y': fY]\Y]hgZc bXg 'X]Y'Gi a a Y'j cb'(('\$'9i fc'ZØf']\fY
9bhUggi b['ØVYfbca a Yb'\UhhY"

8Yf'%'&"> b]ž'Ui W\`VY_Ubbh'U'g': fYfXca '8Um ž'Z]Y`'\Yi Yf'Ui Z'Y]b
VYgcbXYfYg'8Uhi a . '5b'X]YgYa 'HU['k i fXYb']bg[YgUa h'%%\$
DYfgcbYb'j cb'XYf'⊕]h]Uh]j Y'ZfY][Y_Ui Zh"8Yf': fY]\Y]hgZc bXg ']gh

Y]bY'k]W\h][Y'Gh]a a Y]b'XYf'8YVUhY'i a 'X]Y'9bh_f]a]bU`g]Yfi b[
j cb'GWk UfnZU\fyb'i bX'a ÒW\hY'XYb'i a ghf]hYbYb'DUFU[fUZYb
&*) U'Gh' 6'UVgW\ZZYb"8]Y'c f[Ub]gUh]cbž'X]Y'ja 'š\ f'&\$&%'bg
@VYb' [Yfi ZYb'k i fXYž'\Uh'a]hYfk Y'Y'" - * 'A YbgW\Yb'Ui g'XYa
; YZÅb[b]g[Y\c`hi bX'XUa]h'XYa 'GhUUh'?cghYb'j cb'ZUgh'&\$
A]`]cbYb'9i fc'YfgdUfh"

<]bhYf[fi bX'XYf' ð]h]Uh]j Y

š\ f']W\`UbXYb']b'8Yi hgW\`UbX'gW\Åhni b[gk Y]gY'V]g'ni '- "\$\$\$
A YbgW\Yb'ja ; YZÅb[b]gž'k Y]'g]Y'X]Y'GhfUZYb'ZØf'XUg
GWk UfnZU\fyb'b]W\h'nU\`Yb'_ÖbbYb"6YgcbXYfg'VYhfcZZYb'g]bX
\Åi Z]['A YbgW\Yb'a]h'VYgW\Y]XYbYb'Z]bUbn]Y`Yb'J Yf\Å`hb]ggYb'
'Ui h'l bhYfgi W\i b[Yb'g]bX', + DfcnYbh'XYf'6YhfcZZYbYb'Yfk YfVg`cg
i bX'%) 'DfcnYbh'YVYb'c\`bY'ZYghYb'K c\bg]hm"Ni XYa '_Åa dZYb
j]Y'Y'a]h'dgmW\]gW\Yb'cXYf'_ÖfdYf`]W\Yb'9f_fUb_i b[Yb"9]b
cZZYbYf'6f]YZj cb'%, 'K]ggYbgW\UZi'Yfb'\Uh'X]Y'GhfY]W\i b['XYg
DUFU[fUZYb'&*) U[YZcfXYfhi bX'Ui Z'X]Y'gcn]U'Y'I b[YfYW\h][_Y]h
\]b[Yk]YgYbž'X]Y'Xi fW\`X]Y'?f]a]bU`g]Yfi b[j cb'GWk UfnZU\fyb
YbhghY\h"

8]Y'8]g_i gg]cb'i a 'X]Y'FYZcfa 'XYg'GhfUZfYW\hg'[Yk]bbh'Ui W\ja
6i bXYghU['Ub': U\fh" Gc'VYZUgghY'g]W\`XYf'6i bXYghU['Ua '&*"
š\bi Uf'&\$&' 'a]h; YgYhnYbhk ØfZYb'i bX'5bhfÅ[Yb'XYf': fU_h]cb'8]Y
@]b_Y'ni f'GhfUZfYW\hgdc`h]_"8]YgY'VY]b\U'hYb'b]W\h'bi f'X]Y
9bh_f]a]bU`g]Yfi b['XYg'GWk UfnZU\fybgž'gcbXYfb'Ui W\`X]Y
5VgW\UZZi b['XYf'9fgUhnZfY]\Y]hgghfUZY"8Yf'6i bXYghU['\Uh'X]Y
5bhfÅ[Y'Ub'XYb'FYW\hgUi ggW\i gg'ØVYfk]YgYbž'k Ug'Ui ZVfY]hYg
ðhYfYggY'ghÖ» h"

