

6fUX'D]hh'ØVYf'X]Y'GWXY]Xi b[.''? Y]bY
[fc» Y'GUWXY'' 'Gc '[Y\h' . '\$' - /g'k Y]hYf°

6fUX'D]hh'Ài » Yfh'g]W'ØVYffUgWYbX'ni f'GWXY]Xi b['j cb
5b[Y']bU'ε`YžX]Y'&\$&('cZZ]n]Y''j c``nc[Yb'k i fXYž'i bX
gdf]W'h'ØVYf'Gc f[YfYW hgghfY]h"



@cg'5b[Y'Ygž'i G5 '! '8]Y'GWXY]Xi b['j cb'5b[Y']bU'ε`Y'i bX'6fUX
D]hž'X]Y'g]W'&\$%* 'hfYbbhYbž']gh'bUW' 'U\ fY'Ub[Yb'fYW'h]WYb
5i gY]bUbXYfgYhni b[Yb'cZZ]n]Y''VYYbXYh''8]Y'GWXY]Xi b['k i fXY
Ua '' '\$''8YnYa VYf'&\$&('i bhYfnY]WbYhž'YbX[Ø'h]['bUW'Y]bYa
'Ub[Yb'i bX'hY]'g'gY\ f'Ya ch]cbU'Yb'GhfY]h''6fUX'D]hh'Ài » Yfh'g]W
]b'Y]bYa 'ϕhYfj]Yk 'a]h; E 'i bX'VYnY]WbYh'X]Y'HfYbbi b['U'g
_Y]bY'[fc» Y'GUWXY ž'VYhcbhY'YXcWž'XUgg'X]Y'8]b[Y'Y]bZUW
] \fYb'@Ui Z[Ybca a Yb'\UVYb'i bX'Yf'b]W'hj]Y'XUfØVYf
bUWXYb_Yb'k c``hY''C VgW'cb'X]Y'† f]gh]gWYb'GhfY]h][_Y]hYb
k Y]h[Y\YbX'VY][Y'Y[h'g]bXž'g]bX': fU[Yb'XYg'Gc f[YfYW hg'i bX
æ a cV']YbVYg]hnYgž']bgVYgcbXYfY '\]bg]W'h]W'XYg'K Y]b[i hg
7\¾4YUi 'A]fUj U'ž'k Y]hYf\]b'i b[Y'_Àfh''8]Yg'VYf]W'hYh; U'U"

8]Y`HfYbbi b[`k i fXY`j cb`5b[Y`]bU`æ`Y`U`g` : c`[Y
i bØVYfvfØW_VUfYf`8]ZYZYbnYb`Ub[Y[YVYb`"9]b`J cfZU`"]b`Y]bYa
Df]j UhYhž`VY]`XYa`D]h`U`g`j YfVU`i bX`_ØfdYf`]W`ØVYf[f]Z][
[Y[YbØVYf`XYb`?]bXYfb`k U`f[Ybca`a Yb`k i fXYž`ZØ`fhY`ni`XYb
[fUj]YfYbXYb`?cbZ]_hYb`"C Vk c`X`Ug` : 6=i bX`X]Y`5VhY]i b[`ZØf`
?]bX!`i bX` : Ua`]Yb!8]YbghY]ghi`b[Yb`_Y]bY`5b`_U[Y`[Y[Yb`D]h
Yf\cVYbž`\UhhY`X]Yg` : c`[Yb`ZØf`XYb`Gcf[YfYW`hgghfY]h`æ`Yž`X]Y
XUg`Gcf[YfYW`h`ZØf`]\fY`gYW`g`?]bXYf`VYUbhfU[hYž`gU`g]W`ØVYf`
æ\`fY`\]bk Y[`a`]h`XYf`<YfUi`gZcfXYfi`b[`_cbZfcbh]Yfhž`XUgg`g]W`
XUg`6i`ggmghY`a`XYg`ØVYf`UghYhYb`CVYf[Yf]W`hg`]b`@cg`5b[Y`Yg`U`g`
[fc>Y`<ØfXY`Yfk`]Ygž`k`]Y`&\$`A`]bi`hYb`VYf]W`hYh`"

