

K Y]bZYgh`]b`< U]bU. ; Ybi ggž`A i g]_`i bX
GdU» `ZØf`X]Y`[Ub nY` : Ua]`]Y°

9f`VYb`G]Y`XUg`K Y]bZYgh`XYf` : Yi Yfk Y`f`< U]bU`Ua`) "`~`]
&\$&) `UV`%, `I` \f`a`]h`K Y]bž`GdY]gYb`i bX`A i g]_`]a
a U`Yf]gW`Yb`5a` V]YbhY"



< U]bUž`8 Yi hgW` `UbX`!`8]Y`J c fZFYi XY`ghY][h`5a` `GUa` ghU[ž`XYb
) "`~`]ž`ÄXh`X]Y` : fY]k]`][Y` : Yi Yfk Y`f`< U]bU`UV`%, `I` \f`ni` a
i bj Yf[Ygg`]W`Yb`K Y]bZYgh`Ui Z`XYb`J cfd`Uhn`XYg
8cfZ[Ya Y]bgW`Už`g\`Ui` gYg`Y]b`"I` bhYf`XYf`C f[Ub]gUh]cb`XYg
Yb[U[]YfhYb`J cfg]hnYbXYb` : `cf]Ub`< UddY`k i fXY`YfbYi h`Y]b
UVk YW`g`i b[gfY]W`Yg`Dfc[fUa` a` `Ui Z`X]Y`6Y]bY`[YghY`hž`XUg
VYfY]hg`]a` j Yf[Ub[YbYb`~\`f`ZØf`[fc» Y`6Y[Y]ghYfi b[`gcf[hY`i bX
Y]bY`BYi Ui ZU[Y`j YfX]Ybh`\`Uh`K Yf`X]Y`VYgcbXYfYb`HfcdZYb`XYf
K Y]b\`UbX`i b[`?]hn`j Yf`_cghYb`i bX`g]W`j cb`_i` `]bUf]gW`Yb
?Øgh]W`_Y]hYb`j Yfk` Ò`bYb` `UggYb`a` ÒW`hYž`gc` `hY`g]W`X]YgYb
HYfa`]b`b]W`h`Ybh[Y`Yb` `UggYb"

K Ug`XUfZ`a` Ub`Yfk` UfhYb`3`9]bY`[fc» Y`K Y]bVUf`a`]h`Yf`YgYbYb

K Y]bYb`Ui g`j YfgW]XYbYb`5bVUi [YV]YhYbž`XUni `Zf]gWYf
: `Ua a _i WYb` `gck c\`]b`XYf`j Y[YhUf]gWYb`U`g`Ui W`]b`XYf
XYZh][Yb`J Uf]UbhY`"i bX`ZØf`X]Y`@YV\UVYf`j cb` ; Y[f]`hYa ` []Vh`Yg
ni XYa `YW_YfY` ; f]`gdYn]U`]hÅhYbž`X]Y`ZØf`XYb`f]W`h][Yb` ; Ui a Yb!
GWa Ui g`gcf[Yb`"5V[Yfi bXYh`k]fX`XUg`5b[YVch`a]h`_U`hYa
: UggV]Yf`i bX`k Y]hYfYb`YfZf]gWYbXYb` ; YhfÅb`_Ybž`X]Y`VY]
gca a Yf]WYb`HYa dYfUhi fYb`ZØf`[i hY`@Ui bY`gcf[Yb`"

9]b`6`]W`_`Ui Z`XUg` : Yghdfc [fUa a

8 Ug`a i g]_U`]gWY`<][\`][\h`XYg`5VYbXg`k]fX`8>6][Zcch`gY]bž`XYf
a]h`<]hg`Ui g`XYb` , \$Yf`i bX`- \$Yf`X\`fYb`gck]Y`_bUW_] [Yb
Gca a Yf\]hg`ZØf`Gh]a a i b[`gcf[h`"8cW`XUa]h`b]W`h`[Ybi [.`5i W
X]Y`G\`ck !5i Zh`]hY`XYg`F`Y.A ch]cb`8 UbW`ghi X]cg`Ui g` : fUb`_YbVYf[
XØfZhYb`X]Y` ; ÅghY`ni a `GhUi bYb`Vf]b[Yb`"8]Y`_`Y]bYb
: YghVYgi WYf`_ca a Yb`VYbZU`g`Ui Z]\`fY`?cghYbž`XYbb`Y]bY
VYhfYi hY` ?]XgncbY `ÅXh`ni a `6UghY`b`i bX`Gd]Y`Yb`Y]b`"Gc`k]fX
XUg`K Y]bZYgh`ni`Y]bYa` : Ygh`ZØf`X]Y` [Ubny` : Ua`]]Y`°