F YU_h]cbYb'i bX'9bhk]W_`i b[Yb']b'UbXYfYb
GhÅXhYb

K Å\fybX'XYf'<Ua Vi f[Yf'J Yf_Y\fgj YfVi bX'fk'JJ'Ě'g]W\` [Y[Yb
Y]bY'9bh_f]a]bU`g]Yfi b['Ui ggdFUXž[Y\Yb'Y]b][Y'UbXYfY'GhÅXhY
Y]bYb'UbXYfYb'K Y["'Gc'\UVYb'Yhk U'6fYa Yf\Uj Ybž'?Òb'i bX
A ØbghYf'VYfY]hg'YbhgW\]YXYbž'_Y]bY'GhfUZUbhfÅ[Y'a Y\ f'k Y[Yb

ZY\`YbXYf`H]W_Yhg`Y]bni fY]WXYb"8]Y`5f[i a YbhUh]cb`]b`6fYa Yb
 ni a `6Y]gd]Y`VYgU[hž`XUgg`XYf`5i Zk UbX`XYf`GhfU] YfZc`[i b[`]b
 _Y]bYa `J Yf\`À`hb]g`ni `XYb`Z]bUbn]Y`Yb`9]bVi » Yb`ghY\`hž`X]Y
 Ufa i hgVYhfcZYbY`A YbgWXYb`hfU[Yb`a ØggYb"

≠`XYf`HUh`\UVYb`Gh`XhYb`k]Y`6cbb`i bX`DchgXUa `YVYbZU`g
 A U» bU\`a Yb`Yf[f]ZYbž`i a `XUg`GWk UfnZU\`fYb`b]Wkh`a Y\`f`U`g
 j Yfa Y]XVUFY`GhfUZhUh`ni `k YfhYb"8]YgY`9bhk]W_`i b[Yb`nY][Yb
 Y]bYb`HfYbX`XU\]bž`XUgg`]a a Yf`a Y\`f`?ca a i bYb`Ui Z`U`hYfbUh]j Y
 5bg`Àhn`Y`gYhnYbž`i a `XUg`DfcV`Ya `XYf`GWk UfnZU\`fYf`ni ``ØgYb"
 : fY]\`Y]hgZcbXg `VYhcbhž`XUgg`YhnhYbX`]WXY`Y]bY`dc`]h]gWXY`@Øgi b[
 bchk YbX][`]ghž`i a `X]Y`H\`Ya Uh]_`bUW\`U`h][`Ubni dUW_Yb`i bX`X]Y
 A YbgWXYb`b]Wkh`k Y]hYf`ni `f]a]bU`]g]YfYb"

8]Y`8]g_`i gg]cb`i a `XUg`GWk UfnZU\`fYb`i bX`gY]bY`fYWkh]WXYb
 ?cbgYei YbnYb`V`Y]Vh`gdUbbYbX`i bX`nY][hž`k]Y`k]Wkh][
 [YgY`gWk UZh]WXY`≠]h]Uh]j Yb`i bX`dc`]h]gWXY`9bhgWXY]Xi b[Yb`ZØf
 XUg`@YVYb`hUi`gYbXYf`6YhfcZYbYf`g]bX"8]Y`≠]h]Uh]j Yb`gYhnYb`g]Wk
 b]Wkh`bi f`ZØf`X]Y`F`YWk hY`XYf`Yb][Yb`Y]bž`X]Y`]b`gWk]Yf][Yb
 J Yf\`À`hb]ggYb`YVYb`ž`gcbXYfb`ZcfXYfb`Y]b`i a XYb_Yb`]b`XYf
 F`YWk hgd`fYWk i b[`i bX`Y]bY`[YfYWk hYfY`6Y\`UbX`i b[`j cb`gcn]U`
 VYbUWk hY][hYb`A YbgWXYb"8Yf`K Y[`ni f`9bh`f]a]bU`]g]Yfi b[`j cb
 GWk UfnZU\`fYb`]gh`bcWk `Ub[ž`XcWk `≠]h]Uh]j Yb`k]Y`XYf
 : fY]\`Y]hgZcbXg `a UWXYb`Y]bYb`[fc» Yb`GWk f]hh`]b`X]Y`f]Wkh][Y
 F]Wkh i b["

8YhU]`g	
C fh	6]`k YfXYfž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • \Ua Vi f["h!cb`]bY"XY • ZfY]\`Y]hgZcbXg"XY • k k k "Vi bXYghU["XY

6Ygi WXYb`G]Y`i bg`Ui Z.`bU[!\`Ua Vi f["XY