

H\ Y`ZcW' g. ' < c k 'hc ']bWfYUgY`mci f`m]Y`Xg`]b
&\$&) °

:]bX`ci h`\ck `d\chcj c`hU]WgmghYa g`UfY`d`UbbYX`YZZ]W]Ybh`m
UbX`k \]W\`ZYX!]b`hUf]ZZg`Udd`mZfca ' &\$&(" `F YUX`a c fY` °



8 Yi hgW\`UbX`!`H\Y`i gY`cZ`d\chcj c`hU]WgmghYa g`fDJ`gmghYa gk
\Ug`]bWfYUgYX`]b`fYWbh`mYUfg`VYW]i gY`a c fY`UbX`a c fY
\ci gY\c`Xg`UfY`hfm]b[`hc`a YYh`h\Y]f`YbYf[mifYei]fYa Ybhg
gi ghU]bUV`m" `5`WbhfU`UgdYWh`cZ`]bghU`Uh]cb`]g`h\Y`XYg][b`UbX
bUhi fY`cZ`h\Y`fccZ` "[gi YX i f\]Yf`](#)dc]bhg`ci h`h\Uh`fccZg`g\ci `X`VY`]b
[ccX`WcbX]h]cbžg]bW`U`DJ`gmghYa ` \Ug`U`]ZYgdUb`cZ`Ufci bX`&)
mYUfg" ` ðWi g]j Y`fccZ`gi fZUW`g`h\Uh`UfY`U`[bYX`hc`h\Y`gci h\`UbX
fYa U]b`Ug`g\UXck`!ZfYY`UfY`cdh]a U`" `5`hYfbUh]j Yg`hc`h\Y
gci h\YUgh`cf`gci h\k Ygh`UfY`dcgg]V`Yž`Vi hcZZYf`ck Yf`m]Y`Xg"

`: cf`U`Zci f!dYfgcb`\ci gY\c`Xž`U`+\$`gei UfY`a YhYf`DJ`gmghYa `k]h\
U`bca]bU`ci hdi hcZ`%` ` _]`ck UhHg`]g`gi ZZ]W]Ybh`hc`Wcj Yf`h\Y`Ubbi U`
Y`YWhf]W]hmifYei]fYa Ybh` <ck Yj Yfž`h`]g`]a dcfhUb`h`hc`hU`_Y`mci f

ck b`Y`YWhf]W]hmWcbgi a dh]cb`]bhc`UWWci bhž'g]bW`h\Y`dfcXi Wh]cb
UbX`Wcbgi a dh]cb`cZhYb`Xc`bchhU_Y`d`UW`]b`gmbW`9gdYW]U`m
Xi f]b[`h\Y`XUmž'a cFY`Y`YWhf]W]hmcZhYb`ZU`g`h\Ub`]g`W ffYbh`m
fYei]fYXž`k \]W\`]g`k \m`U`VUhhYfm'ghcfU[Y`]g`U`gYbg]V`Y`UXX]h]cb`"
H\Y`df]W]g`Zcf`VUhhYfm'ghcfU[Y`UfY`VYhk`YYb`) \$\$`UbX`%ž\$`\$`Yi fcb
dYf`_]`ck Uhh`\ci f`cZ'ghcfU[Y`WUdUW]hm`UbX`UfY`ZfYX`Zfca`J`5H`"

`ZYX`!]b`hUf]ZZ`UbX`YWcbca`m`

`H\Y`ZYX!]b`hUf]ZZ`]g`U`Wfi`W]U`ZUWhcf`Zcf`h\Y`YWcbca`micZ`U`DJ
gmghYa`"7i ffYbh`mž`h\Y`fYa`i bYfUh]cb`Zcf`dck`YfYX`Y`YWhf]W]hm`]g
Ufci`bX`Y][`h`W`bhg`dYf`_]`ck Uhh`\ci fž`k \]W\`a`U_Yg`]h`a`cFY
Z]bUbW]U`m`UhhfUWh]j`Y`hc`dFYZYfUV`m`i`gY`h\Y`gY`Z![`YbYfUHYX
Y`YWhf]W]hmc`i`fgY`Z`]bghYUX`cZ`ZYX]b[`]h`]bhc`h\Y`bYhk`cf`"
5WcbfX]b[`]hc`"[6U`Wcb`dck`Yf`d`Ubh&\(_ž`h\Y`ZYX`!\]b`hUf\]ZZ`WUb`VY`i`d`
hc`,`"%`W`bhg`dYf`_K`\`Zcf`dUfh\]U`ZYX\]b\[`\]UbX`i`d`hc`%`W`bhg`k`\Yb
Z`m`ZYX`!\]bž`h\Y`fYa`i bYfUh\]cb`k`\]`fY\[`\]i`Uf`m`XYWfYUgY`Vm`%
dYfW`bh`Yj`Yfm\]g\]l`a`cbh\g`"H\\]g`fY\[`\]i`Uh\]cb`WcbW`fbg`d`Ubhg`i`d`hc
%\\$_K`dž`k \\]Y`c`XYf`gmghYa`g`fYhU\]b`h\Y`dFYj`\]ci`g`gYbhYbW`g`"](#)

