

J]Yf`5b [fY]ZYf`j Yf`YhnYb`A Ubb`]b 9gdY`_Ua d`YVYbg[YZÄ`f`]WÅ °

⊕`9gdY`_Ua d`k i fXY`Y]b` (, !Ä`f][Yf`j cb`j]Yf`A ÄbbYfb
`YVYbg[YZÄ`f`]WÅ`j Yf`Yhnh`<]bhYf[fØbXY`XYg`5b [f]ZZg`g]bX
i b`_Uf"



9gdY`_Ua d`ž`8Yi hgWÅ`UbX`!`⊕`9gdY`_Ua d`U`h`Y]b`[Yk U`hh`Äh][Yf`
, VYf[f]ZZ]b`XYf`BUWÅh`ni a`GcbbhU[`X]Y`FY[]cb`YfgWÅ`ØhhYfh`9]b
(, !Ä`f][Yf`A Ubb`k i fXY`[Y[Yb`" "" \$`I`f`]b`Y]bYa`K`c`b[YV]Yh
j cb`j]Yf`i bVY`_UbbhYb`HÄhYfb`Vfi hU`Ub[Y[f]ZZYb`"BUWÅ`YfghYb
⊕Zcfa`Uh]cbYb`XYg`**8Yk`YnYh`**Yf`]h`XYf`A Ubb`XUVY]
`YVYbg[YZÄ`f`]WÅY`J Yf`Yhni b[Ybž`X]Y`i bhYf`UbXYfYa`Xi fWÅ`XYb
9]bgUhm`Y]bYg`A YggYfg`j Yfi fgUWÅ`h`k i fXYb"

8Yf` , VYf[f]ZZ`U`h`X]Y`c`_U`Yb`6Y`Ä`ØfXYb`U`Ufa`]Yf`hi bX`k`]fZh
: fU[Yb`ni`XYb`<]bhYf[fØbXYb`i bX`XYa`A`chj`Ui`Z`⊕`XYf`
9fa`]h`i b[gUfVY]h`k`]fX`j`Yfa`i`hYhž`XUgg`Yg`a`Ö[`]WÅYfk`Y]gY
NYi [Yb`XYg`J`cfZU`g`[]Vhž`X]Y`k`Yfhj`c`Y`⊕Zcfa`Uh]cbYb`]YZYfb
_ØbbhYb`"8]Y`Dc`nY]`U`h`ni`XYa`DYfgcbYbVYgWÅfY]Vi b[Yb`XYf`

J YfXÅW h][Ybž'X]Y`U`Y`a` Åbb`]W`g]bXžj YfÖZZYbh]W`h"

9fa]hh`i b[Yb`i bX`i: YghbU\ a Yb

8 Yf`i: U``\Uh`g]W`i]b`Y]bY`_f]h]gW`Y`F]W`hi b[` [Yk UbXhž`U`g`X]Y
Dc`]nY]`Ua` `A`cbhU[`a`Y`fYfY`i: YghbU\ a Yb`Xi fW`ZØ\fhY`"@Ui h
Y]bYa` `6Yf]W`h`XYg`Gd]Y[Y`k`i`fXY`Y]b`a`i`ha`U»`]W`Yf`HÅhYf
ZYgh[Ybca`a`Ybž`XYf`a`]h`X]YgYa` `J`cfZU``]b`J`YfV]bXi b[` [YVfUW`h
k`]fX``8]Y`9fa`]hh`Yf`g]bX`bi b`XUVY]ž`U`Y`5gdY`_hY`XYg`, VYf[f]Zg
Y]b[Y\YbX`ni`dfØZYbž`i`a` `a` Ò[`]W`Y`A`ch]j`Y`i`bX`<]bhYf[fØbXY`ni
_`ÅfYb"

8]Y`i: Yk`U`h`_f]a`]bU`]hÅh]b`8Yi`hgW`_UbX`i]gh`Y]b`YfbghYg`H\Ya`Už`XUg
X]Y`ÖZZYbh]W`Y`K`U\fbY\`a`i`b[`ghUf`_`VYY]bZi`ggh`8UhYb`nY][Ybž
XUgg`gc`W`Y`HUhYb`k`Yb][Yf`U`g`(`i` `U`Yf`dc`]nY)`]W`YfZUgghYb
GhfUZhUhYb`Ui`ga`UW`Ybž`k`]Y`GhUh]ghU`VYf]W`hYh`8Yb`bcW`g]bX`Yg
; Yk`U`h`j`YfVfYW`Yb`k`]Y`X]YgYf`, VYf[f]ZZ`X]Y`XUg`G]W`Yf\`Y]hg[YZØ\`
XYf`6Øf[Yf`ghUf`_`VY`UghYb"

