

DYYf'; mbh. '8Yf' [YVfcWXYbY'; `cVYhfc hhYf
hUbnh]a 'DZU`nVUi °

9f`VYYb`G]Y`X]Y`ZYggY`bXY`6U`YhhUXUdh]cb`j`cb`DYYf'; mbhž
WxcfYc [fUZ]Yfh]j`cb`9Xk UfX`7`i [ž]a 'DZU`nVUi 'Ua '' %" 'A U]
&\$&) "



7 \ f]gh]Ub]Už`B c f k Y [Y b `!`5 a '' %" 'A U] &\$&) `ZY]YfhY`XUg
G`c k Y b]gWXY`B Uh]c b U`V U`Y h h`Y]b Y`V Y Y]b X f i W_Y b X Y`5 i Z Z Ø \ f i b [
j`c b` D Y Y f'; m b h ž Y]b Y f`7 \ c f Y c [f U Z]Y`X Y g]b h Y f b U h]c b U`
U b Y f_U b b h Y b`9 X k U f X`7`i [""`8]Y`I f g d f i b [g Y f n Å \ `i b [`g h U a a h j`c b
< Y b f]_`≠ g Y b`i b X`k`i f X Y`%, * +`j Y f Ø Z Y b h`]W h`" 8]Y'; Y g W]W h Y`Z c`[h
X Y a`c d d c f h i b]g h]g W X Y b'; `c V Y h f c h h Y f`D Y Y f'; m b h ž`k Å \ f Y b X`Y f`g Y]b Y
F Y]g Y b`j`c b`X Y b`Z c f X U f h][Y b`6 Y f [Y b`B c f k Y [Y b g`V]g]b`X]Y
Y I`c h]g W X Y`b c f X U Z f]_U b]g W X Y`K Ø g h Y`V Y g W X f Y]V h`" 8]Y`F`Y]b d Z U`n
V Y f]W h Y h ž`X U g g`X Y f`D f c h U [c b]g h`b U W`n U \`f Y]W X Y b`5 V Y b h Y i Y f b`U`g
[Y V f c W X Y b Y f`A U b b`b U W X`B c f k Y [Y b`n i f Ø W`_Y \ f h"

DYYf'; mbh`k]fX`cZha`U`g`U`g': fUi`YbUi`ZfY]» Yf`VYgWxf]YVYbž`XYf`g]W
Xi`fW`d f Y`_Ä f Y`G]h i U h]c b Y b`a`U b Ø j`f]Y f h" `≠`X Y f`≠ g n Y b]Y f i b [`k]f X

X]Y`[Y\Y]a b]gj c``Y':][i fž'X]Y`]\a`ni f'GY]hY`ghY\hž'VYgcbXYfg
\Yfj cf[Y\cVYb"8]YgY`7\cfYc[fUZ]Y`ghY`h'b]W\h'bi f'X]Y`H\Ya Yb
GY`VghZ]bXi b[`i bX`9f`Øgi b[`]b`XYb`A]hhY`di b_hž'gcbXYfb
h\Ya Uh]g]Yfh`Ui W\`XYb`UfW\Yhmd]gW\Yb`A Ubb`Ui Z
9f_i bXi b[gfY]gYbž'XYf`a]hi bhYfgW\]YX`]W\Yb`HfUbgdcfha]hhY`b
k]Y`DZYfXYbž'GW\]ZYb`i bX`:`i [nYi [Yb`i bhYfk Y[g`]gh"9Xj UfX
; f]Y[g`A i g]_i bhYfa U`h'X]Y`ϕgnYb]Yfi b[`i bX`n]Y\h'g]W\`Xi fW\`X]Y
j YfgW\]YXYbYb`5_hY`XYg`GhØW_g"

< UbX`i b[`i bX`8fUa Uhi f[]Y

ϕb` DYYf`; mbh`]gh'X]Y`< UbX`i b[`] YdfÄ[hj cb`XYf`Gi W\Y`bUW\
ϕXYbh]hÄ`hi bX`XYf`:`i W\hj cf`XYf`F YU`]hÄ`h"8]Y`6U`h]gW\Y`C dYf
VYgW\ fY]Vh'X]Y`5V`Äi ZY`]b`j YfgW\]YXYbYb`5_hYb`i bX`\YVh'X]Y
GW\Ui d`ÄhnY`\Yfj cfž'XUfi bhYf`Ui W\`Y[mdhYb"ϕa`YfghYb`5_h
hfÄi a h'DYYf`j cb`Y]bYf`ϕJ[X`Ui ZY]bYb`k Y]» Yb`<]fgW\`i bX`k]fX
j cb`gY]bYf`A i hhYf`j gY`ZØf`gY]b`hfÄ[Yg`J Yf\U`hYb`[YgW\c`hYb"
GY]bY`5a V]h]cbYbž`ϕ[f]X`ni` \Y]fUhYbž`gW\Y]hYfb`XfUa Uh]gW\ž`U`g
Yf`k Ä\ fYbX`XYf`< cW\ nY]h`Ui Z`9]ZYfgi W\h'ghØ» h" DYYf`Z]Y\h'a]h
ϕ[f]Xž`j Yf`]Yfh`YXcW\`gW\ bY`XUg`ϕhYfYggY`i bX`VY[Y[bYh'Y]bYf
[Y\Y]a b]gj c``Yb`:`fUi ž'X]Y`]\b`]bg`Hfc`fY]W\`YbhzØ\fh"

