

GUb]Yfi b[`nk]b[h'ni f'GW`Y» i b[.
6i WXYbk U`Xg`5i gghY``i b[`]b` ; YZU\ f°

8]Y` ; YXYb_gh`hY`6i WXYbk U`X`gW`Y» h'nYbhfU`Y
5i gghY``i b[Yb`ZØf'GUb]Yfi b[Yb`" `bYf]a gUi gghY``i b[Yb
VY[]bbYb`&\$&) ž`VYhfcZZYb`]gh`XUg`GdYn]U``U[Yf"



6i WXYbk U`Xž`8Yi hgW`UbX`!`A UbW`a U``]gh`Yg`bchk YbX][žY]bYb
GW`f]h'ni fØW`ni hfYhYbž`i a`FUi a`ZØf`bYi Y`a di`gY`ni`gW`UZZYb"
Gc`k]fX`Yg`Ui W`]b`XYf` ; YXYb_gh`hY`6i WXYbk U`X`gY]bž`k c`XYf
nYbhfU`Y`5i gghY``i b[gVYfY]W`ni f`9f]bbYfi b[`Ub`XUg`Y\Ya U`][Y
?cbnYbhfUh]cbg`U[Yf`UV`XYa`_ca a`YbXYb`d\`f`ZØf`a`]bXYghYbg
nk Ò`Z`A`cbUhY`[YgW`cggYb`k]fX`"8Yf` ; fi bX`ZØf`X]YgY`GW`Y» i b[
g]bX`i bYf`Ägg`]W`Y`GUb]Yfi b[gUfVY]hYb`Ub`XYf`9`Y`_hfc`j Yfgcf[i b[
]b`XYf`9ZZ`_hYb`_Ua`a`Yfž`X]Y`U`g`5i gghY``i b[g[YVÄi XY`Zi b[]Yfh"
8]Y`j YfU`hYhYb`9`Y`_hfc`Y]hi b[Yb`ghUa`a`Yb`bcW`Ui g`XYf`NY]h`XYf
88F`i bX`k YfXYb`bi b`YfbYi Yfhž`i a`Y]bYb`g]W`YfYb`6Yhf]YV`ni
[Yk`Ä\`f`Y]ghYb`"K]Y`Yj Ub[Y`]gW`Y!nY]hi b["XY`VYf]W`hYhž`a`i gg
XUZØf`bU\Yni`YXYf`E`i UXfUha`YhYf`]a` ; YVÄi XY`Ui Z[YghYa`a`h
k YfXYb"

8]Y`?cghYb`Z0f`X]YgY`bchk`YbX][`Yb`A`U»`bU`a`Yb`VY`Ui`ZYb`g]W`Ui`Z`
V]g`ni`&)"\$\$\$`9i`fcž`X]Y`Xi`fW`GdYb`XYba`]hY`[`YXYW`h`k`YfXYb`
gc`Yb`"6]g`X]Y`5fVY]hYb`UV[`YgW`cggYb`g]bXž`k`]fX`Y]bY`
9fgUhmUi`gghY`i`b[`i`a`Y`Ya`U][`Yb`?`Ubh]bYb[`YV`Ai`XY`Ui`Z`XYa`
@U[`Yf[`Y`Åb`XY`Y]b[`Yf]W`hY`hž`gc`XUgg`X]Y`6Ygi`W`Yf`b]W`h[`Ubni`Ui`Z`
X]Y`9f]bbYfi`b[`gUfVY]h]j`Yfn]W`hY`b`a`ØggYb`"Ni`XYa`h`fY`hY`b`
i`bYfk`UfhY`h`c`Y`GUb]Yfi`b[`gUi`Zk`Åb`XY`Ui`W`Ua`
5i`gghY`i`b[`g[`YV`Ai`XY`ni`f`;`YgW`]W`hY`XYg`GdYn]U`U[`Yfg`B`f`&`Ui`Z`
9]bY`K`]YXYfYf`ÖZbi`b[`X]YgYg`6YfY]W`g`k`]fX`j`cfUi`gg]W`h]W`Yfgh`
V]g`]bg`š`f`&\$`+`a`Ö[`]W`gY]b"

9]b`6`]W`_]b`X]Y`Xi`b`_`Y`J`Yf[`Ub[`Yb`Y]h

8]Y`J`cf[`YgW`]W`hY`XYg`GdYn]U`U[`Yfg`B`f`&`]b`6i`W`Ybk`U`X`]gh`
XØghYf`"BUW`XYf`6YfY]i`b[`XYg`?`N`6i`W`Ybk`U`X`Xi`fW`X]Y`"i`G!`
5fa`YY`]a`5df]`%-`(`) `f]W`hY`hY`X]Y`gck`Yh]gW`Y`6YgUhm`i`b[`ga`UW`h`
Ua`&%`5i`[`i`gh`%-`(`) `XUg`@U[`Yf`Y]b`"9g`X]Yb`hY`XYf`h`hYfb]Yfi`b[`
j`cb`A`YbgW`Ybž`X]Y`U`g`6YXfc`i`b[`Z0f`X]Y`a`]hÅf]gW`Y`G]W`Yf`Y]h`
[`U`hYbž`XUfi`bhYf`j`]Y`Yž`X]Y`a`]h`XYa`j`YfV`]W`Yb`Yb`
bUh]cb`U`gc`n]U`]gh]gW`Yb`f`Y[`]a`Y`]b`J`YfV]bXi`b[`ghUb`XYb`"@Ui`h`
K`_]d`YX]U`k`i`fXYb`J`Yf`U`Zhi`b[`Yb`c`Zi`k`]`_`Øf`]W`Xi`fW`[`Y`Z0`f`h`
i`bX`VY`hf`UZ`Yb`Y]bYb`k`Y]hUi`g[`f`Ö»`YfYb`DYfg`cbYb`_fY]g`U`g`
i`fgdf`Øb[`]W`VYUVg]W`h][`h"

