

8 Uj]X '@mbWk g'9fVY']a : c_i g.
9]bn][Ufh][Y'GhØW_Y'VU`X'j YfghY][Yfh°

: ØbZ'A cbUhY'bUWk`8 Uj]X '@mbWk g'HcX'k YfXYb'ØVYf'() \$
; Y[YbghÅbXY'gY]bYg`B UWk`UggYg'Ua`%, "'š b)]b'@cg'5b[Y`Yg
j YfghY][Yfh"



@cg'5b[Y`Ygž'i G5'!: ØbZ'A cbUhY'bUWk`XYa`HcX'j cb'8 Uj]X
@mbWk ž'Y]bYa`XYf'VYXYi hYbXghYb'Ua Yf]_Ub]gWk Yb':]a Ya UWk Yf
i bX'?ØbghYfž'gc`Yb'ØVYf'() \$'GhØW_Y'Ui g'gY]bYa`B UWk`Ugg
j YfghY][Yfh'k YfXYb"8]Y'5i _h]cb'Z]bXYh'Ua`%, "'š b)]b'@cg'5b[Y`Yg
ghUhhž'cf[Ub]g]Yfh'j ca`fYbca a]YfhYb'5i _h]cbg\Ui g'š`Y]b g
5i Wh]cbg"8]YgY`J YfUbghU`hi b[] [Vh'XYb': Ubgi bX'GUa a`Yfb`X]Y
A Ò[]Wk_Y]hž'GhØW_Y'Ui g'XYa`@VYb'i bX'GWk UZYb'Y]bYg'?ØbghYfg
ni`Yfk YfVYbž'XYggYb'5fVY]hYb'X]Y':]a`!i bX'?i bghk Y'h'bUWk\U`h][
VYY]bZi ggh'\UVYb"@mbWk`ghUfV']a`š]bi Uf'&\$&)]a`5`hyf'j cb`+,
š\fyb'Ub`XYb': c[Yb'Y]bYg`@ b[YbYa d\mgYa g"9f'\]bhYf'Åggh
Y]b`VYY]bXfi W_YbXYg'9fVYž'XUfi bhYf']_cb]gWk Y`K Yf_Y`k]Y`X]Y`HJ!
GYf]Y`~Hk]b'DYU_g" i bX':]a`Y`k]Y`~K]X`Uh<YUfh" i bX`~6`i Y
J Y`j Yh" "

Ni`XYb`<][\`][\hg`XYf`VYj`cfghY`YbXYb`5i`_h]cb`[`Y\`ÖfYb`Y]b
FY[`]Yghi`\`Ui`g`fchYa`@XYf`a`]h`@mbW`g`BUa`Ybž`XYf`Ui`Z)`"\$\$\$`V]g
+"\$\$\$\$`8c``Uf`[`YgW`Ähnhk`]fXž`gck`]Y`Y]b`8Yg][`bYf!GcZU`Ui`g`XYb
%-)`\$Yf`š\`fYbž`XYggYb`K`Yfh`nk`]gW`Yb`,`"\$\$\$\$`i`bX`%\$`\$\$\$\$`8c``Uf
`Y][`h`K`Y]hYfY`Y`Y`Ybgh`Äb`XYž`X]Y`j`YfghY][`Yfh`k`YfXYbž`g]bX`Y]bY
9gd`fYggc!A`UgW`]bYž`X]Y`j`cfUi`gg]W`h]W`fi`bX``"\$\$\$\$`8c``Uf
Y]bVf]b[`Yb`_`ÖbbhYž`gck`]Y`X]Y`_]cb]gW`Yb`fchYb`J`cf\`Äb[`Y`Ui`g
~Hk`]b`DYU_g`ž`X]Y`ZØf`X]Y`5ha`cgd`\`ÄfY`XYf`GYf]Y`YbhgW`Y]XYbX
k`UfYb``5i`W``)`a`a`!:`]a`fc``Yb`j`cb`@mbW`g`8YVØhZ]`a
~9fUgYf\`YUX``]`cb`%-`++`g]bX`i`bhYf`XYb`j`YfghY][`YfhYb`GhØW`Ybž
X]Y`XUfØVYf`\]bUi`g`A`i`g_]bghfi`a`YbhYž`D`UhhYbž`A`ÖVY`ž
?i`bghcV`Y`_hY`i`bX`A`U`!!`hYbg]`]Yb`Ui`g`@mbW`g`5hY`]Yf`i`a`ZUggYb`
8]YgY`5i`_h]cb`XØfZ`hY`Y]b`k`Y]hYfYg?`Ud]hY``]b`XYf`J`YfY`\fi`b[`ZØf
@mbW`Ui`ZgW`U[`Ybž`XYf`ZØf`gY]bYb`Y]bn][`Ufh][`Yb`_`@mbW`]Ub`Gh`
VY`_Ubbh]ghž`[`YdfÄ[`h`Xi`fW`HfUi`a`V]`XYf`i`bX`gcf[`ZÄ`h][`Y
?`Ub[`[`YghU`hi`b[`"

