

J c ``gdYffi b ['XYf'6 '* ']b '7cggYVUi XY. 'Gc
k]fX 'XYf'J Yf_Y\ f' i a [Y`Y]hYh°

6Ui UfVY]hYb`Ub`XYf'6 '* ']b '7cggYVUi XY`VY []bbYb`Ua` '%+ "' & \$ &) "' J c ``gdYffi b ['V]g`9bXY`8YnYa` VYf" 'l a` Y]hi b [Yb`ZØf`
J Yf_Y\ fghY]`bY\ a` Yf"



7cggYVUi XYž`8Yi hgW\`UbX`!`ϕ`7cggYVUi XY`ghY\Yb`X]Y
5i hcZU\ fYf'j cf`Y]bYf' [fc» Yb`< YfUi gZcfXYfi b [. '5V`XYa` '%+ "' & \$ &)]
k]fX`XYf'9]ba` ØbXi b [gVYfY]W\`XYf': f]YXf]W\!5i [i gh! GhfU» Y`ni f'6
* 'j c`` [YgdYffh"8]Yg`YfZcfXYfh`Y]bY`XYi h]W\Y`l a` ghY`i b [`ZØf`XYb
J Yf_Y\ fž`XYbb`X]Y`Ni ZU\ fh`ni f'6 '*`k]fX`k`À\ fYbX`XYf'6Ui UfVY]hYb
V]g`a`]bXYghYbg`9bXY`8YnYa` VYf`b]W\`h`a` Ø [`]W\`gY]b"8]Yg
VYf]W\`hYh`X]Yg`UW`gYb`"XY"8]Y`A`U» bU\ a` Y`YfZc` [h]a` '5i` ZhfU [`XYg
@UbXYgUa` hYg`ZØf`GhfU» YbVUi` i bX`J Yf_Y\ f' i bX`]gh`HY]`XYg
i a` ZUb [fY]W\`Yb`Dfc`Y`_hg`ni f`BYi`VUi`hfUggY`i bX`ni a` '5i`gVUi`XYf`
6`*`"

8Yf'; fi bX. 'l a` X]Y`J YfV]bXi b [`nk]gW\Yb`8fYgXYb`i bX`A`Y]» Yb`ni
cdh]a`]YfYb`i bX`X]Y`C`fhghY]`Y`j`cb`8i`fW\ [Ub [gj`Yf_Y\ f`ni

YbhUghYbžk YfXYb`Ub`XYf`6`*`i`a`ZUb[fY]WXY`5fVY]hYb
j`cf[Ybca`a`Yb``8Yf`5VgW`b]hhYfghfYW`h]g]W`nk`]gW`Yb`XYf`
`F`c`\fVfØW`Y`Ua`Di`a`dgdY]W`Yfk`Yf`_`i`bX`XYf`6fØW`Y`ØVYf`X]Y
;`Y]gUb`U[Y`XYf`8Yi`hgW`Yb`6U`b``a`FU`a`Yb`X]YgYf`
A`U`bU`a`Yb`k`]fX`X]Y`6`*`Ui`Z`)&`A`YhYfb`@Ab[Y`[fi`bX`Y[YbX
Ui`g[YVUi`hi`bX`Y]b`ghfU`YbVY[`Y]hYbXYf`;`Y`!`i`bX`F`UXk`Y[`a`]h
Y]bYf`6fY]hY`j`cb``ž`\$`A`YhYfb`Ub[Y`Y[h``Ugi`j`"gUW`gYb`"XY`\YVh
\Yfj`cfž`XUgg`X]Y`[YgUa`hYb`5fVY]hYb`V]g`8YnYa`VYf`&\$`&`*
UV[YgW`cgYb`gY]b`gc``Yb`"

6Ui UfVY]hYb`i`bX`l`a``Y]hi`b`[

8]Y`J`Yf`_`Y`fghY]`bY`a`Yf`XØfZYb`g]W`Ui`Z]Y]b][Y`Y`bXYfi`b[Yb
Y]bghY`Yb.`K`Å`fYbX`XYf`6Ui`nY]h`k`]fX`XYf`J`Yf`_`Y`f`b`F`]W`hi`b`[
A`Y]»`Yb`\U`VgY]h][`a`]h`5a`dY`gW`U`hi`b[`Ub`XYf`6Ui`ghY`Y`
j`cfVY][YZØ`f`h``i`»`[Åb[Yf`i`bX`F`UXZU`fYf`k`YfXYb`ØVYf`X]Y
:`f]YXf]W`!5i`[i`gh!GhfU`Y`i`bX`K`Y]ghfcddYf`GhfU`Y`i`a`[Y`Y]hYh``9g
k`]fX`Xf]b[YbX`Ya`dZc`\Ybž`X]Y`Ui`g[YgW`X]XYfhY`i`i`»`[Åb[YfZØ`fi`b`[
ni`VYUW`hYb``Ni`XYa`g]bX`]bX]j`]Xi`Y`Y`Dfcj`]gcf]Yb`ZØf`X]Y`X]fY`_`hYf`
VYhfcZYbYb`5bk`c`bYf`Ua`5a`gY`[fi`bXVUW`]b`D`Ubi`b`["