5_hi Y`Y`Y`HfYbXg`]b`XYf`i; Yk`U`h`_f]a`]bU`]hÅh

8]Y`NU\`Yb`ni`f`i; Yk`U`h`_f]a`]bU`]hÅh]b`8Yi`hgW`_UbX`g]bX
U`Ufa`]YfYbX``a` `i\`f`&\$&(`k`i`fXYb`fi`bX`&%+`\$\$\$
; Yk`U`h`j`YfVfYW`Yb`fY[]ghf]Yfhž`k`Ug`X]Y`\`ÖW`ghY`NU\`gY]h`&\$\$+
XUfghY``h`GY]h`&\$\$%g]bX`X]Y`i; Yk`U`hhUhYb`k`]YXYf`Ub[Ygh]Y[Ybž
bUW`XYa` `g]Y`k`Å\`fYbX`XYf`7`cfc`bU!DUbXYa`]Y`Y]bYb`H]YZghUbX
YffY]W`h`\UhYb``: U`hc`fYb`k`]Y`k`]fhgW`UZh]W`Y`i`bg]W`Yf\`Y]hYb`i`bX
gc`n]U`Y`6Y`Ughi`b[Yb`_`Øb`bhYb`U`g`i; fØbXY`ZØf`X]YgYb`5bgh]Y[
X]YbYb"

I`bhYf`XYb`HUh]`YfXÅW`h][Yb`g]bX`ni`bY\`a`YbX`i`ž` [YbX`]W`Y`ni
Z]bXYb``7]fWU`Y]b`8f]hhY`XYf`fi`bX`%-`+`\$\$\$`J`YfXÅW`h][Yb`i]a` `i\`f`
&\$&(`k`Uf`Øb[Yf`U`g`&%`i\`fYž`Y]b`5bgh]Y[`]a` `J`Yf[`Y]W`ni`XYb
J`cf`U\`fYb``8]YgY`9bhk`]W`_i`b[` []Vh`5b`Ugg`ni`f`Gcf[Y`i`bX`ZcfXYfh
j`cb`XYb`6Y\`ØfXYb`Y]b`Yb`hgW`cggYbYg`<`UbXY`b"

8]Y`[Yk`U`hhÅh][Yb`i, VYf[f]ZZY`Ui`Z`F`Y`hi`b[g`_f`Å`ZhY`i`bX`UbXYfY
\`Y`ZYbXY`6Yfi`ZY`\UVYb`YVYbZU`g`Y]bYb`<`ÖW`ghghUbX`YffY]W`h"

&\$&'`k i fXYb`fi bX`&"+(\$; Yk U`hhUhYb`[Y[Yb`F`Yhhi b[g_f`ÅZhY
 [Ya Y`XYhžk Ug`nU`fY]WXY`CdZYf`ni f: c`[Y`UhhY`"8]Y; YgY`gW`UZh
 k U`fb]a a h`X]YgY`<YfUi gZcfXYfi b[`i bX`g]Y`h`b`XYf; Yk U`h
 [Y[Yb`DYfgcbYb`]b`GW`ØggY`Zi b_h]cbYb`Y]b`[fUj`]YfYbXYg
 DfcV`Ya žVY]`XYa`- (i`XYf`6YfU[hYb`]a`A U]`&\$&(`Y]bY
 6YXfc`i b[`ZØf`X]Y`ÒZYbh]WXY`G]WXYf`Y]h`Yf`_YbbYb"

⊕g[YgUa h`nY][h`XYf`J cfZU``]b`9gdY`_Ua d`X]Y`Xf]b[YbXYb
 <YfUi gZcfXYfi b[Ybž`XYbYb`g]W`X]Y; YgY`gW`UZh i bX`X]Y`Dc`]nY]
 [Y[YbØVYfgY`Ybž i a`G]WXYf`Y]h`i bX`CfXbi b[`]b`XYb`Gh`XhYb`ni
 [Yk `Å`f`Y]ghYb"

8YhU]`g	
J cfZU``	A YggYfUb[f]ZZ
C fh	9gdY`_Ua dž`8Yi hgW`UbX
J Yf`Y hnhY	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYk YnYh"XY • k k k "gd]Y[Y`"XY • XY"ghUh]ghU"Wč a

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