8 Uj]X`@mbW`g`VYa`Yf`_Ybgk`YfhY`?`Uff]Yfyf`

8 Uj]X`@mbW`ghY`h`b]W`h`b`i`f`ZØf`dfcj`c`_UbhY`j`]gi`Y``Y`9fnÄ`\`i`b[`Ybž
gcbXYfb`Ui`W`ZØf`Y]bY`?`Uff]Yfyf`ž`X]Y`j`cb`nU`\`fY]W`Yb
5i`gnY]W`bi`b[`Yb`i`bX`Bca`]b]Yfi`b[`Yb`[`YdfÄ[`h]gh``š`g[`YgUa`h
Yf\]Y`h`Yf`&)`5i`gnY]W`bi`b[`Yb`i`bX`k`i`fXY`(`,`A`U`ZØf`DfY]gY
bca`]b]Yfh`Ni`gY]bYb`VYa`Yf`_Ybgk`YfhYghYb`Bca`]b]Yfi`b[`Yb
[`Y\`ÖfYb`XfY]`5WUXYa`m`5k`UfX`Bca`]b]Yfi`b[`Yb`ZØf`X]Y`VYghYb
FY[`]ggYi`fYž`XUni`nÄ`\`Yb`:`]a`Y`k`]Y`~H\`Y`9`Yd`\`Ubh`A`Ub`ž`~6`i`Y
J`Y`j`Yh`i`bX`~A`i`\`c``UbX`8fj]Y`"8UfØVYf`\]bUi`g`k`i`fXY`@mbW
&\$%-`a`]hY]bYa`9`fYb!C`gWUf`ZØf`gY]bY`_`ØbghYf]gW`Y`J`]g]cb
[`YY`\`fhž`k`Ug`gY]bYb`9]bZi`gg`Ui`Z`X]Y`:`]a`_i`bghi`bhYfghfY]W`h`

GY]b`K`Y[`ZØ\`fhY`]\`b`ni`f`DU`a`Y`X`C`f`VY]a`7UbbYg`:`]a`:`Ygh]j`U`
ZØf`~K`]X`Uh`<`YUfh`i`]a`š\`f`%-`-\$``8]Y`HJ`!GYf]Y`~Hk`]b`DYU_g`ž`X]Y
]b`XYb`ZfØ\`Yb`%-`-\$Yf`š\`fYb`XYVØh]YfhYž`Yf\]Y`h`ZØb`Z`Df]a`Yh]a`Y
9a`a`m`Bca`]b]Yfi`b[`Yb`i`bX`hfi`[`ni`XYa`XUni`VY]ž`@mbW`g`GhUhi`g
U`g`j`]Y`gY]h][`Y`_`fYUh]j`Yb`?`fUZh`gY]bYf`YbYfUh]cb`ni`ZYgh][`Yb``8]Y
FYj`]j`U`!GYf]Y`~Hk`]b`DYU_g`H\`Y`FYhi`fb``]`cb`&\$%+`gYhnhY`XYf
?i`hgYf]Y`X]Y`?`fcbY`Ui`Zi`bX`XYa`cbghf]YfhY`@mbW`g`Ub`\`U`hYbXY
FY`Y`j`Ubn]b`XYf`a`cXYfbYb`YfbgY`\`UbXgW`UZh`

9]b`9fVY`j c`Yf`? fYUh]j]hÀh`i bX`9]bZ`i gg

8Uj]X`@mbW` \]bhYf`Àggh`b]W`h`bi f`Y]bY`VYa Yf`_Ybgk YfhY`Z]`a]gW`Y
6]`Ubnž`gcbXYfb`Ui W`Y]bYb`h]YZYb`9]bZ`i gg`Ui Z`X]Y`?i`hi`f`9f
k i fXY`gck c`a`]h`XYf`@Y[]cb`X < cbbYi f`j cb`: fUb`_fY]W`ž`U`g`Ui W`
a]h`XYa` `GW`ØggY`ni f`GHUXh`6mX[cgnW`h]b`Dc`Yb`Ui g[YnY]W`bYh`
8i fW`gY]bY`5fVY]h` \]bhYf`Àggh`Yf`Y]bY`_fYUh]j Y`@Y[UW`ž`X]Y
k Y]hYfY` ; YbYfUh]cbYb`j cb`:]`a Ya UW`Yfb`i bX`?ØbghYfb
]bgd]f]YfYb`k]fX`"8]Y`VYj c fghY` \YbXY`5i`_h]cb`gY]bYf`dYfg`Òb`]W`Yb
; Y[Ybgh`ÀbXY`_`ÒbbhY`b]W`h`bi f`GUa` a`Yf`Ubn]Y` \Ybž`gcbXYfb`Ui W`
Y]bY`VfY]hYfY`^2 ZYbh]W`_Y]h`XUni`Ub fY[Ybž`g]W`a`]h`XYa
VYY]bXfi W`_YbXYb`K Yf`_Y]bYg`XYf`[f`Ò» hYb`9fn`À`Yf`XYf` \Yi h][Yb
NY]h`Ui gY]bUbXYfni gYhnYb`"

8]Y`9fVa UggY`j cb`8Uj]X`@mbW`k]fX`Ua` `%,"`ž`b]`j YfghY][Yfh`i bX
Z`f`j]Y`Y`: Ubg`i bX`?i bgh]YV` \UVYf`Y]bY`Y]ba`U`][Y` ; Y`Y[Yb` \Y]h
V]YhYbž`Y]b`Gh`ØW`_X]YgYg`Z]`a]gW`Yb`9fVYg`ni`Yf[UhYfb`"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ØVYf`X]Y`5i`_h]cb`_`ÒbbYb` ðhYfYgg]YfhY
X]Y`K YVgY]hYb`j cb`: 5N`"bYhž`HU[Yggd]Y[Y`i bX`K]_]dYX]U
VYgi W`Yb`"

8YhU]`g	
C fh	@cg`5b[Y`Ygž`l G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "ZUn"bYh• k k k "hU[Yggd]Y[Y`"XY• Yb`k]_]dYX]U"cf[

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