

9fghYf'5VgW]YVYZi ['bUW '5Z[\Ub]ghUb.
Dc`h]gW Y`Hi fVi `YbnYb`]b`@Y]dn][°

@Y]dn][.; Yd`UbhYf'5VgW]YVYZi ['bUW '5Z[\Ub]ghUb`Ua
%, "\$+ "&\$&) `k YW_h'6YXYb_Yb`k Y[Yb`A YbgW YbfYWXhYb`i bX
j `O`_YffYWXh`]WYf`J YfdZ]W hi b[Yb"



@Y]dn][ž'8Yi hgW `UbX`!`ϕ`Y]bYf`G]hi Uh]cbž`X]Y`j]Y`Y` : fU[Yb
Ui Zk]fZh`d`Ubh`X]Y`XYi hgW Y`F Y []Yfi b[`X]Y`YfghY`5VgW]YVi b[
bUW '5Z[\Ub]ghUb`gY]h`XYf`A UW hØVYfbU`a Y`XYf`HU`]VUb`ja
5i [i gh`&\$&%"5a `A cf[Yb`XYg`%, "'&\$&) `gc`hY`Y]b`5]fVi g`5`' \$
XYf`E UhJf`5]fk Umg`j ca` : `i [\UZYb`@Y]dn][# U`Y`]b`X]Y
UZ[\Ub]gW Y`<Ui dhghUXh`?UVi `ghUfhYb" `I fgd fØb[`]W `ZØf`+.%) `I \f
Ub[YgYhnhž`\Uh]g]W `XYf` : `i [`U`Y`FX]b[g`j YfnØ[Yfhž`k]Y`A 8 F
VYf]W hYh"8]Y`A UgW]bYž`X]Y`gdYn]Y`ZØf`X]YgY`5VgW]YVi b[
[YW UfhYfh`k i fXYž`UbXYhY`VYfY]hg`Ua `J cfhU[`i a`%*.&`%I \f`]b
@Y]dn]["

8]Y`5bnU`\`XYf`DYfgcbYb`Ub`6cfX`X]YgYf`A UgW]bY`gck]Y`XYfYb
<Yf_i bZh]g]bX`V]g`Ub[`i bVY`_Ubbh`9g`[]Vhni XYa`6YXYb_Yb

\]bg]W h]W 'a Ö[`]W Yf'j Yfi fhY]`hYf`GhfUZh`hYf`cXYf`gc`[YbUbbhYf
; YZ`fXYf`i bhYf`XYb`5V[YgW`cVYbYb`F YW`YfW`Yb`XYf`hUn
nY][Ybž`XUgg`j cf`XYa`i`i [`V]g`ni`) \$`5Z[\UbYb`]b`5VgW`]YVY`UZh
k UfYbž`k Ug`X]Y`c`bY`b`i a ghf]hhYbY`5VgW`]YVi b[`ni g`h`W`]W`]b
XYb`i`c`_i`g`XYf`2`ZYbh]W`_Y]h`f`ØW`h`

A YbgW YbfYW hg`U[Y`]b`5Z[\Ub]ghUb

5VgW`]YVi b[Yb`bUW`5Z[\Ub]ghUb`g]bX`_Y]b`Y]bZUW`Yg`H\Ya`U`i`bX
k YfXYb`j`cb`nU`\`fY]W`Yb`C`f[Ub]gUh]cbYbž`XUfi`bhYf`XUg`8Yi`hgW`Y
`bgh]hi`h`ZØf`A`YbgW`YbfYW`hYž`DF`C`5GM`@`i`bX`XYf`G`W`g]gW`Y
: `ØW`h]b[gfUž`U`g`i`bj`YfY]bVUf`a`]h`XYf`9i`fcd`Ä]gW`Yb
A YbgW YbfYW hg`cbj`Ybh]cb`i`bX`XYa`XYi`hgW`Yb`; fi`bX[YgYhn
VYnY]W`bYh`6Ygc`f[b]gYffY[YbX`]gh`X]Y`U`_hi`Y`Y`G]W`Yf`Y]hg`U[Y`]b
5Z[\Ub]ghUbž`X]Y`Xi`fW`Ui`»`Yf[Yf]W`h]W`Y`<]bf]W`hi`b[Yb`i`bX
: c`hYf`[Ydf`Ä[h]gh`ž`]U`8i`W`fck`j`cb`5a`bYghm`b`hYfbUh]cbU`
Äi`»`YfhY`XYi`h]W`Y`6YXYb`_Yb`i`bX`k`UfbhY`5VgW`]YVi b[Yb`]b
@`bX`Yf`a`]h`i`c`hYf[YZU`\`f`g]bX`dfcV`Ya`Uh]gW`i`bX`VYhc`bhY`X]Y
; YZU`\`ž`XUgg`X]Y`6i`bXYgfY[]Yfi b[`g]W`ni`f`?ca`d`n]b`XYf
HU`]VUb`a`UW`Yb`_ØbbhY`

