

K U`XVfUbX`]b`H\U`Y.`&\$\$`: Yi Yfk Y\`f`Yi hY
_Äa dZYb`[Y[Yb`X]Y`:`Ua a Yb`°

K U`XVfUbX`]b`H\U`Y.`&\$\$`: Yi Yfk Y\`f`Yi hY`]a`'9]bgUhnž`6fUbX
YfZc`[fY]W\`[Y`ÖgW\h`'I fgUW\Yb`i bX`:`c`[Yb`XYg`:`Yi Yfg`]a
< Ufn"



H\U`Yž`8Yi hgW\`UbX`!`5a`'8]YbghU[UVYbXž`XYb`%"`ž`]'&\$&)`ž
VfUW\`]b`H\U`Y`]a`' < Ufn`Y]b`'\YZh[Yf`K U`XVfUbX`Ui gž`XYf`g]W\
gW\`bY`'ØVYf`Y]bY`:`ÄW\Y`j`cb`fi`bX`("\$\$\$`E`i`UXfUha`YhYfb
Ui`gVfY]hYhY`"8]Y`:`Yi`Yfk`Y\`f`_`cbbhY`XUg`:`Yi`Yf`YXcW\`VYfY]hg`Ua
8]YbghU[UVYbX`i`a`'&\$.`.)`'i`'\`f`i`bhYf`?`cbhfc`Y`Vf]b[Ybž`bUW\XYa
ZUgh`&\$\$`:`Yi`Yfk`Y\`f`Yi`hY`Ui`g`XYa`'@UbX`_fY]g`< Ufn`]a`'9]bgUhn
k`UfYb`"8]YgY`'5[[fY[Uh]cb`Ub`?`fÄZhYb`nY][hž`k`]Y`k`]W\h[[`XYfUfh][Y
9]bgÄhmY`g]bXž`]bgVYgcbXYfY`VY]`XYf`U`_hi`Y`Yb`K`YhhYf`U[Y`a`]h
HYa`dYfUhi`fYb`ØVYf`" ` \$`:`fUX`'7Y`g]i`gž`X]Y`X]Y`@ÖgW\UfVY]hYb
k`Y]hYf`YfgW\`k`YfhY`"8]Y`'5i`gVfY]hi`b[`XYg`:`Yi`Yfg`k`i`fXY`fYW\`hmY]h[
[Yghcdd`hž`i`bX`_`Y]bYfY`:`i`hbYghYf`a`i`gghYb`]b`XYb`Zc`[YbXYb
HU[Yb`[Y`ÖgW\`h`k`YfXYbž`k`]Y`A`8`F`VYf]W\`hYh"

8]Y`I a gh`AbXY`XYg`6fUbXYg`g]bX`VYgcbXYfg`Y]_Y` : 8 Ug` : Yi Yf
VfUWk`Ub`Y]bYa`GhY`Ub[`a`]hj`]Y`Hch`c`n`Ui`gžk`Ug`X]Y` : `Ua` a`Yb
I`bhYfgh`Øhni`b[`Vchž`g]Wk`gWk`bY`Ui`gni`VfY]hYb`"9]b`@ØgWk`Zi` [nYi` [ž
`]YVYj`c` <YI`Y`%` [Yb`Ubbhž`k`i`fXY`ni`f`6fUbXVY`_Aa`dZ`b[
`]bni` [Ync`[Yb`i`bX`_c`bbhY`U`Y`&\$`A`]bi`hYb`V]g`ni``&\$\$\$`@]hYf
K`UggYf`UVk`YfZYbž`k`]Y`a`n`"XY`Uba`Yf`_h`"5a` `A`]hk`cWk`a`cf`[Yb
k`UfYb`k`Y]hYfY`B`UWk`ØgWk`UfVY]hYb`Xi`fWk`_c`U`Y`K`Y`fYb`]a
;`Ub[Y`"5i`Wk`gdYn]Y`Y`K`Yf`_nYi` [Y`_Ua`Yb`ni`a` `9]bgUhnž`i`a
g]Wk`Yfni`ghY`Ybž`XUgg`_Y]bY` ;` `i`hbYghYf`ØVf][V`]YVYb`"8 Ug
[YgUa`hY`9]bgUhnH`Ua`ž`XUg`j`cb`Y]bYa` `@[]gh]_X]Ybgh`a`]h`9]g`i`bX
J`YfdZY`[i`b[`j`Yfgcf`[h`k`i`fXYž`_c`bbhY`[Y`[Yb`&` .%)` `I` \f`X]Y
B`UWk`ØgWk`UfVY]hYb`UVgWk`]Y»`Yb`"