6]g`ni`gY]bYf`5i`ZØgi`b[`i`a`š`f`%-`)`\$`k`Uf`XUg`@U[`Yf`Y]b`
i`bfØ`a`]W`Yf`C`fh`XYf`h`UZh]Yfi`b[`]J`cb`fi`bX`&,"\$\$\$`<`ÅZi]b[`Yb`
ghUfVYb`Yhk`U`+"\$\$\$`A`YbgW`Yb`Ui`Z[`fi`bX`XYf`_UhUghfcd`U`Yb`
6YX]b[`i`b[`Ybž`X]Y`XfUa`Uh]gW`Y`i`bhYfYfb`Å`fi`b[`i`bX`
i`bni`fY]W`Yb`XY`a`YX]n]b]gW`Y`J`Yfgcf[`i`b[`i`a`ZUgghYb`"8]Y`
GhYfV`]W`_Y]hgUfU`Y`YffY]W`hY`]a`š`f`%-`(+`Y]bYb`<`ÖW`ghk`Yfh]j`cb`
&(ž`'`i`"8]Y`@YVYbgVYX]b[`i`b[`Yb`k`UfYb`Z0f`X]Y`h`UZh]YfhYb`
Yi`hfYa`U`fh`G]Y`k`UfYb`ni`a`Y]gh`A`ÅbbYf`nk`]gW`Yb`(`\$`i`bX`*`\$`
š`f`Ybž`Y]b][`Y`:`fUi`Yb`i`bX`gc[`Uf`?]bXYf`k`UfYb`YVYbZU`g`i`bhYf`
XYb`;`YZUb[`YbYb"

9f]bbYfi`b[`i`bX`5i`ZUfVY]hi`b[

8]Y`[`YgW`]W`h]W`Y`5i`ZUfVY]hi`b[`i`bX`9f]bbYfi`b[`Ub`XUg`

GdYn]U`U[Yf`k Uf`]b`XYf`88F`Ub[Y`NY]h`Y]b`HUVi h\Ya U`C ZZ]n]Y`
 b]W h`Yfk Å\bhž`V`]YVYb`j]Y`Y`5b[Y\Öf][Y`XYf`J Yfghc`fVYb`Yb`]a
 l b[Yk]ggYb`ØVYf`XYfYb`GW`W_gU``9fgh`bUW`XYf
 K]YXYfj YfY]b][i b[`k i fXY`XUg`H\Ya U`%- - \$`ÖZYbh`]W`X]g_i h]Yfhž
 i bX`Ubc`bma`Y` ; fÅVYfž`X]Y`Ui Z`XUg`@Y]X`]a`GdYn]U`U[Yf
 \]bk]YgYbž`k i fXYb`YbhXYW`h``5i W`X]Y`Gh]Zhi b[` ; YXYb`_ghÅhhY
 6i W`Ybk U`X`\Uh`g]W`]bhYbg]j`a`]h`XYf`5i ZUfVY]hi b[`XYf
 ; YgW`]W`hY`Ui`gY]bUbXYf[YgYhhi bX`nY][h`gY]h`%- - +`]b`Y]bYf
 Y][YbYb`8Ui YfUi`gghY``i b[ž`k]Y`g]W`X]Y` ; YgW`Y`b]ggY`]a
 GdYn]U`U[Yf`XUfghY`h``@Ui h`K]_]dYX]U`k]fX`X]Y` ; YgW`]W`hY`XYg
 GdYn]U`U[Yfg`]b`XYf` ; YXYb`_ghÅhhY`ni XYa`_cbh]bi]Yf`]W
 k Y]hYfj Yfh]YZh"

8]Y`9f]bbYfi b[g_i`hi`f`gd]Y`h`Y]bY`YbhgW`Y]XYbXY`F`c``Y``5a`&\$"
 GYdhYa VYf`gc``Y]bY`hYf]a`gUi`gghY``i b[`ni`f` ; YgW`]W`hY`XYg
 GdYn]U`U[Yfg`d`f`ÅgYbh]Yfh`k YfXYbž`X]Y`YfghY`GW`f]hhY`]b`F`]W`hi`b[
 Y]bYf`i`a`ZUggYbXYfYb`6Yk`i`gghk`YfXi`b[`ZØf`X]Y`6Ygi`W`Yf`V]YhYb
 gc``Gc`k]fX`X]Y` ; YXYb`_ghÅhhY`Ui`W`k`Y]hYf\]b`Y]b`C`fh`XYg
 @YfbYbg`i`bX` ; YXYb`_Ybg`V`Y]VYbž`k`Å`fYbX`[`Y]W`nY]h][`XYf
 l`a`VUi`]b`j`c``Ya` ; Ub[Y`]gh"

8YhU]`g	
C`fh	6i`W`Ybk`U`Xž`8Yi`hgW`U`bX
E`i`Y``Yb	<ul style="list-style-type: none"> • Yj`Ub[Y`]gW`Y`!nY]hi`b["XY • XY"a`"k`_]dYX]U"cf[• XY"k`_]dYX]U"cf[

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