ϕa`nk Y]hYb`5_h`\Uh'DYYf`g]W\`]b`Y]bYb`k c`\`UVYbXYb`? Ud]hU`]ghYb
j Yfk UbXY`hi bX`fY]gh`]b`X]Y`a Ufc`__Ub]gW\Y`K ØghYž`bi f`i a`j cb
5b]hfU`VYhfc[Yb`ni`k YfXYb"9f`YfZÄ\fh]j cb`XYf`ZØW\h][Yb`BUhi f
gY]bYg`K c`\ghUbXg`i bX`]gh[Ynk i b[Ybž`g]W\`]b`Y]bYf
BYfj Yb\Y]`UbghU`h'gY]bYb`@YVYbgYbhgW\Y]Xi b[Yb`ni`ghY`Yb"8cfh
k]fX`]\a`Y]bY`J]g]cb`gY]bYf`J Yf[Ub[Yb\Y]hž`Y]bgW\`]Y»`]W\`ϕ[f]X
i bX`A UXg`A cYbž`ni hY]"GW\`]Y»`]W\`_Y\fh`Yf`ni`Gc`j Y][`ni fØW`ž
X]Y`]\a`VYX]b[i b[g`cgY`@]YVY`gW\Yb_hž`cVkc`\`X]Y`NY]h[Y[Yb
g]Y`UfVY]hYh"

9]b`GhØW`_j cb`nY]h`c gYf`F Y`Yj Ub n

8]Y`YfghY`5i ZØ\fi b[`]j cb` DYYf`; mbh`ZUbX`Ua`i&("": YVfi Uf`%, +*
]b`7\ f]gh]Ub]Už`XYa` \Yi h][Yb`C g`cž`ghUhh"Ä]h'gY]bYb`ZØbZ`5_hYb
i bX`(\$`GnYbYb`\Uh`XUg`GhØW`_X]Y`; fYbnYb`XYf`XfUa Uh]gW\Yb
9fnÄ`\`_i bgh`ØVYfgW\ f]hhYb`i bX`k]fX`V]g`\Yi hY`gck c`\`]b

hfUX]h]cbY`Yb`U`g`Ui W`a`cXYfbYb`b`hYfdYhUh]cbYb`Ui Z[YZØ\fh"9g
 \UhXUg`Di`V`_]i`a`Xi`fW`H\Ya`Yb`k`jY`Dfc`_fUgh]bUh]cbž9[ch]ga`i`g
 i`bX`X]Y`Gi`W`Y`bUW`X`Ya``GY`VghZYggY`b`_`ÖbbYb"8]Y`6Y`_Ubbh\Y]h
 XYg`K`Yf`_Yg`k`]fX`Xi`fW`XUg`Ä`f`]W`j`YfUbgU`hYhY`DYf";`mbh
 :`Ygh]j`U`]b`;`i`XVfUbXgXU`Yb`i`bhYfa`Ui`Yfhž`XUg`gY]h`%-`*`+`Y]bY
 D`Uhžcfa``ZØf`;`fY]i`ZhUi`ZZØ\fi`b[`Yb`V]YhYh"

DYf";`mbh`V`Y]Vh`Y]b`ZUgn]b]YfYbXYg`K`Yf`_`XYf`K`Y`h`]hYfUhi`fž`]b
 XYa``ÄgYbg`Y][`YbY`9f`YVb]ggY`i`bX`:`Ua``]Yb[`YgW`]W`hY`Xi`fW`X]Y
 7\UfU`_hYfY`Y]b[`YZcW`hYb`g]bX"8Yf`9]bZi`gg`bcfk`Y[`]gW`Yf
 A`ÄfW`Yb`i`bX`X]Y`a`cXYfb]g]YfhY`gdFUW`]W`Y`i`a`gYhni`b[`a`UW`Yb
 XUg`GhØW`_ni`Y]bYa``<][`\\][`h`XYf`XfUa`Uh]gW`Yb`@]hYfUhi`f`
**K`_]dYX]U`j`Yfk`Y]gh`Ui`Z`X]Y`nU`fY]W`Yb`5XUdh]cbYbž`X]Y`Yg`]a
 :`]a`i`bX`]a`H\YUhYf`YfZU`fYb`h`Uhž`gck`jY`Ui`Z`XYb`G`_i`dhi`fYbdUf`_
]b`C`g`cž`XYf`ÄgYbg`A`Y]ghYfk`Yf`_`[`Yk`]Xa`Yh`]gh"**

8YhU]`g	
Cfh	7\]f]gh]Ub]Už`B`c`f`k`Y[`Yb
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "f\Y]bdZU`n"XY • k k k "cdYfU"j • Yb"k`_]dYX]U"cf[

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