`5bch\Yf`UgdYWh`cZ`h\Y`ZYX!]b`hUf]ZZ`]g`h\Y`Y[`U`fY[`]i`Uh]cb`]b`h\Y
FYbYk`UV`Y`9bYf[`]mGci`fW`g`5Wh`f99;`Łž`k \]W\`ghUhYg`h\Uh
cdYfUhcfg`cZ`DJ`gmghYa`g`W`ffYbh`m`Xc`bch`fYW`j]Y`99;
fYa`i bYfUh]cb`Zcf`Y`YWhf]W]hm`]Z`bY[`]Uh]j`Y`ghc`W`_YI`W`Ub[`]Y`Zck
df]W]g`UfY`Uj`Uj`UV`Y`"H\]g`U`gc`Udd`Y]g`hc`bYk`ZUW`]h]Ygž`gi`W`Ug`
[9bYf\[`\]m9l`dYfh`"<](#)ck`Yj`Yfž`cdYfUhcfg`cZ`YI`]gh]b[`]gmghYa`g`WUb
VYbYZ]h`Zfca`Ub`]bWfYUgY`]b`fYa`i bYfUh]cb`]Z`h\Ymicd`hYX`UbX
UX↑`gh`h\Y]f`gmghYa`hYW`bc`c[`]m`"

`VU`Wcbm`dck`Yf`d`Ubhg`!`Ub`U`hYfbUh]j`Y`Zcf
hYbUbhg`

`VU`Wcbm`dck`Yf`d`Ubhgž`U`gc`_bck`b`Ug`d`i`[!]b`gc`Uf`gmghYa`gž`c`ZYf
hYbUbhg`Ub`i`bWca`d`]WUhYX`k`Um`hc`i`gY`gc`Uf`YbYf[`]m`"H\YgY
gmghYa`g`\Uj`Y`U`a`Ul]a`i`a`U`hYfbUh]b[`]W`ffYbh`ci`hdi`h`cZ`,`\$\$
k`UhHg`UbX`UfY`fY`Uh]j`Y`m`YUgm`hc`]bghU`ž`Vi`h`h\Y`UbX`cfXfg
WcbgYbh`]g`fYei`]fYX`]b`cfXYf`hc`VY`UV`Y`hc`i`gY`]h`"9l`W`gg

Y`YWhf]W]hm`WUb`U`gc`VY`ZYX`]bhc`h\Y`bYhk`cf_ž`Vi`h`h\Y`
fYa`i`bYfUh]cb`]g`cZhYb``ck`Yf`h\Ub`k`]h\`fccZ`gmghYa`g``č`]g`
h\YfY`ZcfY`]a`dcfhUbh`hc`k`Y][`h\Y`UXj`UbhU[`Yg`UbX`X]gUXj`UbhU[`Yg`
VY`ZcfY`]bghU``Uh]cb``

`č`gi`a`a`Ufmž`]h`WUb`VY`gU]X`h\Uh`h\Y`]bghU``Uh]cb`c`Z`d\`chcj`c`hU]W`
gmghYa`g`UbX`h\Y`i`gY`c`Z`h\Y`ZYX!]b`hUf]ZZ`c`ZZYf`Ub`UhhfUWhj`Y`k`Um`
hc`a`YY`h`mci`f`ck`b`Y`YWhf]W]hm`fYei`]fYa`Yb`hg`gi`ghU]bUV`m`UbX`Uh`h\Y`
gUa`Y`h]a`Y`Wč`bhf]Vi`hY`hc`h\Y`YbYf[`m`hfUb`g]h]cb``K`h\Y`h\Yf`Vm`
cdh]a`U`fccZi`gY`cf`gi`ddcfh`Zfca`VUhYf`mighcfU[`Yž`h\Y`
dYfgdYWhj`Y`Zcf`fYbYk`UV`Y`YbYf[`]Yg`fYa`U]bg`dfca`]g]b[``

8YhU]`g	
Cfh	8Yi`hgW\`UbX
Ei`Y``Yb	<ul style="list-style-type: none">• k k k "gi`YX_i`f]Yf"XY• VU`_c`b`_fUZhk`Yf`_&("cf[• k k k "YbYf[`]Y!YI`dYfhYb"cf[

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