

< Uffm'K]`X`_Y\fh'ni fØW_.`>UbY`GYma ci f
Yfa]hhY`h]b`bYi Yf`GhUZZY`°

‡UbY`GYma ci f`_Y\fh]b`XYf`N8: !GYf]Y` < Uffm'K]`X` 'ni fØW`"
8]Y`ZØbZhY`GhUZZY`ghUfhYh`VU`X`a]h'gdUbbYbXYb
?f]a]bU`ZÄ`Yb`]b`8i V`]b"

8i V`]bž`≠`UbX`!`8]Y`?f]a]gYf]Y` < Uffm'K]`X` 'a]h`‡UbY`GYma ci f
\Uh`Y]bY`ZØbZhY`GhUZZY`VYghY`h`VY`_ca`a`Ybž`k]Y`hn`XY`VYf]W`hYh`
8]Y`GYf]Yž`X]Y`gck`c`'`]a`'N8: `U`g`Ui`W`]b`XYf`N8: a`YX]Uh`Y`_
Ui`g[`YghfU`h`k`]fXž`YfZfYi`h`g]W`[`fc»`Yf`6Y`]YVh`Y]h`'6]g\`Yf`g]bX
XfY]`GhUZZY`b`Ui`g[`YghfU`h`k`cfXYbž`k`cVY]`X]Y`Xf]hhY`GhUZZY`]\`fY
DfYa`]YfY`]a`'5i`[`i`gh`&\$&(`ZY]YfhY`"‡UbY`GYma ci fž`X]Y`b]W`h`bi`f
X]Y`<`Ui`dhfc`Y`gd]Y`hž`gcbXYfb`Ui`W`U`g`Ui`gZØ\`fYbXY`DfcXi`nYb]b
U[]Yfhž`k]fX`]b`XYf`bYi`Yb`GhUZZY`X]Y`9fa`]hh`Yf]b`<`Uffm'K]`X`
j`Yf`_ØfdYfbž`X]Y`g]W`'a`]h`a`mghYf]ØgYb`A`cfXZÄ`Yb`i`bX
a`]hhY`U`hYf`]W`Yb`8Ua`YbY]bVfYW`Yf]bbYb`VYgW`Ä`Zh][`h`

‡b` < Uffm'K]`X` 'gY\Yb`k]f`<`Uff]Yh` < Uffm`'K]`Xž`Y]bY`h`ci`[`\`Y
@]hYfUhi`fdfcZYggcf]b`]b`8i V`]bž`X]Y`_i`fn`j`cf`]\`fYa`'Fi`\`YghUbX
ghY`h`'9[]YbYb`5b[UVYb`ni`Zc`[`Y`d`Ub`h`g]Yž`]\`fY`:`fY]nY]h`ni`bi`hnYbž
i`a`]\`fYb`YfghYb`F`ca`Ub`ni`g`W`fY]VYb`"8cW`k]Y`nXZ`XY`Yf`Äi`hYfhž
k]fX`g]Y`CdZYf`Y]bYg` ,`VYfZU`gž`U`g`]\`f`Ui`Zc`ZYbYf`GhfU»`Y`X]Y
;`Y`XVØfgY`[`YfUi`Vh`k]fX`"8]YgYf`J`cfZU`ZØ\`fh`XUni`ž`XUgg`g]Y
j`cfØVYf[`Y\`YbX`VY]`]\`fYa`'Gc`b`7\`Uf`]Yž`Y]bYa
?f]a]bU`dc`n]ghYbž`Y]bn]Y`h`

9fa]hh`i`b[]Yb`]b`Y][]YbYf`GUW`Y

8]Y`A`Y`Xi`b[]Yb`ni`f`GYf]Y`nY][]Ybž`XUgg`<`Uffm'K]`X`j`cb`X]YgYa
J`cfZU`b]W`h`UV[]YgW`fYW`h]gh`"‡`XYf`bYi`Yb`GhUZZY`hf]Zh`g]Y`Ui`Z
XYb`†`b[]Yb`:`Yf[]i`gž`XYf`]\`f`DcfhYa`cbbU]Y`[]YfUi`Vh`\`Uhž`i`bX