: Øf`Y]b`[Ya Øh`]WYg`5a V]YbhY`gcf[Yb`@]W`hYfž`?YfnYb`i bX
: Yi YfghY`Ybž`i bX`<Y]nd]`nY` [UfUbh]YfYbž`XUgg`Ui W`VY]`_Ø\`YfYb
HYa dYfUhi fYb`\Yfn`]W` [YZY]Yfh`k YfXYb`_Ubb`"8Yf`9]bhf]h`ini
X]YgYa `VYgcbXYfYb`9fY][b]g`]ghØVf][Ybg`ZfY]`K Yf`g]WYf`[Y\Yb
a ØW`hYž`Y]bYb`D`Uhn`Ub`Y]bYa`H]gW`ni`fYgYfj]YfYbž`_Ubb`X]Yg
[Ubni`b`_ca`d`n]Yfh`hY`YZcb]gW`i bhYf`\$%+&#&+% , *-`cXYf`dYf`9!
A U]`Ub`Zcf]Ub`\UddY`fUhlZYi Yfk Y\`f!\U]bU!`_`cghYf`XY`hi`b`"

K Y]bZYghY`]b`8Yi hgW`_`UbX

K Y]bZYghY`\UVYb`]b`8Yi hgW`_`UbX`Y]bY`Ub[Y`HfUX]h]cb`i bX`g]bX
k]W`h][Y`5b`ÅggY`ZØf`X]Y`K Y]bk]fhgW`UZh`"G]Y`gW`UZYb`b]W`h`bi`f
Y]bY` : Y]Yf`XYg`K Y]bgž`gcbXYfb`Ui W`Y]bY`6Ø\bY`ZØf`fY[]cbU`Y
?i`hi`fi`bX`HfUX]h]cbYb`"K]Y`k`Y]b`_`Ui`g!f]Y["XY`VYf]W`hYhž`V]YhYb
K Y]bZYghY`cZh`b]W`h`bi`f`K Y]bj`Yf`_cghi`b[Ybž`gcbXYfb`Ui W`Y]b
i`a`ZUb[fY]WYg`F`U\`a`Ybdfc[fUa`a`a`]h`@]Y!A`i`g]_ž
HUbni`ZØ\`fi`b[Yb`i`bX`_i`_]bUf]gWYb`<][\`][\hg`"J]Y`Y`X]YgYf
: YghY`\UVYb`Y]bY`VYXYi`hYbXY`k]fhgW`UZh`]W`Y` : i`b`_h]cb`i`bX
ZØfXYfb`X]Y`c`_U`Y`X`Yb]h`h`h`gck]Y`XYb`Hci`f]ga`i`g`XYf`F`Y[]cb`"

8 Ug'K Y]bZYgh'XYf': Yi Yfk Y\ f' < U]bU'fY]\h'g]W\ 'b'X]YgY'HfUX]h]c:b
 Y]b'i bX'j Yfgdf]W\ h'Y]bYb'5VYbX'j c``Yf'; YgY``[_Y]hž; Ybi gg'i bX
 a i g]_U']gW\Yf'i bhYf\U`hi b["A UW\Yb'G]Y'g]W\ 'VYfY]hž' [Ya Y]bgUa
 a]h': fYi bXYb'i bX'XYf': Ua]'Y'Y]bYb'i bj Yf[Ygg`W\Yb'5VYbX'j]b
 < U]bU'ni 'j YfVf]b[Ybž'k c' [i hY'A i g]_i bX'_Ōgh`W\Y'GdY]gYb'Ui Z
 G]Y'k UfhYb" '@UggYb'G]Y'g]W\ 'X]YgYg'9j Ybh'b]W\ h'Ybh[Y\Yb°

8YhU]`g	
Cfh	< U]bUž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • %%&!a U[Un]b"XY • k k k "fY[]cUWh]j Y"XY • k Y]b\Ui g!f]Y["XY

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