

< i gY]bVUg]Wj Yf`Àggh'6cgb]gWx Yg
HfU]b]b[g`U[Yf. 'K Ug`ghYW_h`XU\]bhYf3

8Yb]g'<i gY]bVUg]Wj Yf`Àggh'j cfnY]h][`XUg`Vcgb]gWx Y
BUh]cbU`hYUa ž`XU`Yf`g]Wx `a YbhU`b]Wx h`VYfY]h`ZØ\`h`
GdY_i `Uh]cbYb`ØVYf`?cbZ]_hY`YbhghY\Yb"



? Ò`bž`8Yi hgWx`UbX`!`8Yb]g'<i gY]bVUg]Wj`XYf`&&!`À\`f][Y`Dfc Z]
XYg`%`": 7`? Ò`bž`\Uh`XUg`HfU]b]b[g`U[Yf`XYf`Vcgb]gWx Yb
BUh]cbU`a UbbgWx UZi`ØVYffUgWx YbX`j Yf`UggYb"@Ui h`h!`c b`b]bY`XY
]bZcfa]YfhY`Yf`XUg`HfU]bYfhYUa ž`XUgg`Yf`g]Wx `a YbhU`b]Wx h
VYfY]h`ZØf`XYb`9]bgUhm`ZØ\`Yž`bUWx XYa `Yf`VY]a`%`\$!G]Y[` [Y [Yb
GUb`A Uf]bc`Ua`+'`† b]`-`\$`A]bi hYb`Ui Z`XYf`6Ub_ [YgYggYb`\UhhY"
8]YgYf`FØW_ni [`_ca`a`h`_i`fn`VYj`cf`6cgb]Yb!< YfnY[ck]bU`Ua
8]YbghU[`Y]b`HYghgd]Y`` [Y [Yb`G`ck Yb]Yb`VYghfY]hYb`gc`hY"

CVk c\`Yg`GdY_i `Uh]cbYb`ØVYf`a Ò[`]Wx Y`8]ZYfYbnYb`nk]gWx Yb
<i gY]bVUg]Wi bX`BUh]cbU`hfU]bYf`GYf[Y`^6UfVUfYn` []Vhž`ghY`hY
<i gY]bVUg]Wj`6YfUHyfž`A Uf]c`Dfg_U`cž`_Ufž`XUgg`Yg`_Y]bYb`GhfY]h
[Y [YVYb`\UVY`i bX`X]Y`9bhgWx Y]Xi b[`ni`f`5VfY]gY`gdcbhUb`k Uf"

Dfg_U`c`VYhcbhY`ni XYa ž`XUgg`<i`gY]bVUg]Wk`Y]hYf\]b`ZØf`XUg
HfU]bYfhYUa`ni`f`J`YfZØ[`i`b[`ghY`h`"9f`]gh`Y]b`HU`Ybhž`XUg`gY]h`&\$&&
VY]a`"%":`7`?`Ò`b`i`bhYf`J`YfhfU[`ghY`h`i`bX`V]g`Ub[`g]YVYb
@ÀbXYfgd]Y`Y`ZØf`6cgb]Yb!<YfnY[`ck`]bU`UVgc`j`]Yfh`h`Uh"

< i`gY]bVUg]W]b`XYf`5!B`Uh]cbU`a`UbbgW`UZh

8Yb]g`<i`gY]bVUg]W\`Uh]g]W\`YbhgW`]YXYbž`_ØbZh][`ZØf`X]Y`5!
B`Uh]cbU`a`UbbgW`UZh]j`cb`6cgb]Yb!<YfnY[`ck`]bU`ni`gd]Y`Yb`"8Yf
Vcgb]gW`!\`YfnY[`ck`]b]gW`Y`:`i`»`VU`j`YfVUbX`VYgh`h][`hYž`XUgg`XUg
I`&%!HU`Ybh`bi`b`XYb`Gdfi`b[`]bg`5!HYUa`i`[`YgW`UZh`h`U`K`]Y`Wca`Y!
cb!ZWca`VYf]W`hYhž`k`Uf`<i`gY]bVUg]Wj`cb`XYa`5i`ggW`Y]XYb`XYf
I`&%]b`XYf`;`fi`ddYbd\`UgY`XYf`9i`fcdUa`Y]ghYfgW`UZh]a
j`Yf[`Ub[`YbYb`Gca`a`Yf`Yb`h`h`i`gW`h`"9f`\`Uh`XUg`I`&%!B]j`YUi
XYi`h`]W`ØVYfgW`f]hYb`i`bX`k`]fX`gca`]h`Y]bY`k`Yfhj`c`Y`9f[`Àbni`b[
ZØf`X]Y`5!A`UbbgW`UZh`gY]b"

