

8 Ufa ghUXh. 'DfchYghY '[Y[Yb 'hØf_]gWY
7\Ya]Yk UZZYb]b '? i fX]ghUb °

5_hj]]gh.]bbYb'XYa cbghf]YfYb'Ua '%("\$*"&\$&)']b'8 Ufa ghUXh
[Y[Yb'XYb'hØf_]gWYb'7\Ya]Yk UZZYbY]bgUhn']b
GØX_i fX]ghUb"



@i]gYbd`Uhnž`* (& , ' `8 Ufa ghUXhž`8 Yi hgW`UbX`!`5_hj]]gh.]bbYb
Ui g`XYf`_i fX]gWYb`8]UgdcfU`\UVYb`g]W`Ua `j Yf[Ub[YbYb
K cWYbYbXY`]b`8 Ufa ghUXh`j YfgUa a Y`hž`i a ` [Y[Yb`X]Y
a `]hÅf]gWYb`5_h]cbYb`XYf`HØf`_Y`]b`?`i fX]ghUb`ni `dfchYgh]YfYb`
8]Y`8Ya cbghfUh]cbž`X]Y`Ui ZXYa `@]gYbd`Uhn`ghUhhZUbXž`k i fXY
j ca `_i fX]gWYb`Jc`_gfUh`gck]Y`XYf`: fUi Ybj YfgUa a `i b[
cf[Ub]g]Yfh`8Yf`5b`Ugg`XYf`J YfUbghU`hi b[`k Uf`Yfbgh`Ni `6Y[]bb
k i fXY`a]h`Y]bYf`GWk Y][Ya]bi hY`XYf`; YZU`YbYb`XYg`_i fX]gWYb
6YfY]i b[g_Ua dZYg`[YXUW`h`

8 Ufa ghUXh`]gh`HY`]Y]bYg`[fØ» YfYb`DfchYghYg`[Y[Yb`X]Y
a i ha U» `]WYb`J YfghØ» Y`XYf`HØf`_Y`[Y[Yb`XUg`J Ø`_YffYW`h`Gc
j Yfi fhY`h`XYf`8UW`j YfVUbX`?`C B!A 98`Y`J`"XYb`9]bgUhn`j cb

WXYa]gWYb`K UZZYb`]b`gWk Yf`ni [`Ab[`]WXYb`6Yf[fY[]cbYb
?i fX]ghUbg"6YgcbXYfg`gWk Yfk]Y[YbX`]ghz`XUgg`X]YgY`5b[f]ZZY
hfc`hn`Y]bYg`Y]bgY]h][`Yf_`ÀfhYb`K UZZYbgh]`ghUbXg`XYf`D??
fBfVY]hYfdUfhY]`?i fX]ghUbgk`ghUhhZ]bXYb" `A Y`a Yh`ÉcdUbž`?c!
Jc ffg]hnYbXYf`XYf` : ÖXYfUh]cb` : 78?!?5K 5ž`VYhc`bž`XUgg`X]YgY
A]`]hÀfU`_h]cbYb`Y]bY`bYi Y`5b[f]ZZgk Y`Y`XUfghY`Ybž`X]Y`a]h
i ba`cfU`]gWYb`A]hY`b`Xi fW [YZØ`fh`k]fX"