8]Y`fYW`h]W`Yb`F`U`a`YbVYX]b[i`b[Yb`g]bX`YVYb`gc`_ca`d`Yi`"8`Ug
5i`ZYbh`U`hg[YgYhn`Yf`Ui`Vh`_Y]bY`5VgW`]YVi b[Ybž`k`Ybb`XYb
5V[YgW`cVYbYb`]a`<Y]a`Uh`UbX`i`c`hYf`cXYf`i`ba`YbgW`]W`Y
6Y`U`bX`i`b[`Xfc`h`8Yf`b`bYba`]b]ghYf`\`Uh`VYfY]hg`Ui`ZX]Y
B`ch`k`YbX][`_Y]h`\]b[Yk`]YgYbž`X]Y`fYW`h]W`Yb`6YX]b[i`b[Yb`ZØf
5VgW`]YVi b[Yb`j`Yfi`fhY]`hYf`GhfUZh`hYf`bUW`5Z[\Ub]ghUb`i`bX
Gmf]Yb`ni`ØVYfdfØZYbž`]bgVYgc`bXYfY`bUW`Y]bYa`A`YggYfUb[f]Z`]b
A`Ubb`\Y]a`ž`VY]`XYa`Y]b`Dc`n]gh[YhØhY`h`k`i`fXY`"Dc`]h]gW`Y
8]g`_i`gg]cbYb`XUfØVYfž`k`]Y`5VgW`]YVi b[Yb`fYW`h]W`i`bX
dfU`_h]gW`i`a`[YgYmh`k`YfXYb`_ØbbYbž`bY`a`Yb`Ub`i`U`fh`Ui`Z`6Y]
XYf`UbghY`YbXYb`b`bYba`]b]ghYf`_cbZYfYbn`k`]fX`Yfk`UfhYž`XUgg
9f[YVb]ggY`ni`f`DfØZ]`b[`X]YgYf`i`fU[Yb`dfÄgYbh]Yfh`k`YfXYb`

Dc`h]_`i`bX`[YgY`gW`UZh]W`Y`F`Y`U`_h]cbYb

8]Y`dc`h]gW`Y`@`UbXgW`UZh`k`]fX`Xi`fW`X]Y`Ui`ZYbXYb`8YVUhhYb
ØVYf`XUg`H\Ya`U`5VgW`]YVi b[Yb`k`Y]hYf`dc`Uf]g]Yfh`8]Y

6i bXYgfY[]Yfi b['ghY\h]b'XYf'?f]h]_ž'X]Y'A U» bU\ a Yb'U`g
 GWXUi dc`h]_ 'ja ' <]bV`]W_`Ui ZVYj cfghY\YbXY`K U\`Yb'ni 'bi hnYb"
 8UbYVYb`k i fXYb'Ui W\`VYXYi hYbXY'?Øfni b[Yb'XYf
 Gcn]U`Y]ghi b[Yb'ZØf'5gm`gi W\YbXY`ja '8i V`]bj YfZU\ fYb
 Ub[Y_ØbX][hž'X]Y'j cb'9l dYfhYb'U`g'j YfZUggi b[gk]Xf]['Y]b[Yghi Zh
 k i fXYb"Gc'\Uh'VYfY]hg'XUg'**6i bXYgj YfZUggi b[g[Yf]W\ h**
 Å\b`]W\ '[Y'U[YfhY'?Øfni b[Yb'U`g'dfcV`Ya Uh]gW\`Y]b[Yghi Zh"

9g`]gh_`Ufž'XUgg'X]Y`bÅW\ghYb'HU[Y`i bX`K cW\Yb`YbhgW\Y]XYbX
 XUZØf'gY]b`k YfXYbž'k]Y`X]YgY`5VgW\]YVi b[Yb`]b'XYf'DfU[]g
 i a [YgYmh'h'k YfXYb`i bX`k Y`W\Y`F YU_h]cbYb`gck c\`j cb'XYf
 dc`h]gW\Yb'U`g'Ui W\`j cb'XYf'[YgY`gW\UZh]W\Yb`GY]hY`Zc`[Yb"'8]Y
 l bg]W\Yf\Y]h'ØVYf`X]Y`5bnU\`XYf'5V[YgW\cVYbYb`i bX'XYfYb
 fYW\h]W\Yf'GhUhi g`V`Y]Vh`Y]bYf'XYf`<Ui dhghfY]hdi b_hY`]b`X]YgYf
 8YVUhY"

8YhU]`g	
C fh	@Y]dn][ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "Ua bYghm"XY • k k k "hU[YggW\Ui "XY

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