

? `Ugg]_ `bYi `YbhXYW_Yb. `A mg`]j YéY_`i bX
A cnUfh`]b `DchgXUa `Yf`YVYb °

9fZU\fyb`G]Y`a Y\`f`ØVYf`×gYZA mg`]j YéY_žXYb`j Yf[YggYbYb
?ca`dcb]ghYbž`i bX`gY]b`J]c`]b`cbnYfhž`Ui Z[YZØ\`fh`]b
DchgXUa "



DchgXUa ž`8Yi hgW\`UbX`!`8 Ug`a i g]_U`]gW\Y`9fVY`XYg
hgW\YW\]gW\Yb`?ca`dcb]ghYb`×gYZA mg`]j YéY_`f%+` +`%+,`%&k`]fX
]b`XYf`_ca`a`YbXYb`5i`ZØ\`fi`b[`XYf`?Ua`a`YfU`UXYa`]Y`DchgXUa
`YVYbX][`"i`bhYf`XYf`@Y]hi`b[`]`cb`J`½WUj`@`_g`k`]fX`XUg
J]c`]b`cbnYfh`8!8i`fž`]bhYfdFYh]Yfh`j`cb`XYf`b]YXYf`ÀbX]gW\Yb
Gc`]gh]b`@]nU`:`YfgW\`ha`Ubž`]b`XYf`\`]ghc]f]gW\Yb`:`f]YXYbg_]fW\Y`]b
DchgXUa``d`f`ÅgYbh]Yfh`"Ø`cb`W`fh]QVYf]W\`hY`hž`XUgg`X]YgY
9bhXYW_i`b[`gfY]gY`b]W\`h`bi`f`A`mg`]j`YéY_`g`K`Yf_`i`a`ZUggž`gcbXYfb
Ui`W\`X]Y`g]YVhY`G]bZcb]Y`XYg`DfU[`Yf`?ca`dcb]ghYb`×\`Ubb`K`YbnY`
?U``]k`cXU`gck`]Y`X]Y`:`!8i`f!Ci`j`YfhØFY`j`cb`×]b`8]ga`Ug`NY`Yb`_U"
8Ug`?`cbnYfh]j`Yfgdf]W\`h`Y]bY`ZUgn]b]YfYbXY`NY]hfY]gY`Xi`fW\`X]Y
?`Àb[`Y`XYg`gd`ÅhYb`6UfcW_g`i`bX`XYf`?`Ugg]_"

5VYf`k Yf`k Uf`XYf`A Ubb`\]bhYf`XYf`A i g]_3`ægYZA mg`j] YéY`_k Uf
Y]b`VY[bUXYhYf`?ca dcb]ghž`XYf`]b`#U`Yb`[fc» Y`9fZc`[Y`ZY]YfhY
i bX`Xcfh`U`g` ð`6cYa c`VY`Ubbh`k Uf``; YVcfYb`]b`DfU[`U`g`Gc`b
Y]bYg`k c`\`UVYbXYb`A Ø`\`YbVYg]hnYfgž`_cbbhY`Yf`XUb`_gY]bYf
df]j`]Y[]YfhYb`<Yf`_i bZh`gY]bYf`@Y]XYbgW`UZh`ZØf`X]Y`A i g]_
bUW`[Y`Yb`"GY]bY`YfghYb`GW`f]hhY`]b`X]Y`A i g]_k Y`h`VY[UbbYb`Ub
XYf`A Ø`\`Y`gY]bYf`: Ua`j`]Yž`k c`Yf`g]W`]b`gY]bYf`: fY]nY]h`a`]h`J`c`]bY
i bX`?ca dcb]h]cb`VYgW`ÅZh][hY`"%+*" `nc[`Yf`bUW`J`YbYX][ž`[Ubn
]a`G]bbž`gY]bY`a i g]_U`]gW`Y`?Uff]YfY`ni`Zc`fW]YfYb`"Ø`nYW`c`c`[mQ
j`YfXYi`h]W`hž`XUgg`gY]b`YfghYf`[fc» Yf`9fZc`[`a`]h`XYf`?UbhUhY` ð`
DUfbUgc`W`bZ`gc`Y]b`A Y]YbghY]b`k Uf"

9]b`:`fYi bX`XYf`[fc» Yb`A Y]ghYf`

A mg`j] YéY`_k Uf`b]W`h`bi`f`Y]b`Yfj`cffU[YbXYf`?ca dcb]ghž`Yf`k Uf
Ui`W`Y]b`[YgW`ÅhnhYf`A Ybhc`f`ZØf`K`c`Z[Ub[`5a`UXYi`g`A`cnUfh`"8]Y
VY]XYb`A i g]_Yf`hfUZ`b`g]W`%+`\$`]b`6c`c`[bU`i`bX`Yb`hk`]W`Y`hYb
Y]bY`Yb[Y`:`fYi`bXgW`UZhž`X]Y`V]g`ni`A mg`j] YéY`_g`HcX`UbXUi`YfhY`"
Ø`_]dYX]UQ`YVh`\`Yfj`cfž`XUgg`A mg`j] YéY`_`A`cnUfh`j`]Y`Y
_ca`dcb]h]cb]gW`Y`A`cXY`Y`]Y`ZYfhYž`X]Y`XYggYb`Y][YbY`?Uff]YfY
dfÅ[hYb`"8]YgY`J`YfhfUi`h`Y]h`gc`f[hY`ZØf`Y]bY`[Y[Yb`gY]h][Y
6Yk`i`bXYfi`b[ž`Ui`W`k`Ybb`g]W`X]Y`6Yn]Y`\i`b[`%+`, `Ui`Z[fi`bX
Y]bYg`i`bYfZØ`hYb`J`Yfgd`fYW`Ybg`\]bg]W`h]W`Y]bYf`C`dYf`Y]W`h
Y]b`hfØV`hY"

