

@UbXfUh`G]Y[i fX`< Y]bnY. `F ØW_ni [`bUWk
` * `>U\ fYb `? ca a i bU`dc`h]_`°

5a `&+"`\$*"`&\$&) ` _ØbX][Yb`G]Y[i fX`< Y]bnY`i bX` ; f]h`?`i []\fYb`F ØW_ni [`Ui g`XYf`?ca a i bU`dc`h]_`]a `@UbX_fY]g`GdfYY! BY]»Y`Ub"



GdfYY!BY]»Yž`8Yi hgWk`UbX`!`&`6fUbXYbVi f[`VfYWkYb
gdUbbYbXY`NY]hYb`Ub. `&` : fØ\`U\ f`&\$&*`ghY\`Yb`]b`gYWk`g
@UbX_fY]gYb`@UbXfUhgk`U\`Yb`Ubž`XUfi`bhYf`]a`@UbX_fY]g
C VYfgdfYYk`U`X!`@Ui`g]h`fC`G@`"8]Y`U`hi`Y`Yb`5a`hg]b\`UVYfž
G]Y[i fX`< Y]bnY`i bX` ; f]h`?`i [ž\`UVYb`Yb`hgWk]YXYbž`b]Wk`h`ZØf`Y]bY
k`Y]hYfY`5a`hgnY]h`ni`_`UbX]X]YfYb`"8]Yg`k`i`fXY`j`cb`gYYb`i`Zh&(
VYf]Wk`hY`h"

G]Y[i fX`< Y]bnYž`XYf`gY]h`&\$-\$`-`U`g`@UbXfUh`Z`b[]Yf`h`i`bX
]bg[YgUa`h` * `>U\ fY`]b`XYf`?ca a i bU`dc`h]_`h`h]h[]ghž`k`fX`gY]bY
5a`hg[YgWk`À`ž`Y`V]g`ni`a` , ` "A`U]`&\$&*`k`Y]hYf\`]b`Yb[U[]Yf`h`ZØ\`fYb`"
8]Y`dc`h]gWk`Yb` ; YgWk`]W_Y`]b`C`G@`YfZc`fXYf`hYb`]b`X]YgYf`NY]h`Y]b
[i`hYg`A`U»`Ub`8i`fWk\`U`hY]`Yfa`Ø[Ybž`]bgVYgcbXYfY`]a`<`]bV`]W_

Ui Z_ca a YbXY'<YfUi gZcfXYfi b[Yb'k]Y'XYb'?c\`YUi ggh]Y['i bX
XYb'Ghfi _hi fk UbXY''<Y]bnY'\Uh'VYhcbhž'XUgg'Y]b'ZU]fYf
K U\`_Ua dZ'k]W'h]['gh'i bX'd`Ubhž'X]Y'J Yfk U`hi b[ž'DUfhY]Yb'gck]Y
9]bnY`VYk YfVYf'ZfØ\`nY]h]['ni 'bZcfa]YfYb"

K YW gY`'b'XYf'J Yfk U`hi b[

; f]h?'i [ž'X]Y'gY]h'&\$-\$- '9fghY'6Y][YcfXbYhY'ja '@UbX_fY]g'k Ufž
_ØbX][hY'YVYbZU`g']\fYb'F ØW_ni ['Ub"B UW' (('U\`fYb']b'XYf
'fY]gj Yfk U`hi b['k]fX'g]Y'\f'5a hni a ' '\$" 'ž b] '&\$&*' 'b]YXYf'Y[Yb"
ÀfY'9bhgWY]Xi b['a Uf_]Yfh'Y]bYb'Y]bgW'bY]XYbXYb'K UbXY`ja
: Ø\fi b[gXi c'XYg'@UbX_fY]gYgž'k]Y'YVYbZU`g'j cb`f!cb`]bY
\Yfj cf[Y\cVYb'k]fX"

