

Hfi a d!NÒ`Y`[YZU`Yb.`; Yf]W\ hg hc d`ZØf
< UbXY`a]h`D\ Ub hc a]bgY`b`°

I G!; Yf]W\h`_]ddh`Hfi a dg`NÒ`Y`Ui Z`]a U[]b`ÅfY`9I dcfhY`XYf
< YUfX!`i bX`A W8cbU`X]bgY`b`"K Ug`VYXYi hYh`XUg`ZØf`XYb
< UbXY`3



< YUfX`i bX`A W8cbU`X]bgY`b`ž`≠X]gW\ Yf`C nYUb`!`9]b`BYk
Mcf`Yf`6i bXYg[Yf]W\h`U`h`X]Y`j cf`?i fnYa`j cb`Df`Åg]XYbh`8cbU`X
Hfi a d`j Yf`Åb[hYb`NÒ`Y`Ui Z`X]Y`< YUfX`i bX`A W8cbU`X]bgY`b`]a
≠X]gW\Yb`C nYUb`ZØf`i bk]f`_gUa`Yf`_`Åfh`"8]YgY`NÒ`Y`ž`X]Y`UVgi`fX
Uba`i hYbXY`nY`bdfcnYbh][Y`5V[UVYb`Ui Z`]a U[]b`ÅfY`9I dcfhY`Ui`g
X]YgYb`i bk]fh]W\Yb`; YV]YhYb`Ui ZYf`Y[hYb`ž`k`i fXYb`Ui Z[fi bX`XYf
[Yf]W\h`]W\Yb`9bhgW\Y]Xi b[]j cfYfgh`Ui Z[Y`cVYb`"9I dYfhYb
XYi hYb`XUfUi Z`\]b`ž`XUgg`X]Y`9f`YVi b[]gc`W\Yf`≠a dcfhghYi Yfb
Ui ggW\`Y]»`]W\`]a`Ni`gh`ÅbX][]Y]hgVYfY]W\`XYg`?cb[fYggYg`]Y[hž
k Ug`X]Y`F`]W\hYf`VYgh`Åh][hYb`ž`X]Y`j cb`F`cbU`X`FYU[Ub`ž`6UfUW`
CVUa`U`i bX`Hfi a d`VYfi ZYb`k`i fXYb`"Hfi a d`g`6YfUhYf`GhY`j Yb
A`]`Yf`VYnY]W\`bYhY`XUg`i`fhY]`U`g`GhUUhgghfY]W\`XYf`ž`gh]n`ž
k`Å`fYbX`ž`f]ghYb`XYg`Df`Åg]XYbhYb`VYfY]hg`9]bgdfi`W\`Y]b[Y`Y[h

\UVYbž'k Ug'ni 'Y]bYa 'dchYbn]Y''Yb'GhfY]hj cf'XYa 'Gi dfYa Y'7ci fh
ZØ\ fYb' _ÖbbhY"

8]Y'6YXYi hi b['X]YgYf'9bhgWXY]Xi b['fY]W h'k Y]h'ØVYf'X]Y'NÖ''Y
Ui ZX]Y'<YUfX'i bX'A W8cbU'X]bgY'b'\]bUi g''9l dYfhYb'k UfbYb'j cf
ØVYfnc [YbYf'9i d\cf]Y'i bX'g]bX'g]W 'i bY]b][ž'cV'X]YgY'NÖ''Y
hUhgÅW']W '[Ubn'j YfgW'k]bXYb'k YfXYb''8]Y'NÖ''Y'Ui Z'GhU'\ 'i bX
5i hcgž'X]Y'a]h'&) 'DfcnYbh'Yf\cVYb'k YfXYbž'V'Y]VYb'k Y]hYf\]b']b
?fUZh''Ni XYa 'nY][h'X]Y'U_hi Y''Y'G]hi Uh]cb'X]Y'<YfUi gZcfXYfi b[Ybž
XYbYb'g]W'X]Y' 'G!K]fhgW UZh[Y[YbØVYfg]Y\hž']bgVYgcbXYfY']b
Y]bYa ' ['cVU'Yb'?cbhYI hž']b'XYa 'X]Y' 'G5'Ui ZX]Y
K YhhVYk YfVgZÅ\][_Y]h'[Y[YbØVYf'@ÅbXYfb'k]Y'7\]bU'Ub[Yk]YgYb
g]bX"

: c` [Yb'ZØf'XYb']b hYfb Uh]c b U`Yb' < UbXY`

8]Y'9bhgWXY]Xi b['XYg'; Yf]W hg'_ÖbbhY'Ui W'5i gk]f_i b[Yb'Ui Z
X]Y'fYn]dfc_Yb'NÖ''Y'XYf' 'G5'i bX'X]Y'Ub[YXfc\hYb
&\$!dfcnYbh][Yb'NÖ''Y'ZØf'?UbUXU'i bX'A YI]_c'\UVYb''Hfi a dg
i fgdfØb[']WY'8fc\i b[ž'X]Y'NÖ''Y'Ui Z'U''Y'K UfYb'XYf'9i 'Ui Z'&\$
DfcnYbh'ni 'Yf\Ø\Ybž'k i fXY'j cfØVYf[Y\YbX'Ui Z'nY\ b'DfcnYbh
[YgYb_hž'k Å\YbX'a Ö[']WY'9f\Ø\i b[Yb'V]g'ni a ' - "ž']
Ui g[YgYhnh'g]bX'i bX'J Yf\UbX'i b[Yb'ØVYf'Y]bYb' 8YU'
ghUhhZ]bXYb''8]YgY' ' bg]W Yf\Y]hYb'VY'UghYb' ' bhYfbY\ a Ybž'X]Y']b
X]Y' 'G5'YI dcfh]YfYb'' ðgVYgcbXYfY'X]Y'5i hc]bXi ghf]Y'XYf'9i ž'X]Y
&\$&' : U\fnYi [Y'ja 'K Yfh'j cb'' ('A]''UfXYb'9i fc']b'X]Y' 'G5
YI dcfh]YfhYž'nY][h'g]W 'VYgcf[h'ØVYf'dchYbn]Y''Y'Nc''Yf\Ø\i b[Ybž
X]Y'Ui ZX]Y'<UbXY'gV'Ub'n'a]h'XYb' 'G5'Yf\YV']WYb'8fi W_
Ui gØVYb' _ÖbbhYb"

I fgi 'U'j cb'XYf'@YmYb'\Uh'VYfY]hg'Y]bY'YbhgW'cgYbY'F YU_h]cb
Ui Za Ö[']WY' 'G!NÖ''Y'Ub[Y_ØbX][h''8]Y'9i ' _ÖbbhYž'i a ']\fY
K YhhVYk YfVgZÅ\][_Y]h'ni 'k U\Ybž'Yb'k YXYf'Y][YbY'NÖ''Y'Ui Z
GhU'\ 'i bX'5'i a]b]i a 'Yf\YVYb'cXYf'[Yn]Y'hY'NÖ''Y'Ui Z'DfcXi _hY
a]h'\c\Ya 'k]fhgW UZh]WYb'9ZY_h']b'fYdi V']_Ub]gWYb' 'G!
6i bXYgghUUhYb'Ui ZYf'Y[Yb''9i dYfhYb'k UfbYb' 'YXcW'ž'XUgg'gc'WY
NÖ''Y'b]W h'bi f'X]Y' 'G!K]fhgW UZh'VY'UghYb' _ÖbbhYbž'gcbXYfb
Ui W'Yf\YV']WY'?cghYb'ZØf'X]Y'9i 'a]h'g]W 'Vf]b[Yb''8]Y'9i !

K]fhgWk UZh`_ObbhY`Xi fWk`NÖ`Y`V]g`ni`%,\$`A`]]UfXYb`9i fc
j`Yf`]YfYb"