8]Y`6Ui`UfVY]hYb`i`a`ZUggYb`Ui`W`X]Y`J`YfVYggYfi`b[`XYf`
GhfU`YbYb`hk`ÀggYfi`b[`a`]h`bYi`Yb`GhfU`YbUV`Ài`ZYb`i`bX`Y]bYa
F`Y[Ybk`UggYf`_`UbU`ž`XYb`6Ui`j`cb`nk`Y]`bYi`Yb`GhØhk`ÅbXYb`gck`]Y
X]Y`9fbYi`Yfi`b[`XYf`ØZYb`h]W`Yb`6Y`Yi`W`hi`b[`]b`HY]`UVgW`b]hYb`
HY]`k`Y]gY`k`]fX`Ui`W`Y]bY`nk`Y]gdi`f][Y`J`Yf`_`Y`f`gZØ`fi`b[`a`]h
fYXi`n]YfhYf`;`YgW`k`]bX][_Y]h`a`Ø[`]W`gY]bž`i`a`X]Y`6YgW`k`YfXYb
XYf`5b`]Y[Yf`ØVYf`@Afa`i`bX`J`Yf`_`Y`f`gVY`Ughi`b[`ni``]bXYfb``Gc
VYf]W`hYb`X]Y`J`YfUb`hk`cfh]W`Yb`j`cb`XY[Yg`XYž`XUgg`Y]bY
F`YXi`_h]cb`XYg`J`Yf`_`Y`f`gUi`Z`ca`a`Ybg`Ui`Z`XYf`U`hYb`6`*`i`a`V]g`ni
%(`")`\$\$`:`U`fnYi`[Y`d`fc`HU[`Yfk`UfhY`h`k`]fX`"

5i`gk`]f`_`i`b[Yb`Ui`Z`X]Y`l`a`[YV`i`b`[

8]Y`A`U`bU`a`Yb`n]Y`Yb`XUfUi`Z`UVž`X]Y`J`Yf`_`Y`f`gei`U`]h`h`
]bgVYgcbXYfY`ni`Gd]hYbnY]hYb`ni`j`YfVYggYfb``5`_`hi`Y``ZU`fYb`V]g
ni`&`")`\$\$`:`U`fnYi`[Y`h`À[`]W`ØVYf`X]Y`6`*`ž`k`Ug`ni`Y`f`\`Ø`h`Ya
@Afa`i`bX`Y]bYf`j`Yfa`]bXYfhYb`@YVYbgei`U`]h`h`ZØf`X]Y`5bk`c`bYf`

ZØ\fh"A]h'XYb '[Yd`UbhYb`ÿbXYfi b[Yb`k]fX`b]W\h'bi f`XYf`J Yf_Y\ f
g]W\YfYfž'gcbXYfb`Ui W\`X]Y`l a k Y`hVYX]b[i b[Yb`ZØf`X]Y
5bk c\`bYf`XYi h]W\`cdh]a]Yfh"6Ui `]W\Y`@Àfa gW\i hna U» bU\`a Yb
Ybh`Ub[`XYf`bYi Yb`GhfYW_Y`gc``Yb`XUni `VY]hfU[Ybž`X]Y
[YgYhn`]W\Yb`; fYbnk YfhY`ZØf`@Àfa `i bX`@ ZhgW\UXghc ZY
Y]bni `U`hYb"

8 Ug`Dfc`Y`_h`ni f`J Yf`Y[i b[`i bX`ni a `5i gVUi `XYf`6`*`]gh`U`gc`Y]b
VYXYi hYbXYf`G\W`f]h]b`X]Y`f]W\h][Y`F]W\hi b[``8]Y
J YfUbhk`cfh]W\Yb`V]hYb`X]Y`J Yf`Y\`fghY]`bY\`a Yf`i a `J Yfgh`ÀbXb]g
ZØf`X]Y`UbghY\`YbXYb`9]bgW\`f`Àb`_i b[Yb`i bX`Y[Yb`]\`bYb`Ubg`< Yfnž
i a g]W\h][Y`ZU\`fYf]gW\Y`9b`hgW\Y]Xi b[Yb`ni `hfY ZYb" `A]h`Y]bYa
[i hYb`< `ÀbXW\Yb`i bX`Y]bYa `k Yb][`; YXi `X`XØfZhY`XUg
6Ui j`cf\`UVYb``Ub[Zf]gh][`ZØf`U``Y`6YhY][hYb`Y]b`dcg]h]j Yg
9f[YVb]g`Vf]b[Yb"

8 YhU]`g	
C fh	7cggYVUi XYž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "X]YgUW\ gYb"XY • k k k ``Ugi j "gUW\ gYb"XY • k k k "XY[Yg"XY

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