

8 Yi hgWk `UbX`k]fX`7\]d!9`XcfUXc. `8fY]
bYi Y': UVf]_Yb`[Yd`Ubh°

8]Y`6i bXYgfY[]Yfi b[`d`Ubh`V]g`>`]'&\$&) `XfY]`bYi Y`7\]d!
: UVf]_Yb`ni `VUi Yb`zi a `8Yi hgWk `UbX`U`g`ZØ\ fYbXYb
DfcXi _h]cbgghUbXcfh`ni `YhUV`]YfYb"



8fYgXYbž`8Yi hgWk `UbX`!`K Ug`VfUi h`g]Wk `XU`]b`6Yf`]b
ni gUa a Yb3`8]Y`6i bXYgfY[]Yfi b[`Uh[fc»Y`D`ÀbY. `8Yf`6Ui `j cb
XfY]`bYi Yb`7\]d!: UVf]_Yb`ghY`h]a `FUi a "`8]YgY`9bhgWkY]Xi b[ž`gc
X]Y`A`Y`Xi b[`j cb`8Yi hgWk `UbX`Zi b_ž`gc`bcWk`ja `>`]'&\$&) `j ca
6i bXYg_UV]bYh`VYgWk`cggYb`k YfXYb`"8Ug`ni [fi bXY`Y]Y[YbXY
?cbnYdhighUa a hij ca `: cfgWk i b[ga]b]ghYf]i a `i bX`Uh`XUg`_`UfY
N]Y`ž`8Yi hgWk `UbX`ni `Y]bYa `ZØ\ fYbXYb`7\]d!GhUbXcfh]b`9i fcdU
ni `Ybhk]W_Y`b"

A]h`Y]bYf`[Yd`UbhYb`' j Ygh]h]cb`j cb`) ž` `A]`]UfXYb`9i fc`a ÖWk`hY
XYf`6i bX`5bYf]nY`gWk`UZZYb`zi a `X]Y`Yfh][i b[`j cb`7\]dgž
5i gfØghi b[`i bX`J cfdfcXi _hYb`Y]Yfni `UbXY`ni `]bhYbg]j]YfYb"
6YgcbXYfg`ja `: c_i g`ghY`Yb`GWk`ØggY`VYfY]Wk`Y`k]Y`?Øbgh]Wk`Y

⊖hY`][Ybnž'A]_fcY`Y_hfc b]_i bX'6]chYWk bc`c[]Y"6]g'&\$') `gc`
ni XYa `X]Y'6UhYf]YdfcXi _h]cb`\\Yf`cWk`ja `?i fg'gY]b"

9]b`a i h][Yf`GWk f]hh`]b`X]Y`Ni _i b Zh

8]Y`5a V]h]cbYb`XYf`5a dY`!FY[]Yfi b[`g]bX`cWk`[YghYW_hž
VYgcbXYfg`ja `<]bV`]W`_Ui ZX]Y`5hhfU_h]j]hÅh`Z0f`7\]d`YfghY`Yf`
5i Wk`**b!hj**`\YVh`Yfj cfž`XUgg`X]Y`6i bXYgfY[]Yfi b[`d`Ubhž`X]Y
9bhk]W`_i b[`i bX`DfcXi _h]cb`j cb`ga UfhYbž`YbYf[]YYZZ]n]YbhYb
7\]dg`j cfUbni hfY]VYb"9]b`YfghYg`@Y]hdfc`Y_h`ni f
⊖a d`Ya Ybh]Yfi b[`Y]bYg`Gi dYfWk`a di hYfg`]b`5i hcg`gc`VYfY]hg
bcWk`]b`X]YgYa `\\f`ghUfhYb"

8Yf`F0W_gWk`U[`Xi fWk`X]Y`⊖hY`!5VgU[Y`Z0f`Y]b`bYi Yg`K Yf`_]b
A U[XYVi f[`_cbbhY`X]Y`D`ÅbY`YXcWk`b]Wk`hghcddYb"
: cfgWk`i b[ga]b]ghYf]b`8cfch`YY`6Åf`Uh[fc»Y`D`ÅbY`]b`XYf
<]bhYf`UbXž`i a`XYb`: cfgWk`i b[g!`i bX`9bhk]W`_i b[gVYfY]Wk`Z0f`? =
i bX`E i UbhYbhYWk bc`c[]Yb`ni `di g`Yb"

