

J Yf_Y \ fgi bZU``]b`5`hYbVi f[.`Nk Y]: U\ fYf`
`Y]W\ h`j Yf`Y hnh°

J Yf_Y \ fgi bZU``]b`5`hYbVi f[.`Nk Y]`5i hcZU\ fYf`_c``]X]YfhYb
Ua`%) "'&\$&)" "6Y]XY`Yf`]hhYb`Y]W\ hY`J Yf`Y hni b[Yb`
9fa`]hhi b[Yb`Ui ZYb`"



? fYi ni b[`@Y]dn][Yf`GhfU» Y#Duf_ghfU» Yž`5`hYbVi f[ž
8Yi hgW\`UbX`!`9]b`J Yf_Y \ fgi bZU``\ Uh`Ua`!`8]YbghU[a`]hhU[ž`XYa
%) "'&\$&)" ž`X]Y`? fYi ni b[`@Y]dn][Yf`GhfU» Y`i bX`Duf_ghfU» Y`]b
5`hYbVi f[`VY`U[Yfh`!`a`Yhk`U`%`.)`!` \ f`_Ua`Yg`ni`Y]bYa
Ni`gUa`a`Ybghc`»`nk`]gW\Yb`Y]bYa`+`\$!`Ä` \ f][Yb`: U\ fnYi [`Yb_Yf`i bX
Y]bYa`(-`!`Ä` \ f][Yb`5i hcZU\ fYf`"K`]Y`UV[`!`]bZc`"XY`VYf]W\ hYhž`k`c``hY
X]Y`Ä`hYfY`8`Ua`Y`j`cb`XYf`@Y]dn][Yf`GhfU» Y`bUW\` ``]b_g`]b`X]Y
Duf_ghfU» Y`UVV]Y[Yb`"8`UVY]`ØVYfgU\`g]Y`YXcW\`XUg
Ybh[Y[Yb_ca`a`YbXY`5i hc`XYg`(-`!`Ä` \ f][Ybž`k`Ug`gW\`]Y»` ``]W\`ni
XYf`i bUb[YbY\`a`Yb`?`c``]g]cb`ZØ` \ fhY`"

;`ØW`_`]W\Yfk`Y]gY`V`]YVYb`VY]XY`: U\ fYf`VY]`XYa`J`cfZU``bi`f`Y]W\`h
j`Yf`Y hnh`"8]Y`Y]b[YgYhnhYb`FYhhi b[g_fÄZhY`j`cf`C`fh`_Øa`a`YfhYb`

g]W\gcZcfh'i a`X]Y'6YhfcZZYbYbž'k Å\fYbX`X]Y'Dc`nY]`a`]h'XYb
9fa`]h'i b[Yb`ni a`[YbUi Yb`l bZU``\Yf[Ub[`VY[Ubb``8]Y
: U\fnYi [Y`XYf`VY]XYb`6YhY]`][hYb`Yf`hhYb`\]b[Y[Yb`Yf\YV`]WXY
GW\ÅXYbž'i bX`XYf`GUW\gW\UXYb`k`]fX`Ui Z`Y]bYb`b]YXf][Yb
ZØbZghY``][Yb`6YhfU[`[YgW\Åhnh`K Å\fYbX`XYf`l bZU``Ui ZbU\ a`Y
_Ua`Yg`ni`_i fnnY]h][Yb`J Yf`Y\fgVY\]bXYfi b[Ybž'k Ug`X]Y
G]hi Uh]cb`ni gÅh`]W\`VY`UghYhY"

J Yf_Y\fgi bZÅ``Y`]a` : c_i g

J Yf_Y\fgi bZÅ``Y`g]bX`Y]b`H\Ya Už`XUg`i bg`U``Y`VYhf]Zn``8]Y
9fZUggi b[`gc`W\Yf`J cfZÅ``Y`]ghj cb`[fc»Yf`6YXYi hi b[ž'i a`X]Y
J Yf_Y\fgg]W\Yf\Y]h`ni`Yf\Ø\Yb``@Ui h`XYghUh]g`XY``]YZfh`X]Y
GhfU»Ybj Yf_Y\fgi bZU``ghUh]gh]_j U`]XYž'i a`ZUggYbXY`i bX`U_hi Y``Y
8UhYb`ØVYf`l bZÅ``Y``8]YgY`ϕZcfa Uh]cbYb`g]bX`YbHgW\Y]XYbX`ZØf
X]Y`9bhk]W`i b[`j cb`A U»bU\ a`Yb`]b`6YfY]W\Yb`k]Y
; YgYhn[YVi b[ž`J Yf_Y\fgYfn]Y\i b[`i bX`GhfU»YbVUi "

