

⇒ a dZnU\`Yb`ghY][Yb. `A Y\ f`?]bXYf`]b
GUW\gYb`[Y[Yb`< DJ `[Y]a dZh°

GhY][YbXY`< DJ! ⇒ dZi b[Yb`]b`GUW\gYb. `85? `VYf]W\hYh`ØVYf
: cfhgW\ f]hhY`i bX`< YfUi gZcfXYfi b[Yb`]b`XYf`? fYVgj c fgc f[Y
ZØf`?]bXYf"



GUW\gYbž`8 Yi hgW\`UbX`!`⇒`GUW\gYb`Äggh`g]W\`Y]b`YfZfYi``]W\Yf
HfYbX`UV`YgYb. `8]Y`⇒ a dZi b[Yb`[Y[Yb`< DJ!VYX]b[hYb`? fYVg
nY][Yb`k]YXYf`bUW\`cVYb`"@Ui h`fUX]cW\Ya b]hn`XY`ghY[Yb`X]Y
< DJ!9fgh]a dZi b[Yb`]a`]X\ f`&\$&`'i a`%\$`DfcnYbh]a`JYf[`Y]W\
ni a`Jcf`U\ f`"Fi bX`i`+`"%%\$`\$`A`ÄXW\Yb`i bX`†`b[Yb`Yf\]Y`h`Y]bY
YfghY`⇒ a dZxcg]g`"Hfch`X]YgYg`5bgh]Y[g`]Y[h`X]Y`U`hi`Y`Y`NU\`
U`YfX]b[g`VYY]bXfi W`YbXY`(`*`DfcnYbh`i bhYf`XYa`iB]j YUi`j cf`XYf
7cfc bU!DUBXYa]Y"8 Ug`]ghY]b`5i Zfi ZUb`X]Y`9`hYfbž`] \fYb`?]bXYfb
X]Y`7\UbW`Ui ZY]bY`g]W\YfY`Ni`_i bZh`ni`V]YhYb3

8]Y`85?!; Ygi bX\Y]h`\Uh`Øb[gh`NU\`Yb`j YfÖZYbh]W\hž`X]Y`Ui Z
Y]bYb`XfUa Uh]gW\Yb`FØW\ [Ub[`XYf`< DJ! ⇒ dZi b[Yb`\]bk Y]gYb`"⇒
GUW\gYb`gY]Yb`X]Y`9fgh]a dZi b[Yb`i a`i`)&`DfcnYbh][Ygi b`_Ybž

k Å\fybX`XYf`F ØW_[Ub[`]a `6i bXYgXi fWgWb]h`VY]` + `DfcnYbh
`Y[h`8]YgYb`F ØW_[Ub[`Yf_`Àfh`85?!; Ygi bX\Y]h`a]h`XYa
: Y\`Yb`XYg`Yf\c`ZhYb`BUW\c`YZZY_hg`dcgh`7cj]X!%- " K]f`a ØggYb
X]Y` : Ua `]`Yb`Xf]b[YbX`Yfa i h][Ybž`X]Y`æ dZUb[YVchY
k U\fni bY\`a Yb žgc`7\`f]gh]bY`9bYb_Y`ž`X]Y`@UbXYgWYz]b`XYf`85?!
; Ygi bX\Y]h]b`GUWgYb"

6YgcbXYfY`F ØW_[Åb[Y`VY]`ž b[Yb

6YgcbXYfg`Ui ZÅ``[`]gh`XYf`F ØW_[Ub[`VY]`XYb`ž b[Yb.`Gck c\`VY]
XYb`%) !`V]g`%+!`Å\`f][Yb`U`g`Ui W\`VY]`XYb`-!`V]g`%(!`Å\`f][Yb
k i fXYb`F ØW_[Åb[Y`j`cb`*`+`i`bX`) &`DfcnYbh`j`YfnY]Wb`Yh``æ
J`Yf[`Y]W\`XUni`VYhfi [`XYf`F ØW_[Ub[`VY]`XYb`A`ÅXW`Yb`]b`VY]XYb
5`hYfg[fi`ddYb`Yk`Y]`g`(` `DfcnYbh`8]Y`Gh`ÅbX][Y`æ dZ`ca`a]gg]cb
fGH`C`L`Ya`dZ]Y\`h`X]Y`<`DJ!`æ dZi b[`ZØf`A`ÅXW`Yb`VYfY]hg`gY]h
&\$\$`+`i`bX`gY]h`&\$%, `Ui`W\`ZØf`ž b[Yb`ž`Xc`W\`X]Y`F ØW_[Åb[Y`UggYb
Ui`Z`cf`W`Yb`` K]f`a ØggYb`X]Y`5i`Z`Àfi b[`ØVYf`X]Y`?`fYVgj`c`fgc`f[Y
Xf]b[YbX`j`Yfgh`Åf`_Yb`ž`gU[h`85?!@UbXYggWYZK`UbXY`"