: 0fXYfi b[`XYf`< U`V`Y]hYfdfcXi _h]cb

9]b`k Y]hYfYf`k]Wk`h][Yf`GWk f]hh`]b`X]YgY`F]Wk`hi b[`]gh`XUg`Dfc`Y_h
j cb`⊖Z]bYcb`]b`8fYgXYbž`k Y`Wk`Yg`X]Y`9i fcdÅ]gWk`Y`?ca a]gg]cb
_0fn`]Wk`[YbY`a][h`Uh" @Ui h`6i **bXYgk]fhgWk UZhga]b]ghYf]i a**
]bj Ygh]Yfh`⊖Z]bYcb`Xcfh`fi bX` ž(`A`j`UfXYb`9i fcž`i a`ni gÅhn`]Wk`Y
DfcXi _h]cbg`UdUn]hÅhYb`Z0f`]bbcj Uh]j Y`@Y]ghi b[g`U`V`Y]hYf`ni
gWk`UZZYb"8]YgY`7\]dg`Z]bXYb`5bk YbXi b[`]b`XYf
9bYf[]Yk]fhgWk`UZh`i bX`9`Y_hfca`cV`]hÅh`i`k`c`Y]b`ghUf`_Yf`: c`_i g
Ui ZYfbYi YfVUfYb`9bYf[]Yb`Y]Y[h"

8Ug`Dfc[fUa`a`ni`f`: 0fXYfi b[`XYg`7\]dg`5Wh]gh`XUfUi Z
Ui g[Yf]Wk`hYhž`X]Y`J Yfgcf[i b[gg]Wk`Yf`Y]h`]b`8Yi hgWk`UbX`i bX
[Ubni`9i fcdU`ni`ghÅf`_Yb" <c`Y`Gi a`a`Yb`k`YfXYb`\\Yf`Xi fWk`XUg
6i bXYga]b]ghYf]i a`Z0f`K]fhgWk`UZh`i bX`?`ja UgWk`i hn
VYfY]h[YghY`hž`i a`X]Y`5V`Åb[][_Y]hj cb`Yi hYfbYb`@YZYfUbhYb`ni
fYXi n]YfYb"

8]Y`⊖]h]Uh]j Y`i a`ZUggh`b]Wk`h`bi`f`X]Y`7\]d!9bhk]W`_i b[ž`gcbXYfb

Ui W`XYb`5i gVUi`j cb`?ca dYhYbnYb`]b`XYf`6UhhYf]YhYW`bc`c[]Y
i bX`XYf`; Ych\Yfa]Y``8Yf`K Y`ha Uf_h`ZØf`[fØbY
9bYf[]YhYW`bc`c[]Yb`b]a a h`fUgW` : U\fh`Ui Z`a]h`Dfc[bcgYbž`X]Y
Y]b`K UW`ghi a `Ui Z`ØVYf`nk Y]`6]`cbYb`8c``Uf`V]g`&\$')
j cf\YfgU[Yb``N]Y``]gh`Ygž`8Yi hgW`UbX`U`g`nYbhfU`Yb`GhUbXcfh`ZØf
X]Y`DfcXi _h]cb`i bX` : cfgW`i b[`]b`X]YgYb`6YfY]W`Yb`ni `YhUV`]YfYb`"

⊕g[YgUa h`nY][h`g]W`ž`XUgg`Yg`]b`8Yi hgW`UbX`cfXYbh`]W`
j cfUb[Y\hž`k Ybb`Yg`i a `X]Y`7\]d!DfcXi _h]cb`[Y`h``8]Y`[Yd`UbhYb
⊕j Ygh]h]cbYb`_ca a Yb`b]W`hj cb`i b[YZÅ`f`i bX`j YfgdfYW`Ybž`X]Y
⊕bcj Uh]cbg_fUZh`i bX`K YhVYk YfVgZÅ`][_Y]h`XYg`@UbXYg`Ui ZY]b
bYi Yg`@j Y`ni `YVYb``A Ub`XUfZ`[YgdUbb`hgY]bž`k]Y`g]W`X]Y
D`ÅbY`]b`XYb`_ca a YbXYb`A cbUhYb`_cb_fYh]g]YfYb`k YfXYb`"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "XYi hgW`UbXZi b_"XY • k k k "b!hj "XY • k k k "Vi bXYgk]fhgW`UZhga]b]ghYf] i a "XY

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