

(%! Æ\ f][Y`Ui g`GWk U`a !9XYf! ? fY]g`]b
? UggY`Vfi hU`[YhÒhYh°

5a `+"`đ`]'&\$&) `k i fXY`Y]bY` (%! Æ\ f][Y` : fUi `Ui g`XYa
GWk U`a !9XYf! ? fY]g`]b ? UggY`hÒX`]W`j Yf`Yhnh`XYf`9\Ya Ubb
k i fXY`ZYgh[Ybca a Yb"



@i Xk][!A Ugg]Y!GhfU» Yž? UggY`ž`8 Yi hgWk`UbX`!`5a
A cbhU[a cf[Ybž`XYb`+"`đ`]'&\$&) žk i fXY`X]Y`GhUXh? UggY`j cb
Y]bYa`hfU[]gWkYb`J cfZU`YfgWk`ØhYfh`9]bY` (%! Æ\ f][Y` : fUi `Ui g`
XYa`GWk U`a !9XYf! ? fY]g`k i fXY`]b`XYf`@ Xk][!A Ugg]Y!GhfU» Y
gWk Yf`j Yf`Yhnh`Ui Z[YZ bXYbž`bUWkXYa`X]Y`Dc`nY]`i a`-`.%\$`i` \f
[Yfi ZYb`k i fXYž`bUWkXYa`Y]bY`YV`cgY`DYfgcb`[Ya`Y`XYh`k cfXYb
k Uf`9g`ghY`hY`g]Wk`gWk`bY`YfUi`gž`XUgg`X]Y` : fUi
Gh]Wk`j Yf`Yhni b[Yb`Ui Zk`]Yg`Hfch`XYf`gcZcfh][Yb`a`YX]n]b]gWkYb
<]ZY`Yf`U[`g]Y`k Yb][`gd`ÀhYf`]\fYb`J Yf`Yhni b[Yb`]a`? fUb`_Yb` \Ui`g`
8]Y`Dc`nY][Y\`hj`cb`Y]bYa` ; Yk`U`hj`YfVfYWkYb`Ui`gi`bX`\Uh`]\fYb
(*! Æ\ f][Yb`9\Ya`Ubb`Ua`HUhc`fh`ZYgh[Ybca`a`Yb`8]Y
<]bhYf[fØbXY`i`bX`XYf`5V`Ui`ZXYf`HUhg]bX`XYfnY]h; Y[YbghUbX
]bhYbg]j Yf`9fa`]hhi b[Ybž`X]Y`bcWk`]a` ; Ub[Y`g]bXž`i`a`@]Wk`h]bg

8i b_Y`ni `Vf]b[Yb"

Y`b`]WXY; Yk U`hUhYb`g]bX`]b`XYf`Øb[YfYb`J Yf[Ub[Yb\Y]h`Y]XYf`
_Y]bY`GY`hYb\Y]h`9]b`6Y]gd]Y`]gh`XYf`U`ž`XYf`g]W`]b`; fUZYbUi ž
B]YXYfVUmYfbž`YfY][bYhY`<]Yf`k`]fX`Y]bY`&)!`Å\`f][Y`:]fUi
VYgW`i`X][hž`]\fYb`&(!`Å\`f][Yb`DUf`hb`Yf`]b`]\fYf`K`c\bi`b[`][Yh`Øh`Yh
ni` \UVYb`"6Yf]W`hYb`bUW`_Ua`Yg`ni`Y]bYa`GhfY]hž`]b`XYggYb
J Yf`Ui`Z`Yg`ni`h`ØX`]W`Yb`J Yf`Yhni`b[Yb`_Ua`"Gc`W`Y`J`cfZ`Å`Y`nY][Yb
X]Y`YfgW`fYU`_YbXY`F`YU`]h`Åh`XYf`; Yk U`h`]b`DUf`hb`YfgW`UZh`Yb`Ui`Zž
X]Y`b]W`h`bi`f`]b`<YggYbž`gcbXYfb`Vi`bXYgk`Y]h`Y]b`YfbghYg`DfcV`Ya
XUfghY`h`"

