

› [YbX`]WXY`Ui g`@Y]gb][`[fØbXYb` &HU_h
7fYk `ZØf`A cdYX!HfYZZYb`°

› [YbX`]WXY`Ui g`@Y]gb][`[fØbXYb`X]Y` &HU_h7fYk ži a
A cdYXUi gZU\fhYb`ni `cf[Ub]g]YfYb`i bX`X]Y`@Y]XYbgWUZh`ZØf
G]a gcb`ni `hY]`Yb"



@Y]gb][ž`8Yi hgW`UbX`!`8]Y`6Y[Y]ghYfi b[`ZØf`A cdYXg`\Uh]b
@Y]gb][`bYi Y`<cW`g`YffY]W`h`i` bX`XUg`b]W`h`c`\bY` ; fi bX`8]Y
&HU_h7fYk `@Y]gb][ž`Y]bY` ; fi ddY`† [YbX`]WXYf`G]a gcb!
9bh`i`g]UghYbž`\Uh`Yg`g]W`ni`f`5i`Z[UVY`[Ya UW`hž`X]Y`HfUX]h]cb`XYf
A cdYX!5i`gZU\fhYb`]b`XYf`FY[]cb`k`]YXYfni`VY`YVYb`"Gc`VYf]W`hYb
X]Y`?c`Y[Yb`j`cb`GÄW`g]gW`Y`"XYž`XUgg`X]Y`Zf]gW`Y`Hfi`ddY
a`U» [YV`]W`j`cb`@Yb`]f%)`Ł`i`bX`J]bW`b`h`f%)`Ł`Ub[YZØ\fh`k`]fX`"8]Y
VY]XYb`\UVYb`]\fY`A cdYXg`Y][Yb`\AbX][`Ui`Z[YVUi`h`i`bX`gYbXYb
XUa`]h`Y]b`ghUf`_Yg`NY]WXYb`Ub`]\fY`5`hYfg[YbcggYb.`GW`Ui`h`\Yfž
XUg`]gh`b]W`h`bi`f`B`cghU`[]Yž`gcbXYfb`Ui`W`Y]bY`YW`hY
@Y]XYbgWUZh`°

; YbUi`X]YgY`@Y]XYbgWUZh`\Uh`XUni`[YZØ\fhž`XUgg`X]Y` &HU_h

7fYk `V]g\Yf`nk Y][i h`VYgi W`hY`5i gZU\fhYb`cf[Ub]g]Yfh`Uh"8]Y
YfghY`Hci f`[]b[`bUW` ; f]a a U`žk c`hfcm`FY[Yb`fi bX`" \$`V]g`(\$
A cdYXZU\fyf`a]h]j cb`XYf`DUfh]Y`k UfYb"6Y]`XYf`nk Y]hYb`5i gZU\fh
bUW`A Ø[Y`b`YfZfYi hYb`g]W`ØVYf`) \$`HY]`bY\`a Yf`Ub`XYf`Zf]gW`Yb
@`Zhi bX`XYa `[Ya Y]bgUa Yb`<cVVm"8]Y` ; fi ddYž`VYghY\YbX`Ui g
%) `V]g`&\$`↑ b[Yb`A YbgW`Yb`nk]gW`Yb`%*`i bX`&) `↵\fYbž]gh`b]W`h
bi f`ZØf`X]Y`Cf[Ub]gUh]cb`XYf`5i gZØ[Y`j YfUbhk`cfh]W`ž`gcbXYfb
ZØfXYfh`Ui W`X`Yb`5i ghUi gW`i bhYf`XYb`A cdYXZfYi bXYb"

B`ÅW`ghYf`HYfa]b`a UW`h`@i gh`Ui Z`a Y`f

9]bYb`VYgcbXYfYb`HYfa]b`gc`hYb`g]W`A cdYX`]YV\UVYf`YXcW`fch
]a `?U`YbXYf`UbghfY]W`Yb. `8Yf`b`ÅW`ghY`GdchXUm]gh`ZØf`XYb`" "
5i [i gh[Yd`Ubh"=a ` ; Yk YfVY[YV]Yh`A UfgW`k]hn`k]fX`XUZØf`Y]bY
UV[YgdYffhY`GhfYW`_Y`Y]b[Yf]W`hYhž`i a `5i ghUi gW`i bX` ; Ygdf`ÅW`Y
i bhYf`XYb`HY]`bY\`a Yfb`ni `Yfa Ø[`]W`Yb"8]Y`j YfUbghU`hYf`\UVYb
VYfY]hg[]fc» Yg`↵bhYfYggY`Ub`k Y]hYfYb`5i gZU\fhYb`VY`_i bXYhi bX
\cZYb`Ui Z`ghYh][`k UW`gYbXY`HY]`bY\`a YfnU\`Yb" ` ↘`a Y`f
A cdYXZU\fyfž`XYghc`VYggYf` ž`gU[h`j]bW`bhi bX`ZØ[h`Ubž`XUgg`g]Y
Ui W`?ccdYfUh]cbYb`a]hi:]fa Ybž`X]Y`A cdYXhY]`Y`j YfhfY]VYbž
d`UbYb"