I bhYfghØhni b [`ZØf`XYb`_i fX]gWYb`? Ua dZ

@Ui h`ÉcdUb`n]Y`h`X]Y`C ZZYbg]j Y`XUfUi ZUVž`XYb`dc`]h]gWYb`9]bZi`gg
XYf`_i fX]gWYb`6Yk Y[i b[`ni`gWk `ÀWXYb`i bX`X]Y`DYfgdY`_h]j Y
Y]bYg`Ui hcbca Yb`_i fX]gWYb`GhUi`g`ni`nYfgh`ØfYb" `9f`f]YZ`ni`f
]bhYfbUh]cbU`Yb`Gc`XUf]h`h`Ui Zi bX`Yfa`i h][hY`X]Y`5bk YgYbXYb
ni`f`Ni`gUa`a YbUfVY]h`a]h`XYa`c`_fUh]gWYb`5`_hYi`f.]bbYb`]b
9i fcdUž`i a`XYb`_i fX]gWYb`K]XYfghUbX`ni`i bhYfghØhnyb" `5i Z`XYb
gcn]U`Yb`A YX]Yb`k]fX`XYf`< Ug`hU[` . Hi`f`_Yml`gYg7`Ya]WU`g
j YfVfY]hYhž`i a`Ui ZX]Y`Jc`fk ØfZY`XYg`WXYa]gWYb`K UZZYb
9]bgUhnYg`Ui Za Yf`_gUa`ni`a UWXYb"

8]Y`J`Yfk YbXi b[]`cb`7`Ya]Yk UZZYb`Xi fW`X]Y`hØf`_]gWY`5fa`YY
]gh`_Y]b`bYi Yg`D`Àbca Yb" `@Ui h`Y]bYa` ` ðZcfa Uh]cbgXcgg]Yf`XYg
BUh]cbU`_cb[fYggYg`?i fX]ghUbg`fP`B?`É`Xc`_i a Ybh]Yfh`X]Y`HØf`_Y]
gY]h`XYb`%-`-\$Yf`_À`fYb`gmghYa Uh]gWY`J`Yfgh`Ø`Y`[Y[Yb
]bhYfbUh]cbU`Y`?`cbj Ybh]cbYbž`]bgVYgcbXYfY`X]Y
7`Ya]Yk UZZYb`_cbj Ybh]cb`f7`K 7É" `6Yf]W`hY`ØVYf`XYb`9]bgUhn`j`cb
7`Ya]Yk UZZYb`]b`XYb`_À`fYb`&\$\$`-`ž`&\$\$` `ž`&\$\$`+`i bX`k `À`fYbX`XYf`
`ðj Ug]cb`]b`9Zf`É`&\$\$` , [YVYb`5b`Ugg`ni`f`Gcf[Y" `Øb[ghY`6Yf]W`hY
VY`Y[Ybž`XUgg`gY]h`5df]`&\$\$`&%`k]YXYf`c`h`WXYa]gWY`K UZZYb`]b
GØX!`?i fX]ghUb`Y]b[YgYmh`k i fXYbž`k Ug`ni`nU`fY]WXYb`HchYb`i bX
J`Yf`YmhYb`ZØ`fhY"

8]Y`_i fX]gWY`⇒XYbh]hÀh`i bX`]`fY < YfUi`gZc`fXYfi b[Yb

8]Y` : fU[Yb`fi bX`i a`X]Y`_i fX]gWY`⇒XYbh]hÀh`g]bX`YVYbZU`g
h]YZ[fY]ZYbX`a]h`XYa`U`_hi Y`Yb`?`cbZ`_h]j Yfk`cVYb" ` ð`Y]bYa

5fh]_Y`j cb`DfcZ`8f`8f` , a]h`MUn Wcû`i`k]fX`X]Y`?ca`d`YI]h`h`XYf`
 ?i`fXYbZfU[Y`]b`XYf`HØf`_Y`]g_]nn]Yfh`8`]YgY`DfcV`Ya`Uh]`_i`a`ZUggh`
 dc`h]gWkYž`gcn]U`Y`i`bX`k`]fhgWkUZh]WkY`8`]a`Ybg]cbYb`i`bX`YfZc`fXYfh`
 Y]bYb`i`a`ZUggYbXYb`@Øgi`b[`gUbgUhn`<`]ghcf]gWk`\\UVYb`
 i`bhYfXfØW`YbXY`Dc`h]_Yb`XYf`HØf`_]gWkYb`FYdi`V`]`_ni`f`
 7`fcb]Z]n]Yfi`b[`XYf`?i`fXYbZfU[Y`[YZØ`fh`i`bX`nU`fY]WkY`
 [YgY`gWkUZh]WkY`HfUi`a`UhU`\\]bhYf`UggYb`"

