

8Ydi h]Yg'DfcVY'Dcgg]V`Y`8fck b]b['BYUf
?]gg]a a YY/ ĸ \$' - /g`K Ygh[UhY`F Ygc fh

CgWc`U`7ci bhmXYdi h]Yg`UfY`]bj Ygh[Uh]b['U'dcgg]V`Y
Xfck b]b[']bWXYbh']b`?]gg]a a YY`bYUf`K Ygh[UhY`6ci `Yj UfXž
k]h\`i dXUhYg`YI dYWYX"



?]gg]a a YYž: `cf]XUž`I G5`!`C b`h\Y`a cfb]b[`cZ`ħ bY`%' ž`&\$&) ž`U
gc`Ya b`gWbY`i bZc`XYX`]b`?]gg]a a YYž: `cf]XUž`Ug`CgWc`U`7ci bhm
XYdi h]Yg`fYgdc bXYX`hc`U`fYdcfhcZ`U`dcgg]V`Y`Xfck b]b[`bYUf
K Ygh[UhY`6ci `Yj UfX" `H\]g`hfc i V`]b[']bWXYbh`cWw ffYX`WcgY`hc
h\Y`K Ygh[UhY`J UWWh]cb`J]`Ug`F Ygc fhž`U`k Y`!_bck b`XYgh]bUh]cb
Zcf`j]g]hcf g`hc`7Ybh fU`:`cf]XU g`h\Ya Y`dUf_g" `5h`h\]g`h]a Yž`XYhU`]g
gi ffc i bX]b[`h\Y`Yj Ybh`fYa U]b`gWUfWwž`UbX`h\Y`CgWc`U`7ci bhm
G\Yf]ZZ g`C ZZ]Ww`fC 7GC ĸ`Ug`XYgWf]VYX`h\Y`]bj Ygh[Uh]cb`Ug
cb[c]b[`UbX`j Yfm`UWh]j Y" `5g`cZ`bck ž`bc`j]Wh]a g`\Uj Y`VYYb
]XYbh]Z]YXž`YUj]b[`a Ubm`ei Ygh]cbg`i bUb gk YfYX`Zcf`h\Y
Wc`a a i b]hm"

5i h\cf]h]Yg`fYWw]j YX`h\Y`X]ghfYgg]b[`WU``VY ZcfY`%\$`U"a "ž

dfca dh]b['Ub`ja a YX]UhY`]bj Ygh[Uh]cb`]bhc`h\Y`WfW`a ghUbWg
gi ffc i bX]b[`h\Y`]bWjXYbh"K \]Y`h\Y`YI UWh`cWUh]cb`UbX`XYhU]`g
UVci h`k \Uh`hfUbgd]fYX`UfY`mYh`hc`VY`X]gWcgYXž`h\Y`K Ygh[UhY
FYgcfhg`a UbU[Ya Ybh`\Ug`Ubbci bWfX`h\Y]f`Wc`dYfUh]cb`k`]h\`Uk
YbZcfW`a Ybh`UbX`gi ddcfhZcf`h\Y`UZZYWhYX`ZJa`]mXi`f]b[`h\]g
X]Z]W`h`h]a Y`"BchUV`mž`K Ygh[UhY`VcUghg`7DF!Wf]Z]YX`ghUZZ
Uj U]`UV`Y`Ufci bX`h\Y`WcW`ž`Ybgi`f]b[`U`Yj Y`cZ`dYdUfYXbYgg`Zcf
Ya Yf[YbWjYg"