K]fhgWk UZh`]Wk Y`6YhfUWk hi b [Yb

8]Y`8]g_i gg]cb`ØVYf`NÖ`Y`i bX`XYfYb`5i gk]f_i b[Yb`Ui ZXyb
]bhYfbUh]cbU`Yb`<UbXY`]]gh`_ca`d`YI`"K`Å`fYbX`X]Y`I`G!NÖ`Y`Ui Z
9]bZ` \fYb`Ui g?UbUXU`i bX`A`YI`]_c`Ui Z&) `DfcnYbh`Yf\Ö`h`k`i`fXYbž
V`]YVYb`Å`b`]Wk`Y`Nc`Y`f\Ö`i`b[Yb`ZØf`X]Y`9i` `ni`b`Å`W`gh`Ui`g`
5a`Yf]_Ub]gWk`Y`NÖ`Y`g]bX`]a` `5` `[Ya` Y]bYb`b]YXf][Yf`U`g
Yi`fcd`Å]gWk`Y`ž`k`Ug`X]Y`I`G!9i`dcf`hk`]fhgWk UZh`VY[Øbgh][h`
GhUhhXYggYb` \Uh`X]Y`9i` `gY]h`C`_hc`VYf`&\$&(`9i`hfUnÖ`Y`Ui Z
9`Y`_hfc`Ui`hc`g`Ui`g`7`\]bU`ni`a` `GWk`i`hn`]`fYf`5i`hc]bXi`ghf]Y
Y]b[YZØ`fh"

9]b`U`[Ya` Y]bYf`c`Yf`Nc` ` _ObbhY`ZØf`9i` fcdU`Å`f`]Wk`Y`GWk`ÅXYb
]b`XfY]ghY`][Yf`A`]]]UfXYb`b`Ö`Y`j` Yfi`fgUWk`Yb`ž`k`Ug`X]Y
k]fhgWk UZh`]Wk`Y`GhUV`]h`Å`h`XYf`F`Y[]cb`[YZÅ`fXYb`_ObbhY`"@Ui`h`XYa
?]Y`Yf`b`gh]hi`h`ZØf`K`Y`hk`]fhgWk UZh`_ObbhY`XUg`6`Ð`XYf`9i` `i`a` `Yhk`U
\$ž) `DfcnYbh`g]b`_Yb`ž`ZU`g`X]Y`I`G!NÖ`Y`]b`?`fUZh`hfYhYb`"8]YgY
9b`hk`]W_i`b[Yb`k`YfZYb`Y]b`GWk`U[`]Wk`h`Ui`Z`X]Y`<Yf`Ui`g`Zc`fXYfi`b[
ZØf`X]Y`9i`ž`X]Y`6`U`Ub`W`nk`]gWk`Yb`GWk`i`hn`]`fYf`Y][YbYb`A`Åf`_hY
i`bX`XYf`B`chk`YbX][_Y]h`ni`f`]bhYfbUh]cbU`Yb`Ni`gUa`a`YbUfVY]h`ni
Z]bXYb"

þg[YgUa`h`nY][h`X]Y`U`_hi`Y`Y`G]hi`Uh]cb`ž`XUgg`NÖ`Y`b]Wk`h`bi`f`U`g
GWk`i`hna`U»`bU`a`Yb`ZØf`Y]a`]gWk`Y`þ`Xi`ghf]Yb`X]YbYb`ž`gcbXYfb
Ui`Wk` `Ub[Zf]gh][Y`bY[Uh]j`Y`5i`gk`]f_i`b[Yb`Ui`Z`k`]fhgWk UZh`]Wk`Y
6Yn]Y`i`b[Yb`i`bX`XUg[`c`VU`Y`<UbXY`g[YZØ[Y` \UVYb`_ObbYb`"8 Ug
6Y]gd]Y`XYf`NÖ`Y`Ui`Z`X]Y`<YUfX`i`bX`A`W8`cbU`X]bgY`b
i`bhYfghfY]Wk`h`ž`k`]Y`_ca`d`YI` `i`bX`j`]Y`gWk`]Wk`h][`gc`Wk`Y
k]fhgWk UZh`]Wk`Yb`9bhgWk`Y]Xi`b[Yb`]b`XYf`]bhYfbUh]cbU`Yb`Dc`]h]_
gY]b`_ObbYb"

8YhU]`g	
J`c`f`ZU`	Gcbgh][Yg

8YhU]`g	
C fh	< YUfX`i bX`A W8cbU`X]bgY`bž`bX]gW Yf`C nYUb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYk YnYh"XY • k k k "nXZ"XY • k k k "hU[YggWU i "XY

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