8]Y`GhUh]gh]_Yb`V]YhYb`h]YZfY`9]bV`]W_Y`]b`X]Y`Ghfi`_hi`fYb`XYg
l bZU``[YgW\Y\Ybg`i bX`\Y`ZYb`XUVY]ž`5V\Åb[][_Y]hYb`nk`]gW\Yb
j YfgW\]YXYbYb` : U_hcfYb`ni`Yf`YbbYb``8UXi fW\`_ØbbYb
`Ub[Zf]gh][Y`GhfUhY[]Yb`ni`f`J YfVYggYfi b[`XYf`J Yf_Y\fgg]W\Yf\Y]h
YfUfVY]hYh`k YfXYb` `XUg`N]Y`V`Y]Vhž`XYf`² ZZYbh`]W\Y]h`Y]b
g]W\YfYg` : U\fi a`ZY`X`ni`[Yk Å\f`Y]ghYb"

8]Y`9fa`]h'i b[Ybž`X]Y`ni`f`?`Åfi b[`XYf`[YbUi Yb`l a`ghÅbXY`XYg
l bZU``g`]b`5`hYbVi f[`[YZØ\fh`k YfXYbž`ghY``Yb`g]W\Yfž`XUgg`X]Y
l fgUW\Yb`j cb`gc`W\Yb`J cfZÅ``Yb`]a` `6`]W`VY\U`hYb`k YfXYb``K]Y
VYfY]hg`Yfk Å\bhž`[Y\h`Yg`b]W\h`bi`f`i a`X]Y`5i Z`Åfi b[`j cb
9]bnY`ZÅ``Ybž`gcbXYfb`Ui W`i a`XUg`GW\UZZYb`j cb` ; fi bX`U[Yb`ZØf
ghUUh]W\Y`J Yf_Y\fgdc`]h]_i bX`G]W\Yf\Y]hgj cf_Y\fi b[Yb`]b`XYf
ϕZfUghfi`_hi`f"

8]Y`J cfZÅ``Y`fi bX`i a`J Yf_Y\fgi bZÅ``Y`g]bX`gca`]h`b]W\h`bi`f
9]bnY`ZÅ``Yž`gcbXYfb`HY]`Y]bYg`ØVYf[fY]ZYbXYb`H\Ya Ugž`XUg`g]W\
bUW\U`h][`Ui Zi bgYf`hÅ[`]W\Yg`@YVYb`Ui gk]f`h``6Y]`XYf
_ca` a`YbXYb`J Yf_Y\fgg]W\Yf\Y]hgUfVY]h`[`]h`Ygž`Y]b`[i`hYg
<ÅbXW\Yb`ni` \UVYbž'i a`Å\b`]W\Y`l bZÅ``Y`]b`Ni`_i bZ`h`ni

j Yfa Y]XYb'i bX'X]Y'G]WYf\Y]h'ZØf'U''Y'J Yf_Y\ fghY]'bY\ a Yf'ni
 Yf\ Ò\Yb'"DfYggYdcfhU'"XY'Yf[ÀbnhYž'XUgg'X]Y'Dc`]nY]'k Y]hYf\]b
 X]Y'I a ghÀbXY'XYg'I bZU`g'i bhYf'X]Y'@ dY'bY\ a Yb'k]fXž'i a 'X]Y
 G]WYf\Y]h'Ub'X]YgYf'VY'YVhYb'?fYi ni b['ni 'j YfVYggYfb"

8YhU]`g	
C fh	?fYi ni b['@Y]dn][Yf'GhfU» Y#DUf_ghfU» Yž 5`hYbVi f[ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • UV[!]bZc "XY • k k k "dfYggYdcfhU'"XY • k k k "XYghUh]g"XY

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