<i`gY]bVUg]WXYVØh]YfhY`ja`Bcj`Ya`VYf`&\$&&[`Y[`Yb`h`U]Yb`i`bX
Yfn]Y`hY`VY]`X]YgYa`YfghYb`5i`Zh]h`h`VYfY]hg`Y]b`Hcf`"a`A`Àfn`&\$&
Y[`hY`Yf]b`Y]bYa`k`Y]hYfYb`HYghgd]Y`[`Y[`Yb`d`Ud`Ub`b`UW`"6cgb]Yb!
<YfnY[`ck`]bU`k`]fX`Ua`i`&%"`A`Àfn]b`XYb`9A`!D`Umc`Zg[`Y[`Yb`X]Y
I`_fU]bY`UbhfYhYbž`k`c`<i`gY]bVUg]Wa`Ò[`]W`Yfk`Y]gY`gY]b`5!
B`Uh]cbU`a`UbbgW`UZh`gXYVØh`ZY]Yfb`_ØbbhY`"Ni`XYa`_ØbbhY`g]W
X]YgY`A`UbbgW`UZh`ZØf`X]Y`9A`ja`Y][`YbYb`@UbX`ei`U`]Zn]YfYb"

?`i`hi`fY`Y`Y`X`Yb]h]h`h`i`bX`DfcZ]_Uff]YfY

5`g`Gd]Y`Yf`XYg`%"":`7`?`Ò`b`\`Uh`<i`gY]bVUg]WVYhcbhž`XUgg`Yf`ni`f
<`À`ZhY`8Yi`hgW`Yf`i`bX`ni`f`<`À`ZhY`6cgb]Yf`]gh`"8]Yg`gd]Y[`Y`h`g]W
Ui`W`]b`gY]bYf`:`À\][`_Y]h`k`]XYfž`X]Y`Vcgb]gW`Y`GdfUW`Y`ni
gdfYW`Yb`i`bX`g]W`a`]h`XYf`?`i`hi`f`j`YfVi`bXYb`ni`ZØ\`Yb`"5_hi`Y`
\`Uh`XYf`%"":`7`?`Ò`b`bi`f`k`Yb][`Y`5!B`Uh]cbU`gd]Y`Yfž`XUfi`bhYf`:`cf]Ub
?U]bn`gck`]Y`A`Uh\]Ug`C`YgYbž`XYf`Ub`M`YfXcb`Gdcfh`:`7`j`Yf`]Y\`Yb
]gh`<i`gY]bVUg]W`_ØbbhY`Y]bY`GW`ØggY`fc`Y`]b`XYf
B`Uh]cbU`a`UbbgW`UZh`ØVYfbY`a`Ybž`]bgVYgcbXYfY`]b`Y]bYf`NY]hž`]b
XYf`g]W`a`Y\`fYfY`DfcZ]g`i`bhYf`HfU]bYf`6UfVUfYn`b]W`h`ZU]f
VY\`UbXY`h`ZØ\`Yb"

Ni gUa a YbZUggYbX`Āggh'g]W`gU[Ybž'XUgg'X]Y`9bhk]W`i b['j cb
 <i gY]bVUg]Wgck c`Ui Z'J YfY]bg! 'U'g'Ui W`'Ui Z']bhYfbUh]cbU`Yf
 9VYbY`a]h'GdUbbi b['j YfZc`[h'k]fXž'k Ā\fYbX`X]Y`8]g_i gg]cbYb
 fi bX`i a `gY]bY`9bhgW`Y]Xi b['i bX`XYb`HfU]bYf'k Y]hYf\]b`ZØf
 ; YgdFĀW`gghc Z'gc f[Yb" <i gY]bVUg]W]gh'Y]b`6Y]gd]Y`ZØf`XYb
 HfYbXž'XUgg'j]Y`Y`Gd]Y`Yfž'X]Y`]b`8Yi hgW`UbX`[YVcfYb'g]bX`cXYf
 \]Yf`Ui Z[Yk UW`gYb`g]bXž'g]W`Yb hgW`Y]XYbž'X]Y` : UfVYb`]\fYf
 <Yf_i bZhg`ĀbXYf`ni `j YfhfYhYbž'k Ā\fYbX`UbXYfY`]\fY`?Uff]YfY`]b
 XYf`<Y]a Uh`]\fYg` ; YVi fhg`UbXYg`Zc fhgYhnYb" `8]Yg`k i fXY`bYi `]W`
 Ui W`]b`6Yni [`Ui Z'Gd]Y`Yf'k]Y`9f]WA UI]a `7\ci dc!A ch]b['i bX
 ?Yj]b!Df]bW`6cUhYb[`h\Ya Uh]g]Yfhž'X]Y`YVYbZU`g`XYb
 BUh]cbU`a UbbgW`UZhYb`]\fYf`<Yf_i bZhg`ĀbXYf`XYb`Jcfni [`[YVYbž
 k]Y`hn"XY`VYf]W`hYh"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	? Ō`bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h!cb`]bY"XY • W`a Y!cb!ZW`a • k k k "hn"XY

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