8]Y`fYdfYgg]j`Yb`A`U»`bU`a`Yb`[Y[Yb`X]Y`_i`fX]gWkY`6Yj`Ø`_Yfi`b[ž`
 X]Y`cZi`U`g`HYffcf]ga`i`gdfcV`Ya`_a`]gg]bhYfdYh]Yfh`k`YfXYbž`
 YfgWk`k`YfYb`X]Y`@Øgi`b[`XYf`?cbZ]_hY`k`Y]hYf`5VXi``U`^2`WU`Ubg`
 A`cXY`XYg`XYa`c`_fUh]gWkYb`?cbZØXYfU`]ga`i`g`k`]fX`U`g`Y]b`
 U`hYfbUh]j`Yf`5bgUhn`ni`f`6Y`YVi`b[`X]YgYf`h]YZYb`DfcV`Ya`Y`
 VYhfUWk`hYh`I`a`X]Y`FYWk`hY`XYf`?i`fXYb`ni`[Yk`Å`f`Y]ghYb`i`bX`
 Y]bYb`6Y]hfU[`ni`a`gcn]U`Yb`i`f]YXYb`]b`XYf`HØf`_Y`]ni`Y]ghYbž`g]bX`
 A`U»`bU`a`Yb`ni`f`dc`h]gWkYb`FYdf`ÅgYbhUh]cb`i`bX`J`Yfgh`Åf`_i`b[`
 `c`_U`Yf`J`Yfk`U`hi`b[Yb`i`bYf`Ågg`]Wk`"

8Yf`DfchYgh`]b`8Ufa`ghUXh`]gh`a`Y`f`U`g`bi`f`Y]b`c`_U`Yg`9fY][`b]g`9f`
]gh`HY`]Y]bYg`_cbh]bi`]Yf`]WkYb`?Ua`dZYg`ZØf`X]Y`5bYf`_Ybbi`b[`i`bX`
 FYWk`hY`XYf`?i`fXYbž`XYf`]bhYfbUh]cbU`Y`5i`Za`Yf`_gUa`_Y]hi`bX`
 Gc`]XUf]h`h`j`Yf`Ub[`h`Bi`f`[Ya`Y]bgUa`_i`bX`a`]h`Y]bYa`Yfbgh`UZhYb`
 dc`h]gWkYb`K`]Yb`_Ubb`Ub[YghfYVh`k`YfXYbž`X]Y`DYfgdY`_h]j`Yb`ZØf`
 :`f]YXYb`i`bX`GhUV`]h`h`i]b`XYf`FY[]cb`ni`j`YfVYggYfb`"

8]Y`]bhYfbUh]cbU`Y`i`Ya`Y]bgWkUZh`ghY`h`]b`XYf`J`YfUb`hk`cfhi`b[`ni`
 `UbXYb`"Gc`Ub[Y`X]Y`Gh]a`a`Yb`XYf`?i`fXYb`]bcf]Yfh`k`YfXYbž`
 V`Y]VYb`X]Y`J`Yfk`YfZi`b[Yb`]b`XYf`FY[]cb`Y]b`GhfY]h`h`Ya`Už`XUg`
 b]Wk`h`bi`f`X]Y`HØf`_Y]ž`gcbXYfb`X]Y`GhUV`]h`h`i]a`[YgUa`hYb`B`U`Yb`
 C`ghYb`VYhf]Zzh`"

8YhU]`g	
C`fh	@`]gYbd`Uhnž`*(`&`,`'`8Ufa`ghUXhž`8Yi`hgWk`UbX`
E`i`Y`Yb	<ul style="list-style-type: none"> • UbZX`Yi`hgWk`"Wc`a` • W]j`U`_`U!`UnUX`"cf[` • k`k`k`"]bgh]hi`h!`Zi`Yf!` a`YbgWk`Yb`fYWk`hY`"Yi`

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