@Y]XYf`[Yf]Yh`A mg`j] YéY`_g`VYXYi`hYbXYg`K`Yf`_`bUW`_gY]bYa`HcX`]b
J`Yf[YggYb`\Y]h`Hfch`n`gY]bYf`YfZc`[fY]W`Yb`?Uff]YfY`i`bX`XYf
nU`\fY]W`Yb`?ca dcb]h]cbYbž`XUfi`bhYf`Yhk`U`XfY]»][`C`dYfb`gck`]Y
nU`\fY]W`Y`G]bZcb]Yb`i`bX`?cbnYfhYž`V`]YV`gY]b`9fVY`Ub[Y`NY]h]a
GW`UhhYb`[fØ» YfYf`?c`Y[Yb`"GY]bY`cdYfUh]j`Yb`A Y]ghYfk`Yf`Yž`k`]Y
6Y`YfcZcb`hÅg`i`bX`5fa`]XU`ž`YfZ`\fYb`bUW`]\fYa`8YVØh[fc» Y
F`Ygcb`Ubnž`XcW`XUg`GW`]W`gU`k`c`hY`Yg`UbXYfg`"@Ynh`]W`ghUfV
A mg`j] YéY`_%+,`%`]b`F`ca`Ufa`i`bX`j`Yf[YggYbž`]b`XYf`?`]fW`Y`GUb
@cfYbnc`]b`@`W]bU`VY][YgYhnh"

9]b`bYi Yf`6`]W`_Ui`Z` ð`8]j`]bc`6cYa`c`

9fgh`]b`XYb`Y`hnhYb`J`U`fYb`fØW`hY`XUg`@YVYb`i`bX`GW`UZYb`j`cb`

A mg`j YéY_k]YXYf`]bg`@W\h`XYf`² ZZyb`h]W\`_Y]h" `07nYW\c`c[mQ
 Yfk À\bhž`XUgg`X]Y`@Y[YbXY` ð`8]j]bc`6cYa c`Ui g`XYa`gdÀhYb
 %- "`\f\i bXYfhž`[YdfÀ[h]c b`XYa`G\W`f]ZhghY`Yf`_i V`5fVYgž`ni f
 K]YXYfYbhXYW_i b[`gY]bYg`K Yf`_Yg`Z0\fhY" `&\$%) `k i fXY`Y]bY
 8c_i a YbhUh]cb`i bX`&\$&`XYf`HgW\YW\]gW\!]hU`]Yb]gW\Y:]`a` ð`
 6cYa c`dfcXi n]Yfhž`X]Y`g]W\`a`]h]gY]bYa`@VYb`i bX`gY]bYa
 GW\UZZYb`Ui gY]bUbXYfgYhnhY" `A mg`j YéY_g?ca`dcg]h]cbYb`g]bX
 b]W\h`bi f`a`i g]_U`]gW\`gdUbbYbXž`gcbXYfb`Ui W\`]b`]\fYf
 Ya`ch]cbU`Yb`H]YZ`i bX`a`Y`cX]gW\Yb`9fZ]bXi b[g[UVY
 VYa Yf`_Ybgk Yfh"

8]Y`VYj cfghY\YbXY`5i ZZ0\fi b[`]b`DchgXUa` `]gh`Y]bY`[fc» Ufh][Y
 ; Y`Y[Yb\Y]hž`X]Y`?`Àb[Y`Y]bYg`?ca`dcb]ghYb`ni`Yf`YVYbž`XYf`]b
 XYf`A`i g]_k Y`h`XYg`%, "`\f\i bXYfhg`Y]bY`VYXYi hYbXY`Fc`Y
 Y]bbU\`a`ž`YXcW\`Yi hY`bi f`k Yb][Yb`VY`Ubbh`]gh" `@UggYb`G]Y`g]W\
 j cb`XYf`A`i g]_`A mg`j YéY_gj YfnUi VYfb`i bX`YbhXYW`_Yb`G]Y`X]Y
 : Ugn]bUh]cb`XYg` 6cYa c`ž`XYf`gY]bYfnY]h]b`≠U`]Yb`<cW\UW\hi b[
 [Ybcgg`i bX`bi b`a`Ò[`]W\Yfk Y]gY`ni`bYi Ya` ; `Ubni`Z]bXYh"

8YhU]`g	
C fh	DchgXUa ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "W\`b`W`fh]"XY • k k k "W`hYW\`c`c[m`W\`a • Yb`a`"k`_]dYX]U"cf[

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