9]b`6`]W`_`Ui`Z`X]Y` :`c`[`Yb`

8]Y`5i`gk`]f`_i`b[`Yb`gc`Wk`Yf`K`U`XVf`AbXY`g]bX`b]Wk`h`bi`f`_c`U`
gd`ØVUf`"B`Yi`YghY`Ghi`X]Yb`nY][`Ybž`XUgg`g]Y`XUg`_c`U`Y`?`]a`U`ZØf
`J` \fn`Y`bhY`VY]bZi`ggYb`_ØbbYb`"8Yf`?`]a`Uk`UbXY`ZØ`fh
j`Yfa`Y`fh`ni` `]bhYbg]j`YfYb`K`U`XVf`AbXYbž`i`bX`X]Y`XUa`]h
j`YfVi`bXYbY`K`_Afa`Y`ghY][`Yfh`g]Wk`]b`XYb`J` \fYb`bUWk`Y]bYa
6fUbX`Yf`YV`]Wk` :`c`fgWk`Yf`XYg`Dch`gXUa`!`gh]hi`hg`ZØf
?`]a`Uz`c`[`YbZc`fgWk`i`b[` \UVYb` \YfUi`g[`YZ`bXYbž`XUgg`X]Y
HYa`dYfUhi`f`]b`Y]bYa`VYhfc`ZY`bYb` ;`YV]Yh`]a`YfghYb`J` \fn`Y`bh
bUWk`Y]bYa`6fUbX`i`a`V]g`ni` `(ž+` ;`fUX`7Y`g]i`g`UbghY][`Yb`_Ubb`"
8 Ug`nY][`h`g]Wk`]b`FY`[]cbYbž`X]Y]b`XYb`Y`h`hYb`J` \fn`Y`bhYb`i`bhYf
6fUbX`_UhUghfc`d`U`Yb`5i`Zgh`AbXYb` `]hYb` `Ui`Wk`]b`XYf`Dfc`j`]bn
6fUbXYbVi`f`[`UV`Yg`Ua` `[`Y]Wk`Yb`HU`[`a`Y`fYfY`K`U`XVf`AbXYž`k`]Y`
 :`c`fgWk`i`b[`i`bX`K`]ggYb`VYf]Wk`hYh`"

8]Y`6fUbXVY`_Aa`dZ`b[`i`bX`X]Y`XUfUi`g`fYgi`h]YfYbXYb
B`UWk`k`]f`_i`b[`Yb`ghY`Yb` \c` \Y`5bZc`fXYfi`b[`Yb`Ub`X]Y`9]bgUhn`f`A`ZhY
i`bX`X]Y`@[]gh]_j`cf`C`fh`"GY`Vgh`k`Yb`b`XYf`6fUbX`[`Y`ØgWk`h]ghž
V`Y]Vh`X]Y` ,`VYfk`UWk`i`b[`XYf`6fUbXghY`Y`YggYbn]Y`""` `H`U`Y
gd]Y`hYb`X]Y`_]a`Uh]gWk`Yb`6YX]b[`i`b[`Yb`Y]bY`YbhgWk`Y]XYbXY`F`c`Y
k`_A`fYbX`XYf`@ØgWk`UfVY]hYbž`]bgVYgcbXYfY`k`Y`[`Yb`XYg`hfc`W`YbYb
K`YhhYfg`i`bX`XYf`XUa`]hj`YfVi`bXYbYb`F`]g]_Yb`"Ni`XYa` `[`UV`Yg`]b
XYf`I`a`[`YVi`b[`Y]bY`[`fc»`Y`F`Ui`Wk`k`c`_Yž`X]Y`Ui`g`Yhk`U`nk`Y]
?`]ca`YhYfb`9bhZYfbi`b[`g]Wk`hVUf`k`Ufž`i`bX`X]Y` :`Yi`Yfk`Y`f`k`UfbhY

DUggUbhYbž'XUg'; YV]Yh'ni 'a Y]XYb"

8]Y'dfÄj Ybh]j Yb'A U» bU\ a Ybž'X]Y'bi b'Yf[f]ZZYb'k YfXYb'a ØggYbž
g]bX'i bi a [Äb[']W" "@UbXfUh'H\ca Ug'6U`Wfck g_]`VYhcbh'X]Y
Bchk YbX][_Y]h'Y]bYg'Z b_h]cb]YfYbXYb'@ÖgWZi [nYi [gž
]bgVYgcbXYfY']b'XYb'\Y]» Yb'Gca a Yfa cbUhYb": Øf'X]Y'5bk c\bYf
V`Y]Vh'Yg'Yhnh'k]W'h][ž'k UWgUa 'ni 'V`Y]VYb'i bX'g]W'XYf
; YZU\ fYb'j cb'K U`XVfÄbXYb'VYk i ggh'ni 'gY]bž'X]Y'Xi fW'XYb
'`ja Uk UbXY'j YfghÄf_h'k YfXYb'_ÖbbYb'"8]Y'5bk c\bYf'fi bX'i a
H\U`Y'_ÖbbYb'g]W' [`ØW`_]W'gW'ÄhnYbž'XUgg'X]Y'9]bgUhn_fÄZh'gc
gWbY`'i bX'YZZY_h]j 'fYU[]Yfh'\UVYb' '8Ub'_X]YgYf?Ybbhb]ggY
i bX'XYg'9b[U[Ya Ybhg'_Ubb'a Ub'gU[Ybž'XUgg'\]Yf'Y]b' [i hYg
<ÄbXWYb'VYk]YgYb'k i fXY"

8YhU]`g	
C fh	H\U`Yž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "a Xf"XY• k k k "a n"XY• k k k "ZcfgW i b [!i bX!k]ggYb"XY

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh