

? UhUghfcd \ YbØVi b ['] b ' Dc hgXUa .
: Yi Yfk Y \ f ' hYghYh ' F Y hhi b [' b UWX
GhUX]cbghi fn°

5a ') " ' † '] & \$ &) ' hfU]b]YfYb ' ØVYf' () \$ ' 9]bgUhn_fÅZhY ' ja
Dc hgXUa Yf' ? Uf' ! @]YV _ bYWX h! GhUX]cb ' ZØf' XYb ' 9fbghZU ' ' Y]bYg
GhUX]cbXUWX Yg"



Dc hgXUa ž'8Yi hgWX `UbX '! ' a ' < YfnYb ' Dc hgXUa gž' a ' ? Uf' !
@]YV _ bYWX h! GhUX]cbž'k]fX ` \ Yi hYž'Ua ') " ' † '] & \$ &) žY]b'k]WXh][Yg
GnYbUf]c' [YdfcVhž'XUg'a Y \ f ' U`g' bi f' Y]bYb' < Ui WX ' j cb
BYfj Yb_]hnY`j Yfgdf]WX h' , VYf' () \$ ' 9]bgUhn_fÅZhY ' j cb': Yi Yfk Y \ fž
FYhhi b [gX]YbghYb' i bX ' ? UhUghfcd \ YbgWX i hn'ghY \ Yb ' VYfY]hž
k Å \ fYbX' %) \$ ' : fY]k]`][Y ' U`g' J Yf' YmhY ' U [] YfYb " ' 8 Ug' N]Y`X]YgYf
[fc» Ub [Y`Y [hYb' , Vi b ['] gh' X] Y' J YfVYggYfi b [' XYf' 9]bgUhnZÅ \ [_ Y]h
i bX' X]Y ' 5Vgh]a a i b [' XYf' j YfgWX]YXYbYb' C f [Ub]gUh]cbYb']a
? UhUghfcd \ YbZU ' ' " HU [YggWX Ui ' VYf]WX hYh"

9]b'GnYbUf]cž'XUg`Yg`]b`g]WX ` \ Uh' 8Yf'HY]`Y]bghi fn`XYg

GhUX]cbXUW\g`Vf]b[h`X]Y`9]bgUhn_f`ÅZhY`Ub`j\`fY` ; fYbnYb``A]h
Y]bYa` <i VgW\ fUi VYf`i bX`fi bX`) \$`F`Y`hhi b[gZU\`fnYi [Yb`k]fX
g]a`i`Y]fhž`k]Y`X]Y`F`Y`hhi b[`]a`9fbghZU``UV`Ui ZYb`_`ÖbbhY``9g`]gh
k]W\h][ž`XUgg`k]f`U``Y`5V`Äi ZY`j`ca`9]bhFYZZYb`Ua`i`bZU``cfh`V]g
ni`a`HfUbgdcfh`XYf`DUh]Yb`hYb`]b`X]Y`?`fUb`_Yb`\Äi`gYf`[YbUi`YghYbg
Xi`fW\gd]Y`Yb`ž`gU[h`5bhY`DZUZY`ž`X]Y`7\`Y`ZÄfnh]b`XYf`NYbhfU`Yb
B`chUi`ZbU`\a`Y``8Ybb`]a`9fbghZU``_Ubb`Y`XY`GY`_i`bXY
YbhgW\Y]XYbX`gY]b"

F`Y`U`]gh]gW\Y`6YX]b[i`b[Yb`ZÖf`U``Y 6YhY`]][hYb

I`a`X]Y`,`Vi`b[`gc`fYU`]gh]gW\`k`]Y`a`Ö[`]W\`ni`[YghU`hYbž`k`i`fXYb
X]Y`:`fY]k`]`][Yb`Y][Ybg`V`i`h][`] YgW\`a`]b`_`h``Ä`fY`F`c``Yb`fY]W\Yb`j`cb
j`Yf`Y`hnhYb`DYfgcbYbž`X]Y`]a`G`W\`c`W`_ni`ghU`b`X`b`UW\`5b[Y`\Öf][Yb
gi`W\Ybž`V]g`\]b`ni`A`YbgW\Ybž`X]Y`i`bhYf`XYa`8fi`W`_`XYg
;`YgW\Y`\Ybg`ni`gUa`a`YbVfYW\Yb``8]Y`:`Yi`Yfk`Y`\f`ØVh`XUVY]`X]Y
6YZfY]i`b[`]`cb`j`YfgW\ØhhYhYb`i`bX`Y]b[Y`_`Ya`a`hYb`C`d`ZYfb``9]b
k`]W\h][Yg`9`Ya`Ybh`]ghž`XUgg`X]Y`9]bgUhn_f`ÅZhY`ØVYf`X]Y`[YbUi`Yb
8YhU]`g`XYf`,`Vi`b[`]a`J`cfZY`X`b]W\h`]bZcfa`]Yfh`k`i`fXYbž`i`a
Ui`h`Yb]gW\Y`6YX]b[i`b[Yb`ni`gW\UZZYb``8Yf`HU[Yggd]Y[Y`
Yf`_`Äfh"

8]Y`,`Vi`b[`U`h`b]W\h`b`i`f`XYb`7\`UfU`_hYf`Y]bYg`HYghgž`gc`bXYfb
X]Yb`h`Ui`W\`X`Uni`ž`X]Y`9ZZ]n]Yb`ni`bX`XUg`Ni`gUa`a`Ybgd]Y`XYf
j`YfgW\]YXYbYb`C`f[Ub]gUh]cbYb`ni`j`YfVYggYfb``8]YgY`,`Vi`b[Yb
fYXi`n]YfYb`X]Y`5b[gh]`c`f`:`Y`\`YbhgW\Y]Xi`b[Yb`i`bX`\`Y`ZYb`i`bgž
gc`i`j`YfÄbYf`Ui`Z`?`f]gYbg]hi`Uh]cbYb`ni`fYU[]YfYb`ž`Yf`_`Äfh`A`]W\UY`
C`ddYfhž`7\`YZUfnh`XYg`NYbhfi`a`g`ZÖf`B`chZU``!`i`bX`b`hYbg]j`a`YX]n]b`
:`Y`\`Yf`i`bX`i`bgh]a`a`][`_]hYb`a`ØggYb`b`UW\`VYfY]hYhi`bX`]b`X]Y
ni`_`ØbZh][Y`D`Ubi`b[`Y]bZ]Y»Ybž`XUa`]h`a`Ub`ZÖf`X]Y`F`Y`U`]hÄh
[Yk`UddbYh`]gh``?`f]gYb`!`i`bX`B`chZU``a`UbU[Ya`Ybh`VYgW\`fY]Vhž
k`]Y`k`]W\h][`fY[Y`a`Ä»][Y`,`Vi`b[Yb`ZÖf`Y]bY`YZZY`_h]j`Y
B`chZU``j`Yfgcf[i`b[`g]bX"

9fZU\`fi`b[Yb`i`bX`5i`gV`]W`_

8]Y`5i gk Yfhi b[`X]YgYf`[fc» Ub[Y`Y[hYb` , Vi b[`YfZc`[h]b`XYb
 _ca a YbXYb`K cWYb`i bX`k]fX`X]Y` ; fi bX`U[Y`ZØf`_ca a YbXY
 BchZU`ØVi b[Yb`V]`XYb" J Yf[Ub[YbY`9fZU\fi b[Ybž`k]Y`X]Y` , Vi b[
]b`7chhVi gž`VY]`XYf`Y]b`6`]hnY]bgW`U[`k Å\fybX`Y]bYg` ; fc» Yj Ybhg
 g]a i`]Yfh`k i fXYž`nY][Yb`X]Y`6YfY]hgW`UZh`XYf`C f[Ub]gUh]cbYbž
 _cbh]bi]Yf`]W`ni ``YfbYb`i bX`g]W`ni `j YfvYggYfb" `8]YgY
 J cf_`Y\fi b[Yb`g]bX`b]W`h`bi f`k]W`h][`ZØf`X]Y`9]bgUhn_`fÅZhYž
 gcbXYfb`g]W`Yfb`Ui W`XUg`K c\`XYf`6Yj Ò`_Yfi b[`]b
 ?f]gYbg]hi Uh]cbYb"

8]Y`J Yf_`Y\fgg]hi Uh]cb`fi bX`i a`XUg`GhUX]cb`k]fX`Ua` \`Yi h][Yb
 , Vi b[ghU[`YVYbZU`g`VY]bZi gghž`k Yg\U`V`5bk c\`bYf`i bX
 DUggUbhYb`i a` J YfghÅbXb]g`[YVYhYb`k YfXYb" `A]h`Y]bYa` `6i X[Yh
 j cb`Yhk U`&\$"\$\$\$`9i fc`k]fX`X]YgY` , Vi b[`Yfa Ò[`]W`h` `Y]bY
 ðj Ygh]h]cb`]b`X]Y`G]W`Yf\Y]h`XYf`A YbgW`Yb`j cf`C fh" `8]Y`YhnhY
 , Vi b[`X]YgYf`5fhZUbX`VYfY]hg`j cf`ØVYf`Y]bYa` `J\fnY\`bhghUhh`i bX
 \Uh`Y]bXfi W_gj c``[YnY][hž`k]Y`k]W`h][`Y]bY`[i hY
 Ni gUa a YbUfVY]h`U`Yf`6YhY`][hYb`]gh"

8YhU]`g	
C fh	DchgXUa ž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW`Ui "XY • k k k "hU[Yggd]Y[Y`"XY • k k k "_f]gYb!i bX! bchZU`a UbU[Ya Ybh"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["bYh