H\Y`6][[Yf`D]Whi fY.`8fck b]b[`F]g_g`]b
: `cf]XU

H\]g`]bWjXYbh`cWf fg`U[U]bgh`U`VUW`Xfcd`cZ`U`Ufa`]b[`ghUh]gh]Wg
fY[UfX]b[`Xfck b]b[`]b`:`cf]XU`"H\Y`ghUhY`fUb`YX`Zci fh\`]b`h\Y
I "G"`Zcf`i b]bhYbh]cbU`Xfck b]b[`XYUh\g`]b`&\$&%ž`k`]h\`Ub`U[Y!
UX↑ ghYX`fUhY`cZ`&`&`dYf`%\$ž\$`\$`dcdi`Uh]cb`"5a`cb[`W\`XfYbž
h\Y`g]hi Uh]cb`]g`Yj Yb`a`cfY`Wc`bWf]b]b[`/:`cf]XU`c`Xg`h\Y`\][\Ygh
fUhYg`cZ`Xfck b]b[`Zcf`W\`XfYb`U[YX`%`hc`(`mYUfg`Uh`U`ghU[[Yf]b[
`(`dYf`%\$ž\$`\$`dcdi`Uh]cbž`Ug`fYdcfhYX`Vm`h\Y`:`cf]XU
8YdUfha Ybh`cZ`<YU`h\`"⊖`hc`hU`ž`*\$`W\`XfYb`i bXYf`Zj Y`cgh`h\Y]f
`j] Yg`hc`Xfck b]b[`]b`&\$&\$ž`k`]h\`h\Uhbi`a`VYf`]bWfYUg]b[`hc`+)`b
&\$&%`VYZcfY`g][\h`mXfcd]b[`hc`*`+`]b`&\$&&"

H\]g`XUhU`Ya`d\Ug]nYg`h\Y`Wf]h]WU`bUhi fY`cZ`k UhYf`gUZYhm`]b`U
ghUhY`gi ffc i bXYX`Vm`bi`a`Yfci`g`VcX]Yg`cZ`k UhYf`"H\Y`:`cf]XU
8YdUfha Ybh`cZ`<YU`h\`ghfYggYg`h\UhXfck b]b[`]g`dYj YbhUV`Yž
k`]h\`]b]h]Uh]j Yg`gi W\`Ug`K UhYf`GUZYhm`⊖9j Yfmc`bY`g
FYgdcbg[V`]hm`U]a`]b[`hc`YXi`WUhY`h\Y`di`V`]WUVci`hXfck b]b[
f]g_g`"H\YgY`WJa`dU][bg`i bXYfgWc`fY`h\Y`]a`dcfhUbWf`cZ
gi`dYfj`]g]cbž`d\mg]WU`VUff]Yfgž`UbX`dYdUfYXbYggž`k`\]W\`WUb
gYfj Y`Ug`]j hU`dfchYWh]j Y`a`YUgi fYg`U[U]bghXfck b]b[`]bWjXYbhg"

5g`h\Y`]bj Ygh[Uh]cb`]bhc`h\Y`Xfck b]b[`bYUf`K Ygh[UhY`6ci`Yj UfX
Wc`bh]bi Ygž`Wc`a`a`i`b]hm`a`Ya`VYfg`fYZYWh`c`b`h\Y`]a`dcfhUbWf`cZ
VY]b[`]j][`]UbhUfci bX`k UhYf`"⊖`][\h`cZ`h\Y`dYgg]b[`ghUh]gh]Wg
UbX`h\Y`hfU[]WdchYbh]U`cZ`gi W\`UWjXYbhgž`h\YfY`g`U`ghfcb[`WU`
Zcf`Yj Yfmc`bY`hc`hU`Y`k UhYf`gUZYhm`gYf]ci`g`m`:`cf`a`cfY
]bZcf`a`Uh]cb`cb`Xfck b]b[`dYj Ybh]cbž`fYg]XYbhg`WUb`]j]g]h:`cf]XU

<YU`h\ g`Xfck b]b[`dfYj Ybh]cb`fYgci fWg"

I dXUhYg`cb`h\]g`XYj Y`cd]b[`ghcfmik]``VY`dfcj]XYX`Vm`cWU``bYk g
ci hYhgž`]bWi X]b[`: cI ``) `Cf`UbXc`UbX`7`]W_`Cf`UbXc``H\Y
Wca a i b]hm g`h\ci [\hg`fYa U]b`k]h\`U``h\cgY`UZZYWhYXž\cd]b[`Zcf
Ubgk Yfg`UbX`fYZYWh]b[`cb`h\Y`bYYX`Zcf`j][]`UbW`]b`Ybgi f]b[
k UhYf`gUZYhm"

8YhU]`g	
Cfh	?]gg]a a YYž: `cf]XUžI G5
Ei Y``Yb	<ul style="list-style-type: none">• k k k "ZcI ``) cf`UbXc"Wca• k k k "W]W_cf`UbXc"Wca• k k k "Zcf]XU\YU`h\"[cj

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh