

* * ! >Ä\ f][Yf'Z]`a h': fUi Yb'i bhYf'XYa 'F cW
VY]a '7\Ua d]cbg!@YU[i Y!:]bU`°

K Ä\ fYbX'XYg'7\Ua d]cbg!@YU[i Y!:]bU`Yg']b'A ØbWYb
k i fXY'Y]b'*) ! >Ä\ f][Yf'ZYgh[Ybca a Ybž'XYf': fUi Yb'i bhYf
F ÒW_Yb'Z]`a hY"

A ØbWYbž'8Yi hgW`UbX'!K Ä\ fYbX'XYg'7\Ua d]cbg!@YU[i Y!
:]bU`Yg']b'A ØbWYb'_Ua 'Yg'ni 'Y]bYa 'gWcW_]YfYbXYb'J cfZU`ž'XYf
X]Y'8YVUhY'ØVYf'GYI]ga i g]a 'Gdcfh'bYi 'YbhZUW'h"9]b
*) ! >Ä\ f][Yf'A Ubb'k i fXY'ZYgh[Ybca a Ybž'bUW'XYa 'Yf': fUi Yb
i bhYf']\fYb'F ÒW_Yb'[YZ]`a h'\UhhY"@Ui h'**dbd**"XY'\UhhY'XYf'A Ubb
Y]bY'?Ua YfU'Ua 'i » VYZgh][hž'X]Y'Yf'dYf': YfbghYi Yfi b[
Ui g'ÒgYb'_cbbhY"8]Y'HUh'k i fXY'j cb'HUgWYbX]YVZU\ bXYfb
VYcVUW'hYhž'X]Y'\b'XUfUi Z]b'ZYghbU\ a Yb"8]Y'9fa]hYf'ZUbXYb
Ui ZXYf'g]WYf[YghY`hYb'?Ua YfU'a Y\ fYfY'J]XYcgž'X]Y'Ub'XYa
HU['XYf': YghbU\ a Y'YbhghUbXYb'gY]b'gc`Yb"

8Yf'*) ! >Ä\ f][Y']gh'dc`]nY]VY_Ubb'h'k Y[Yb'Ä\ b`]WYf'J cfZÄ`Yž
XUfi bhYf'XUg':]a Yb'j cb': fUi Yb'i bhYf'XYa '8]fbX`Ui ZXYa
C_hcVYfZYgh"9f'k Uf'ni 'Yhnh'&\$&']b'XYb': c_i g'XYf'Dc`]nY]
[YfUhYb"BUW'XYb'A U» bU\ a Yb'k i fXY'Yf'YXcW'k]YXYf'Ui Z
ZfY]Yb': i » [YgYhnhž'k Ä\ fYbX' [Y[Yb']\b'Yfa]hY'h'k]fX"8Yf'J cfZU`
k]fZh'YfbYi h': fU[Yb'ni f'G]WYf\Y]hj cb': fUi Yb']a 'i » VU`i bX'ni f
HÄhYfj YfUbhk cfhi b['Ui Z"

GYI]ga i g]a 'i » VU`

8]Y'G]hi Uh]cb']gh'_Y]b'9]bnY`ZU`"ä a a Yf'k]YXYf'VYf]WYhYb': fUi Yb
j cb'gYi i Y`Yf'6Y`Ägh][i b[]b'i bX'i a 'i » VU`ghUX]Yb"9]b
VYa Yf_Ybgk YfhYf'J cfZU`k i fXY'j cb'XYf'GÄb[Yf]b'A]bY'[YhY]hž
X]Y'Ui Z`bghU[fUa 'ØVYf'6Y`Ägh][i b[Yb'Xi fW' < Yfh\U!: Ubg

k Å\fybX`Y]bYf`Ni [ZU\fh`VYf]W hYhY"K Å\fybX`]\fyf`F ØW_ZU\fh
bUW`Y]bYa`5i gk Åfhggd]Y``]b`8Ufa`ghUXh`k i fXY`g]Y`a Y\fZUW`a]h
VY`Y]X][YbXYb`5i gXfØW_Yb`i bX`i bYfk ØbgW hYb`6YfØ\fi b[Yb
_cbZfcbh]Yfh" ÆfY`9fZU\fi b[Ybž`k]Y`Ui Z`gd c fhgW`Ui "XY
Xc_i a Ybh]Yfhž`gc f[Yb`Vi bXYgk Y]h`ZØf`5i Za`Yf_gUa`_Y]h`i bX
nY][Ybž`XUgg`j]Y`Y`k Y]V`]W`Y`i : i » VU`! : Ubg`Å\`b`]W`Y`9f`YVb]ggY
a UW`Yb"

9h\bc`c []b`5`a i h`GØ`n`Y`VYhc`bhž`XUgg`gc`W`Y`J`cfZÅ`Y`k`Y]h
j`YfVfY]hYh`g]bX`i bX`c`Zn`b]W`h]b`XYb`A`YX]Yb`VY\UbXY`h`k`YfXYb"
8]Y`ghUh]gh]gW`Yb`8`UhYb`Ui`g`B`F`K`VY`Y[Ybž`XUgg`GYI]ga`i`g`]a
: i » VU`&\$&&`X]Y`\Åi`Z][ghYb`A`Y`Xi`b[Yb`j`cb`8]g`_]a`]b]Yfi`b[
XUfghY`h`i`a`XUg`?`]a`U`]a`i`i`»`VU`ni`j`YfVYggYfbž`g]bX
i`a`ZUggYbXY`DfÅj`Ybh]cbga`U»`bU\`a`Yb`YfZcfXYf`]W`"5k`UfYbYgg!
?`cbnYdhY`]b`GhUX]Yb`k`YfXYb`dcg]h]j`\Yfj`cf[Y\cVYbž`XcW`GØ`n`Y
ZcfXYfh`Ui`W`ž`XUgg`X]YgY`?`cbnYdhY`Ui`Z`X]Y`5bfY]gYk`Y[Y
Ui`g[Yk`Y]hYh`k`YfXYb`a`ØggYb"

; YgY`gW`UZh`]W`Y`J`YfUb`hk`c`fhi`b`[

8]Y`ghfi`_hi`fY`Yb`DfcV`Ya`Yž`X]Y`ni`gc`W`Yf`8]g`_]a`]b]Yfi`b[
ZØ\fybž`g]bX`h]YZj`Yfk`i`fnY`h`GYI]ga`i`gž`XYZ]b]Yfh`U`g
8]g`_]a`]b]Yfi`b[`Ui`Z[fi`bX`XYg;`YgW`Y`W`hgž`nY][h`g]W`gck`c`\`Ui`Z
]bX]j`]Xi`Y`Yf`U`g`Ui`W`Ui`Z`ghfi`_hi`fY`Yf`9VYbY"@Ui`h`_]gW`Y`Y`ZfY!
gd`c`f`h`X`Y`g]bX`]a`a`Yf`bc`W`j`]Y`Y`;`YgW`Y`W`hYfghYfY`chmdY`i`bX
\]YfUfW`]gW`Y`J`Yf\Å`hb]ggY`j`cf\YffgW`YbXž`X]Y`gc`W`Y
J`Yf\U`hYbgk`Y]gYb`VY[Øbgh][Yb"

5i`W`gYI`i`Y`Y`;`fYbnj`Yf`Yhni`b[Ybž`X]Y`c`\bY`X]fY`hYb`?`cbhU`_h
Ui`g`_ca`a`Ybž`g]bX`i`cfa`Yb`XYg`GYI]ga`i`gž`X]Y`b]W`h][bcf]Yfh
k`YfXYb`XØfZ`Yb"8]Y`DfÅj`Ybh]cb`i`bX`XYf`GW`i`hn]a`Gdcfh`g]bX
XU\Yf`j`cb`nYbhfU`Yf`6YXYi`hi`b["8]Y`A`ØbW`bYf`9f`_Åfi`b[`XYg
8`C`G`6`Ui`g`XYa`i`Å\`f`&\$%\$`ZcfXYfh`XUni`Ui`Zž`A`U»`bU\`a`Yb`ni`a
GW`i`hn]j`cf`gYI`i`U`]g]YfhYf`;`Yk`U`h`ni`i`bhYfbY\`a`Yb"N]Y`]gh`Ygž
b]W`h`bi`f`Gd]Y`Yf]bbYbž`gcbXYfb`Ui`W`Ni`gW`Ui`Yf]bbYb`Xi`fW
Y]bY`i`a`ZUggYbXY`<]Zgghfi`_hi`f`ni`gW`ØhnYb"

8]Y`J`cfZÅ`Y`fi`bX`i`a`XUg`7\Ua`d]cbg!@YU[i`Y! :]bU`Y`i`bX`X]Y

9fZU\fi b[Yb'j cb'GÅb[Yf]b'A]bY'g]bX'Y]b'Y]bXf]b[`]WXYf
 FYa]bXYfž'XUgg'X]Y'5i gY]bUbXYfgYhni b['a]h'GYI]ga i g]a 'Gdcfh
 k Y]hYf\]b'Xf]b[YbX'bcchk YbX]['gh"Bi f'Xi fW'Y]b'[Ya Y]bgUa Yg
 < UbXY'b'_Ubb'XUg'l a Z'X'ZØf'U''Y'6YhY']][hYb'g]WXYfYf'i bX
 fYgdY_hj c''Yf'[YghU'hYhik YfXYb"

8YhU]`g	
J c fZU``	GYI i U`XY`]_hYž'GYI]ga i g
C fh	A ØbWXYbž'8Yi hgW`UbX
: YghbU\ a Yb	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "gd c fhgW`Ui "XY • k k k "_`]gW`YYZfY]!gd c fh"XY

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U["bYh