9]b`6`]W`_`Ui`Z`X]Y`?]bXYf`

8 Ug`DUUf`\`Uh`gYW`g`[Ya`Y]bgUa`Y`?]bXYf`. `A`UXXcl`f&` Łž`DUI`f&%Łž
NU\UfU`f&\$Łž`G\`]c`\`f%-`Łž`i`bX`X]Y`%*`!`Å\`f][Yb`Nk`]]b[Y`?bcl`i`bX
J]j`]YbbY`"?]bXYf`]b`HfYbbi`b[gZUa`]]Ybž`k`]Y`X]Y`Y][YbY`j`cb`D]h
i`bX`æ`Yž`VYb`Øh][Yb`VYgcbXYfY`5i`Za`Yf_gUa`_Y]h`i`X]Yg`VY`Y[h
Y]bY`Ghi`X]Y`XYg`6i`bXYgZUa`]]Yba`]b]ghYf]i`a`g`"8]Y`9f[YVb]ggY
nY][Ybž`XUgg`X]Y`6]bXi`b[Yb`ni`VY]XYb`9`hYfbhY]Yb`Yb`hgW`Y]XYb`X
ZØf`XUg`K`c`\`XYf`?]bXYf`g]bX`"9]b`_cbZ]_hZfY]Yf`i`a`[Ub[`XYf`
9`hYfb`]gh`VYgcbXYfg`k`]W`h][ž`i`a`XUg`?]bXYgk`c`\`ni
[Yk`Å`f`Y]ghYb`"9b`hgW`Y]Xi`b[Ybž`X]Y`[Y[Yb`XYb`K`]`Yb`XYf`?]bXYf`
[Yhfc`ZYb`k`YfXYbž`_ØbbYb`XYfYb` ; Ygi`bX\Y]hi`bX`@VYbgei`U`]h`Åh
bY[Uh]j`VY]bZi`ggYb`" <]YfVY]`]gh`Yg`nYbhfU`ž`X]Y`K`ØbgW`Y`i`bX
6YXØfZb]ggY`XYf`?]bXYf`]b`?cbhU`h`i`bX`6YhfY`i`b[gfY[Y`i`b[Yb
ni`VYfØW`g]W`h][Ybž`k`]Y`X]Y`Ghi`X]Y`?]bXYgk`c`\`i`bX
I`a`[Ub[gfYW`h`j`YfXY`i`h]W`hž`X]Y`Va`ZgZ`"XY`j`YfØZYbh]W`h`\Uh`"

5b[Yg]W`hg`XYf`gW`k`]Yf][Yb`9fZU`fi`b[Yb`_ØbbhY`Yg`ZØf`X]Y`?]bXYf`
j`cb`D]h`i`bX`æ`Y`]\`ZfY]W`gY]bž`]b`Y]bYa`ghUV]Yb`i`bX`dcg]h]j`Yb
I`a`Z`X`ni`V`Y]VYbž`k`Å`fYbX`X]Y`9`hYfb`Ub`i`\fYf`6Yn]Y`i`b[
ni`Y]bUbXYf`UfVY]hYb`"9g`V`Y]Vh`ni`c`ZYbž`XUgg`X]Y`ØZYbh]W`
Ui`g[YZc`W`hYbYb`?cbZ]_hY`b]W`h`ni`gY`f`Ui`Z`XYf`Ya`ch]cbU`Yb`
; Ygi`bX\Y]h`XYf`?]bXYf`"UghYb`"

DYfgØb`]W`Y`9b`hk`]W`_`i`b[Yb`

A]h'XYf'6YYbX][i b['gY]bYg'F YW hgghfY]hg'ZUbX'6fUX'D]hh'Ui W']b
 XYf'@]YVY'k]YXYf'Y]bYb' bYi Yb'K Y["'GY]h'Bcj Ya VYf'&\$&&']gh'Yf
 a]h' bYg'XY'FUa cb'ni gUa a Ybž'a]h'XYf'Yf'ja 'GYdhYa VYf'&\$&'
 ÖZYbh]W'VY]'XYb':]a ZYghgd]Y'Yb'j cb'J YbYX]['Ui ZhfUh"' b]g]XYf
 VYf]W'hYbž'XUgg'X]Y'VY]XYb' ['ØW_]W' i bX'j Yf'YVh'g]bX"D]hh'k]fX
 VU'X']b'XYa ':]a ' : % 'ni 'gY\Yb'gY]bž']b'XYa 'Yf'Y]bYb'Z_h]j Yb
 : cfa Y'!%!: U\ fYf'gd]Y'hž'k Ug'Y]bYb'gdUbbYbXYb' bYi Yb'5VgWb]hh
]b'gY]bYf'?Uff]YfY'a Uf_]Yfh"

8Yf'K Y['ni f'GWY]Xi b['a U['Ub['i bX'VYgWk Yf'W']Yk YgYb
 gY]bž'XcW'bi b'gWY]bYb'VY]XY'GWUi gd]Y'Yf'VYfY]h'Øf'bYi Y
 ?Ud]hY''b']\fYa '@YVYb'ni 'gY]b' 'gck c'\`dYfgØb`W'U'g'Ui W
 VYfi Z]W"

8YhU]g	
JcfZU``	GWY]Xi b[
lfgUWY	i bØVYfvfØW_VUfY'8]ZyfYbnYb
Cfh	@cg'5b[Y'Ygž'l G5
EiY''Yb	<ul style="list-style-type: none"> • k k k "[U`U"XY • k k k "&\$a]b"W • k k k "Va ZgZ^"XY

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