9]bY`<`DJ!`æ`ZY`_h]cb`_`Ubb`j`YfgW]YXYbY`?`fYVgUfhYb`Ui`g`ØgYbž
XUfi`bhYf`;`YV`Åfa`i`hYf\`U`g`fYVg`i`bXbYVYb`UbXYfYb`Ui`W\`]a
A`i`bX!`F`UW`Yb!`F`Ui`a`" `Å\`f]W\`Yf`_fUb`_Yb`]b`8Yi`hgW\`UbX`fi`bX
`&) \$`:`fUi`Yb`i`bX`%``\$\$`A`ÅbbYf`Ub`X]YgYf`?`fYVgYf`_fUb`_i`b[ž
Y]bY`gW\`Y]W`YbXY`;`YZU\`fž`X]Y`Xi`fW\`X]Y`æ dZi b[`j`Yff]b[Yfh
k`YfXYb`_`Ubb``æ`Zcfa`Uh]cbg`_Ua`dU[bYbž`k`]Y`j`cb`XYf
?`UggYb`Åfnh]W`Yb`6i`bXYgj`YfY]b][i b[`Ub[Yghc`»`Ybž`nY][Yb`YfghY
9fZc`[Yž`i`bX`]a``Å\`f`&\$`&(`fYW`bYh`a`Ub`a`]h`ØVYf`Y]bYf`A`]`]cb
j`Yfc`fX`bYhYb``æ`dZ`cgYb"

æ dZi b[Yb`]b`XYf`J`Yf[Ub[Yb\Y]h`i`bX

Ni`_i`bZh

8]Y`NU\`Yb`ni`f`æ`dZei`chY`g]bX`U`Ufa`]YfYbX``Nk`]gW`Yb`&\$%(`i`bX
&\$%, `[UV`Yg]b`8Yi`hgW\`UbX`Xi`fW`gW`b]h]W`fi`bX`+`&(`\$\$\$`<`DJ!
æ`dZi`b[Yb`dfc`Å\`f``9]b`5bgh]Y[`k`i`fXY`&\$%, `Xi`fW\`X]Y
Yfk`Y]hYfhY`æ`dZY`a`dZY`\`i`b[`j`YfnY]W`bYhž`YXc`W\`ZY`X]Y`NU\``]a
Å\`f`&\$`&`Ui`Z`bi`f`bc`W\`Yhk`U`(` `\$\$\$`æ`dZi`b[Yb``9]b`F ØW_[Ub[ž

XYf`b]W`h`bi f`Ui Z`X]Y`DUbXYa]Y`ni fØW`ni ZØ\`fYb`]gh`9]b
 k Y`hk Y]hYf`A Ub[Y`Ub`æ dZghcZZYb`\`Uh`YVYbZU`g`gY]bY`Gdi fYb
 \]bhYf`UggYbž`k]Y`**bg]**[\`h`<YU`h\`ZYghghY`h`"

8]Y`85?;!; Ygi bX\`Y]h`ØVYfb]a a h`X]Y`?cghYb`ZØf`<DJ!
 æ dZVYfUhi b[Yb`]b`?]bXYf!`i bX`š [YbXUfnhdFUI Yb`gY]h`5df]ž`k Ug
 Y]bYb`k Y]hYfYb`GW`f]hh`ni f`J YfVYggYfi b[`XYf`G]hi Uh]cb`XUfghY`h`"
 5i W`ZØf`U`Y`V]g`ni `%+!`š\`f][Yb`i bX`ZØf`† b[Y`9fk UW`gYbY`V]g`&`*
 š\`fY`k]fX`X]Y`æ dZ b[`]a`F U\`a Yb`XYf`GUmi b[g`Y]ghi b[Yb
 ØVYfbca a Yb`"9]b[]fc»Yf`J cfhY]ž`i a`XYb`dfÀj Ybh]j Yb`; YXUb`_Yb
]b`XYf`; YgY`gW`UZhi`ni`ghÀf`_Yb`i bX`9`hYfb`X]Y`5b[gh]j cf
 a Ø[`]W`Yb`?cghYb`ni`bY`a Yb`"

bg[YgUa h`nY][hg]W`ž`XUgg`XYf`K Y[`ni f`\Ø\`fYb`æ dZei chY`bcW`
 `Ub[`]ghž`UVYf`Xi fW`[Yn]Y`hY`5i Z`_`Àfi b[`i bX`9b[U[Ya Ybh]j cb
 ŸfnhYb`gck]Y`: Ua `]Yb`_`ØbbhY`a Ub`Y]bYb`j YfghÀf`_hYb`FØW`_ Ub[
 XYf`<DJ!`bn]XYbn`YffY]W`Yb`": Øf`X]Y`; Ygi bX\`Y]h`i bgYfYf`?]bXYf
 nÀ\`h`YXYf`GW`f]hh`"

8YhU]`g	
C fh	GUW`gYbž`8Yi hgW`_UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fUX]c W`Ya b]hn"XY • k k k "XU`_XY • k k k "]bg][`h!\`YU`h\`XY

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