8Yf'[YbUi Y'K U\`hU['ZØf'X]Y' _ca a YbXYb'@UbXfUhgk U\`Yb'ghY\`h
bcW'b]W'hZYgh'XUg' ðbYba]b]ghYf]i a 'k]fX']\`b']b'XYb
_ca a YbXYb'Ac bUhYb'VY_Ubbh[YVYb"9]bY'a Ø[']WY'Gh]W'k U\`
_Øbbh'j]Yf'K cWYb'gdÀhYf'ghUhhZ]bXYb" ð'XYf'Nk]gWYbnY]h
_ØbbYb'DUfhY]Ybž'K À\`Yf[fi ddYb'i bX'i bUV\`Àb[] [Y
DYfgØb`]W_Y]hYb'VYfY]hg:] \fY'6Yk YfVi b[Yb'j cfVYfY]hYbž'k Ug'X]Y
J cfZfYi XY'Ui Z'XUg'dc`h]gWY'; YgWY\`Yb'k Y]hYf'Ub\`Y]nh"

8]Y' < YfUi gZcfXYfi b[Yb'XYf'@Ui g]hn

8Yf'@UbX_fY]g'CG@k Y]» ž'XUgg'Yf'g]W'VYXYi hgUa Yb
<YfUi gZcfXYfi b[Yb'ghY`Yb'a i gg"BYVYb'XYa '?c\`YUi ggh]Y[
a ØggYb'H\Ya Yb'k]Y'X]Y'a YX]n]b]gWY'J Yfgcf[i b['i bX'X]Y
9bhk]W_`i b['XYg'@Ui g]hnYf'GYb'UbXYg'Ub[YdUW_h'k YfXYb"8 Uni
]gh'Yg'k]W'h][ž'_ca dYhYb'hY'DYfgØb`]W_Y]hYb'ni 'Z]bXYbž'X]Y'XYb
Y]b[YgW`U[YbYb'K Y['ZcfhZØ\`fYbž'gc'<Y]bnY"9]bY'6YgcbXYf\`Y]hž
X]Y'\]YfVY]'b]W'h]Ui » Yf'5W'h[Y`UggYb'k YfXYb'gc`hYž]gh'XYf
GcbXYfUi ggW'i gg'ni f'Ghfi _hi fYbhk]W_`i b[']b'XYf'@Ui g]hnž'XYf
VYfY]hg'Ua '%%"8YnYa VYf'&\$&('j ca '@UbXhU['6fUbXYbVi f[
Y]b[YgYhnh'k i fXY"GY]b'N]Y`VYghY\`h'XUf]bž'X]Y'dUf`Ua Yb'hUf]gWY
6Y['Y]hi b['i bX'HfUbgdUfYbn'XYg'Ghfi _hi fYbhk]W_`i b[gdfcnYggYg
ni '[UfUbh]YfYbž'k]Y`UbXhU["VfUbXYbVi f['a]hY]'h"

8]YgYf'5i ggW'i gg'ØVYfd fØZh'X]Y' l a gYhni b['XYf

<UbX`i b[gYa dZY\`i b[Yb`i bX`ghY\`h]b`fY[Y`a Å»][Ya `5i ghUi gWłż
i a `XYb`Ghfi _hi fk UbXY`YZY_hj`ni`i bhYfghØhYb" `5b[Yg]Włhg
X]YgYf`XmbUa]gWłYb`G]hi Uh]cb`]gh`Yg`_`Ufż`XUgg`X]Y`_ca a YbXYb
A cbUhY`YbhgWłY]XYbX`ZØf`X]Y`dc`]h]gWłY`@UbXgWłUZh`b`CG@`i bX
XUfØVYf`\]bUi`g`gY]b`k YfXYb" `8]Y`6Øf[Yf`g]bX`Y]b[Y`UXYbż`g]Wł`Ub
XYb`[Yd`UbhYb`ϕZcfa Uh]cbgj YfUbghU`hi b[Yb`i bX`X][]hU`Yb
: cfa UhYb`ni`f`6Øf[YfVYhY`][i b[`ni`VYhY`][Ybż`X]Y`5bZUb[`&\$&*

ghUfhYb`gc``Yb"

8YhU]`g	
C fh	GdfYY!BY]» Yż`8Yi hgWł`UbX
E i Y`Yb	<ul style="list-style-type: none"> • gYYb`i Zh&("XY • k k k "`f!cb`]bY"XY • k k k "`UbXhU["VfUbXYbVi f["XY

6Ygi WłYb`G]Y`i bg`Ui Z.`b!U["bYh