; Yk U`h`[Y[Yb`:] fUi`Yb`'`9]bY`hfUi`f][Y
F`YU`]h`Åh`

; Yk U`h`[Y[Yb`:] fUi`Yb`]gh`]b`8Yi`hgW`UbX`k`Y]h`j`YfVfY]h`Yh`i`bX
[YgW`]Y`h`Åi`Z][`]a`dYfg`Øb`]W`Yb`i`a`Z`X`c`XYf`Ui`W`]b`XYf`
²`ZYb`h`]W`_Y]h`8]Y`NU`Yb`g]bX`U`Ufa`]YfYbX.`ā`ı`ı\`f`&\$&`'`k`UfYb
Yhk`U`%,`%`"\$`\$`\$`XYf`&)*`"\$`\$`\$`C`d`Zf`f`Åi`g`]W`Yf`; Yk U`h`k`Y]V`]W`ž
k`Ug`VY`Y[hž`XUgg`:] fUi`Yb`]b`XYf`A`Y`fnU`X`]Y`6Yhfc`ZYb`Yb`g]bX`
6YgcbXYfg`d`fY`_`Å`fYg`HYffU]b`]gh`X]Y`DUf`hb`YfgW`UZh`[Yk U`hž`VY]`XYf`
Yhk`U`+-`-`i`XYf`C`d`Zf`:] fUi`Yb`g]bX`"8]YgY`HUhgUW`Yb
j`YfXYi`h`]W`Yb`ž`XUgg`; Yk U`h`[Y[Yb`:] fUi`Yb`b]W`h`bi`f`Y]b
]bX]j`]Xi`Y`Ygž`gcbXYfb`Y]b`[YgY`gW`UZh`]W`Yg`DfcV`Ya`]gh`8]Y
6i`bXYgfY[]Yfi`b[`\`Uh`XUg`H`Y`a`U]b`XYb`:]c`_i`g`[Yf`ØW`_hž`i`a`ı`a`Y`f
5i`Za`Yf`_gUa`_Y]h`XUfUi`Z`ni`Yb`_Yb`i`bX`<]ZgUb[YV`chY`ni
gW`UZZYb`ž`X]Y`b`chk`YbX][`g]bX`ž`i`a`VYhfc`ZYb`Yb`:]fUi`Yb`ni`Y`Z`Yb`
Gc`j`YfnY]W`b`YhY`XUg`<]Z`YhY`Y`Z`cb`]; Yk U`h`[Y[Yb`:] fUi`Yb`]a`ı\`f
&\$&`'`ØVYf`,`*`"+`\$`\$`?`cbhU`_hUi`ZbU`a`Yb`i`bX`fi`bX`)`-`"\$`\$`\$`
6YfUi`h`b[Yb`"

5b`Ägg`]W`X]YgYf`J`cfZ`Å`Y`]gh`XUg`6Yk`i`gg`hgY]b`ZØf`X]Y; YZU`fYb
j`cb`; Yk U`h`]b`6Yn]Y`i`b[Yb`i`bX`X]Y`B`chk`YbX][`_Y]h`j`cb
GW`i`hna`U`»`bU`a`Yb`k`]W`h`[Yf`XYbb`Y`"5a`ı`&)"`B`cj`Ya`VYf`k`]fX
Å\`f`]W`X`Yf`ı`hYfbUh]cbU`Y`HU[`ni`f`6YgY]h`[i`b[`j`cb`; Yk U`h
[Y[Yb`:] fUi`Yb`VY[Ub[Yb`ž`i`a`X]YgY`H`Y`a`Uh]_`]bg`Ö`ZYb`h`]W`Y
@]W`h`ni`f`ØW`_Yb`"J]Y`Y`:]fUi`Yb`ZØ`Y`b`g]W`]b`]\fYf`Y][YbYb`<Ui`h
b]W`h`g]W`Yf`ž`]bgVYgcbXYfY`]b`XYf`8i`b_Y`\Y]h`c`XYf`]b`]gc`]Yf`h`Y`b`

G]hi Uh]cbYb"