Yf_Ybbhž'XUgg'Yf'g]W`'jYVYj c`'i a`'gY]bY`_Y]bY`GWk YghYf
_Øa a Yfh"8]Yg'Yfa i h][h'g]Yž: Yf[i g'Y]bY`nk Y]hY`7\UbW`ni
[YVYb"6Y]'XYf'5bU`mgY`XYf'5_hY`Y]bYg'A cfXZU`gž'X]Y`]\f'Gc\b
7\Uf`Y'a]h'bUW`<Ui gY`[YVfUW`h`\Uhž'YbhXYW_h'g]Y`DUfU`Y`Yb`ni
Y]bYa`'6i W`XYg'5i hcfg'9Xa`cbX`DcfhYf'i bX`j Yfa i hYh'Y]bYb
Ni gUa a Yb\Ub[`nk]gW`Yb`Y]bYa`'A cfXcdZYf'i bX`Y]bYa`'U_hi Y`Yb
9bhZØ\fi b[gZU`"

C Vk c`\`']\f'Gc\b`7\Uf`Y`']\fYf`H\Ycf]Y`g_Ydh]gW`'[Y[YbØVYfghY\hž
VYgW`]Y» h`< Uffmž'gY`Vgh'ni`'Yfa]hY`b`i bX`g]W`'Y]bYb
9`Y_hfcgW`cW_Yf`j cb`']\fYa`': fYi bX`';`Ybb`ni`'VYgcf[Yb"8]Y
8YhY_hj UfVY]h`ZØ\fh'g]Y`h]YZ]b`X]Y`5V[fØbXY`XYf`? f]a]bU`]hÅhž
k cVY]']\f'gW`U[ZYfh][Yf`J YfghUbX`i bX`']\fY`'b hY`'] [Ybn`cZh`Ui`Z`X]Y
DfcVY`[YghY`h`k YfXYb" < Uffm`K]`X`k]f_h`b]W`h`bi f`U`g`Yfa]hY`bXY
DfcZYggcf]bž'gcbXYfb`nY][h`Ui W`X]Y`A YbgW`]W`_Y]hž'X]Y`]\b hYf
]\fYa`'7\UfU_hYf`ghYW_h"

9]b`6`]W_]b`X]Y`Ni`_i`bZh

8]Y`bYi Y`GhUZZY`'j cb`' < Uffm`K]`X`'k]fX`U`Y`UW`h`i: c`[Yb`UV
C ghYfgcbbhU[ž'XYa`'%"`5df]ž]b`XYf`N8: a YX]Uh\Y_]j YfZØ[VUF
gY]b"8]Y`YfghY`']bYUfY`5i gghfU\`i b[]a`'N8: `ghUfhYh`Ua`'&("5df]ž
]a a Yf`gcbbhU[g`i a`'&&.%)`l`f`a]h`8cddY`Zc`[Ybž`k]Y`
**ZYfbgY\gYf]Yb"XY`VYf]W`hYh"8]Y`YfZc`[fY]W`Y`Ni gUa a YbUfVY]h
a]h`XYa`'GhfYUa]b[UbV]YhYf`5W`fb`HJ`nY][h`XYb`]b hYfbUh]cbU`Yb
9fZc`[`XYf`GYf]Yž'X]Y`U`g`A]gW`i b[`Ui g`? f]a]`i bX`7\UfU_hYfghi`X]Y
fY[Y`a`Å»][`X]Y`Ni gW`Ui Yf`ZYggY`h`'**

< Uffm`K]`X`'V`Y]Vh`Y]bY`YfZf]gW`YbXY`9fnÅ\`i b[`ØVYf`Y]bYb
ghUf_Yb`k Y]V`]W`Yb`7\UfU_hYfž'XYf`]b`Y]bYf`j cb`'A`ÅbbYfb
Xca]b]YfhYb`K`Y`h`XYf`? f]a]bU`]hÅh`XYb`'A`i`h`Z]bXYhž`]\f`GW`]W`_gU`
gY`Vgh]b`X]Y`< UbX`ni`'bY`a`Yb" `A]h`XYf`F`ØW`_Y`\f`]b`X]Y`ZØbZhY
GhUZZY`gW`Y]b`h`X]Y`'; YgW`]W`hY`i a`' < Uff]Yh`K]`X`'bcW`'Ub[Y`b]W`h
ni`9bXY`ni`gY]b"

J c f Z U ``	F U i V
C f h	8 i V `] b ž ` ɸ U b X
E i Y `` Y b	<ul style="list-style-type: none"> • k k k "h n" X Y • k k k "n X Z" X Y • k k k "Z Y f b g Y \ g Y f] Y b" X Y

6 Y g i W X Y b ` G] Y ` i b g ` U i Z . ` b ! U [" b Y h