8]Y` : Ugn]bUh]cb`ZØf`X]Y`G]a gcb!A cdYXg`]gh]b`8Yi hgW``UbX
i b[YVfcW`Yb"@"Ui h`**B 8 F** `]gh`G]a gcb`XYf`[fØ» hY`Nk Y]fUX!
<YfghY`Yf`XYf`88F`[Yk YgYb`i bX`\Uh`gY]h%,) *`Y]bY`VYk Y[hY
; YgW`]W`hY`ni fØW`_[Y`Y[h"8]Y`VY`]YVhYghY`?fYUh]cbž`X]Y
G`W`k U`VY ž`\Uh`?i`hghUhi`g`i bX`n]Y\`h`gY`Vgh]a `K YghYb
VY[Y]ghYfhY` : Ub`g`Ub" A]h]\fYf`a Uf`_UbhYb`6Ui k Y]gY`i bX`XYa
i bj Yfk YW`gY`VUfYb`Gci bX`\Uh`X]YgYg`A cdYX` ; YbYfUh]cbYb
ØVYfXUi Yfhi bX`k]fX`Ui W`\Yi hY`bcW`\`Åi Z][`j Yf`_Ui Zh"

9]b`k Y]hYfYg`6Y]gd]Y`ZØf`X]Y`[]fc» Y`6Y`]YVh\Y]h`X]YgYf
bcghU`[]gW`Yb`Nk Y]f`ÅXYf`]gh`XUg`G]a gcb!HfY`ZYbž`XUg`Ua `%"\$" `↵ b]
&\$%+`]b`F`Y]h\`ghUhž`U`bX" <]Yf`ZY]YfhY`XYf`A cdYXWi V`G]a gcb
F`Y]h\!6fYXYbVYW`_`gY]b`&) !`Å\`f][Yg`6YghY\Yb`a]h`nU\`fY]W`Yb
G]a gcb!A cXY`Ybž`XUfi bhYf`X]Y` G`W`k U`VY ž`GdYfVYf`i bX
GhUf `5`h`i bX`↵ b[`ZUbXYb`g]W`\]Yf`ni gUa a Ybž`i a `VY]
5i gZU\fhYb`Xi fW`X]Y`GUa h[Ya Y]bXY`<UfgYZY`X`i bX`Y]bYa

Vi bhYb`i bhYf\U`hi b[gdfc[fUa a ž]b_`i gj] Y`6i hhYf_i W\Yb`Ui g
 XYa `8cfZVUW_cZYbžXYb`HU[`ni `[Yb]Y»Yb"5i W`X]YgYf`9j Ybh`k Uf
 Ui Z[fi bX`gY]bYg`ZfY]Yb`9]bhf]hgg`i bX`XYf`fY[Yb`HY]`bU\`a Y`Y]b
 j c`Yf`9fZc`[`Y]b`_UfYg`NY]W\Yb`XUZØfž`XUgg`X]Y`A Uf_Y`G]a gcb
 `YVYbX][`]ghi bX`k Y]hYf\]b` ; YbYfUh]cbYb`j YfV]bXYhž`k]Y`
 ? fY]gnY]hi b["XY`VYf]W\hYh"

Ni gUa a YbZUggYbX`Äggh`g]W\`gU[Ybž`XUgg`X]Y` &HU_h`7fYk
 @Y]gb][`b]W\h`bi f`Y]bY`bYi Y` : UW`hhY`ni f`A cdYX_i`hi f`]b`XYf
 FY[]cb`\]bni ZØ[hž`gcbXYfb`Ui W`Y]b`6Y]gd]Y`ZØf`X]Y`Ub\U`hYbXY
 6Y[Y]ghYfi b[`ZØf`X]Y`G]a gcb!A cdYXg`]gh` `Y]bY`6Y[Y]ghYfi b[ž`X]Y
 Xi fW` ; YbYfUh]cbYb`k Y]hYf[Y[YVYb`k]fX"

8YhU]`g	
C fh	@Y]gb][ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW\ g]gW\ Y"XY • k k k "_fY]gnY]hi b[! k c W\ YbV`Uhh"XY • k k k "bXf"XY

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