2 ZZYb h`]W\ Yg`G]W\ Yf\ Y]hgYa dZ]bXYb`i bX
; Yk U`hdfAj Ybh]cb

≠?UggY`_Ua`Yg`ni XYa`ni`Y]bYa`k Y]hYfYb`J cfZU`žVY]`XYa`Y]bY
: fUi`]b`XYf`BUW`hj`cb`: fY]hU[`Ui`Z`GUa`ghU[`Ub`XYf`: YghVØ\ bY`Ua
D`Uhn`XYg`: f]YXYbg`gYI`i`Y`VY`Àgh][`h`k`i`fXY`"8Yf`HÀhYfž`Ub[`YV`]W
Y]b`Yhk`U`(\$!`À\`f][`Yf`A`Ubbž`b`À\`YfhY`g]W`XYf`: fUi`i`bX`VYfØ\`fhY
g]Y`i`bg]h`h]W`"≠`fY`<`]ZYfi`ZY`V`]YVYb`YXcW`b]W`hi`b[`Y\`Øfhž`Y]b
i`bVY`_UbbhYf`DUggUbh`[`f]Z`Y]b`i`bX`j`Yf\`U`Z`\`f`ni`f`:`i`W`h`Gc`W`Y
J`cfZ`À`Y`k`YfZY`b`X]Y`: fU[`Y`Ui`Z`k`]Y`g]W`Yf`g]W`: fUi`Yb`]a
ÖZZYbh]W\Yb`FUi`a`ZØ\`Yb`_ØbbYb`i`bX`k`Y`W`Y`A`U»`bU\`a`Yb`ni`f
DfAj`Ybh]cb`j`cb`gYI`i`Y`Yf`; Yk`U`h`[`YhfcZZYb`k`YfXYb`_ØbbYb`"

8]Y`B`chk`YbX][`_Y]hž`[`Y[`Yb`; Yk`U`h`j`cfni`[`Y\`Ybž`]gh`Xf]b[`]W`ž`i`bX
X]Y`; YgY`gW`UZh`k`]fX`[`Y`ZcfXYfh`gY]bž`ni`_`UbXY`b`"8Yf
XfUa`Uh]gW`Y`5bgh]Y[`gc`W`Yf`J`cfZ`À`Y`nY][`hž`XUgg`X]YgYg`H\`Ya`U
b]W`h][`bcf]Yfh`k`YfXYb`gc`hY`"8]Y`9fa`]hhi`b[`Yb`ni`XYb`Yk`Y][`Yb
: À`Yb`g]bX`Yb`hgW`Y]XYbXž`i`a`XYb`CdZYfb`; YfYW`h][`_Y]h`ni
j`YfgW`UZZYb`i`bX`X]Y`HÀhYf`ni`f`F`YW`Yb`gW`UZh`ni`n]Y\`Yb"

: Øf`: fUi`Ybž`X]Y`; Yk`U`h`Yf`YVYb`cXYf`VYXfc`h`k`YfXYbž`ghY\`Yb
nU\`fY]W`Y`<`]ZgUb[`YVchY`VYfY]h`BYVYb`XYb`: fUi`Yb\`Ai`gYfbž
k`Y`W`Y`]b`8Yi`hgW`UbX`ZØf`G]W`Yf\`Y]h`gcf[`Ybž`[`]Vh`Yg`Ui`W
6YfUhi`b[`gghY`Ybž`X]Y`gdYn]Z]gW`Ui`Z`X]Y`6YXØfZb]ggY`j`cb`: fUi`Yb
Y]b[`Y\`Yb`_ØbbYb`"8]YgY`6Yhf]YVY`g]bX`c`Zh`YggYbn]Y`ž`XYbb`XYf
D`Uhn`]b`: fUi`Yb\`Ai`gYfb`]gh`VY[`fYbnhž`i`bX`j`]Y`Y`: fUi`Yb`gY\`Yb`g]W
a`]h`5V`Y\`bi`b[`Yb`_cbZfcbh]Yfh`9g`V`Y]Vh`ni`_`cZZYbž`XUgg`XUg
6Yk`i`gghgY]b`ZØf`X]YgYg`H\`Ya`U`]b`XYb`_ca`a`YbXYb`≠\`fYb`k`Y]hYf
ghY][`h`i`bX`a`Y\`f`: fUi`Yb`XYb`A`i`h`Z]bXYbž`g]W`ni`a`Y`XYb`i`bX`<`]ZY
ni`gi`W`Yb"

: Øf`k`Y]hYfY`≠Zcfa`Uh]cbYb`ØVYf`X]Y`U`hi`Y`Yb`9b`hk`]W`i`b[`Yb`ni
; Yk`U`hhUH`Yb`]b`<`YggYb`_ØbbYb`G]Y`X]Y`6Yf]W`hYfghUhi`b[`]cb`
b\&("XYž`gi`YXXY`i`hgW`Y`XY`i`bX`ghUh]ghU`W`a`j`YfZc`[`Yb`

8YhU]`g	
C fh	@i Xk][!A Ugg]Y!GhfU» Yž? UggY`ž`8 Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • b\ &("XY • k k k "gi YXXYi hgW Y"XY • XY"ghUh]ghU"WŁ a

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!\YggYb"XY