

5 W hi b [' F Y]gYbXY. '5_hi Y`Y F Y]gYk Ufbi b [Yb 'ZØf` [YZÀ\ f`]WXY '@ÀbXYf°

5_hi Y`Y'F Y]gYk Ufbi b [Yb 'XYg'5i gk Àfh][Yb'5a hYg'ZØf
j YfgW]YXYbY '@ÀbXYf'Ua ' &*"'A U] &\$&). 'G]WXYf\Y]hg\]bk Y]gY
ZØf'F Y]gYbXY"



K YfXYfgW Yf'A Uf_hž'%%\$%%+'6Yf`]bž'8Yi hgW`UbX'!'5a ' &*"
A U] &\$&)']bZcfa]Yfh'XUg'5i gk Àfh][Y'5a h'ØVYf'X]Y'U_hi Y`Y
G]WXYf\Y]hg`U[Y']b'j YfgW]YXYbYb '@ÀbXYfb'i bX'[]Vh
F Y]gYk Ufbi b [Yb '\YfUi g"'8]YgY'K Ufbi b [Yb'g]bX'YbhgWY]XYbX
ZØf'XYi hgWY'GhUUhgVØf[Yf'i bX'F Y]gYbXYž'X]Y']bg'5i g`UbX'fY]gYb
a ÒW hYb"'G]Y'\Y'ZYbž]bZcfa]YfhY'9bhgWY]Xi b [Yb'ni 'hfYZZYbž'i bX
k YfXYb'Y'bUW'F]g]_cY]bgW'Àni b ['XYg'Yk Y']][Yb '@UbXYg
Ui g[YgdfcWYb"

8]Y'\ÒW ghY'; YZU\fybghi ZY'ghY`hY]bY'F Y]gYk Ufbi b ['XUf"
5_hi Y`Y'F Y]gYk Ufbi b [Yb'g]bX']b '@ÀbXYfb'k]Y'5Z[\Ub]ghUbž'
<U]h]ž'≠Ubž>@VmYbž'i bX'>Ya Yb'ni 'Z]bXYb"'Ni XYa '[]'hY]bY
HY]'fY]gYk Ufbi b ['ZØf '@ÀbXYf'k]Y'ÿ [mdhYbž'F i gg]gWY

: ÒXYfUh]cb`i bX`Gmf]Yb"8Ug`5i gk Åfh][Y`5a h`YVh`Yfj cfžXUgg
j YfgW]YXYbY`5fhYb`j cb`<]bk Y]gYb`YI]gh]YfYb.`F Y]gYk Ufbi b[Ybž
G]WYf\Y]hg\]bk Y]gY`i bX`F Y]gY\]bk Y]gYž`X]Y`g]W`]b`\fYf`GWk YfY
i bX`]\fYa``b\U`h`i bhYfgWY]XYb"

F]g]_Yb`]a`B U\Yb`C ghYb`i bX`k`Y]hYfYb
F Y[]cbYb

6YgcbXYfg`fY`Yj Ubh`g]bX`X]Y`F Y]gYk Ufbi b[Yb`ZØf`XYb`B U\Yb
C ghYb"@Ui h`Fi`f&(`k Ufbh`XUg`5i gk Åfh][Y`5a h`j cf`F Y]gYb`]b
ZØbZgdYn]Z]gWY`A]hY`a`Yf`ÅbXYf.`Y`[mdhYbž`=gfUY`ž`@]VUbc bž`
Gmf]Yb`i bX`@]VmYb"8]YgY`K Ufbi b[Yb`i a`ZUggYb`hY]`g`Yf\YV`]WY
F]g]_Ybž`k`]Y`hYffc]f]gh]gWY`5_hj`]hÅhYb`cXYf`a`]`]hÅf]gWY`?cbZ]_hY"

: Øf`Y`[mdhYb`i`]Vh`Yg`VYgcbXYfY`<]bk Y]gYž`k`]Y`n"6"Y]b`Yf\Ò\hYg
F]g]_c`]a`bØfX`]WYb`HY`X`Yf`G]bU]!<U`V]bgY`i bX`XYa``À[mdh]gW!
]gfUY`]gWYb`; fYbn[YV]Yh"b`@]VUbc b`i bX`Gmf]Yb`g]bX`F Y]gYb
Ui Z[fi bX`VYk`UZbYhYf`?cbZ]_hY`i bX`hYffc]f]gh]gWYf`5_hj`]hÅhYb
[YbYfY`[YZ\`f]W"9]bFY]gY`]b`XYb`bØfX`]WYb`HY`NmdYfbg
Xi fW`b]W`h[YbY\`a`][hY`; fYbnØVYf[Åb[Y`_Ubb`fYW`h]WY
?cbgYei YbnYb`bUW`g]W`n]Y\Yb"

5`[Ya`Y]bY`G]WYf\Y]hg\]bk Y]gY`ZØf
F Y]gYbXY

8Ug`5i gk Åfh][Y`5a h`VYhcbh`ni XYa`X]Y`U`[Ya`Y]bY`; YZU\`f
hYffc]f]gh]gWYf`5bgW`À[Y`i bX`9bhZØ\fi b[Yb`k`Y`hk`Y]h"8]Y
6YXfc\i b[`Xi fW`C`f[Ub]gUh]cbYb`k`]Y`5`E`U]XU`i bX`XYb
`g`Ua`]gWYb`GhUUh`VYghY`h`k`Y]hYf\]b"FY]gYbXY`gc`hYb`g]W
ØVYf`X]Y`; Y[YVYb\Y]hYb`j`cf`C`fh]bZcfa`]YfYb`i bX`k`UW`gUa
V`Y]VYbž]bgVYgcbXYfY`Ub`C`fhYb`a`]h`c\Ya`gma`Vc`]gWYb
7\UfU`hYf`cXYf`[fc»Yb`A`YbgWYbUbgUa`a`i`b[Yb"

Ni`gÅh`]W`Ya`dZ]Y`h`XUg`A`]b]ghYf]i`a`ž`U`_hi`Y`Y`B`UW`f]W`hYb`ni
j`YfZc`[Yb`i bX`X]fY`_h`VY]`6`chgW`UZhYb`cXYf`?cbgi`U`hYb
bUW`ni`ZFU[Ybž`i`a`g]W`ØVYf`X]Y`Yk`Y][Y`G]WYf\Y]hg`U[Y`ni
]bZcfa`]YfYb" `B`chZU`bi`a`a`Yfb`g]bX`YXYfnY]h`j`YfZØ[VUfž`i`a`

F Y]gYbXYb`]b`_f]h]gWXYb`G]hi Uh]cbYb`<]`ZY`ni`V]YhYb`"

Ni gUa a YbZUggYbX`Äggh`g]W`gU[Ybž`XUgg`XYi hgWXY
GhUUhgUb[Y\Öf][Y`[i`h`VYfUhYb`g]bXž`g]W`j`cf`Y]bYf`F Y]gY`[YbUi
ØVYf`X]Y`Yk Y`][Yb`F Y]gYk Ufbi b[Yb`i bX`G]WXYf\Y]hg\]bk Y]gY`ni
]bZcfa`]YfYb`" `əgVYgcbXYfY`]b`i bg]WXYfYb`F Y[]cbYb`]gh`Y]bY
gcf[ZÀ`h][Y`D`Ubi b[`i bX`J`cfg]W`hi bYf`Ägg`]W`ž`i a`[YZÀ`f`]WXYb
G]hi Uh]cbYb`j`cfni VYi [Yb`"

8 YhU]`g	
J`c`f`ZU``	F Y]gYk Ufbi b[
C`f`h`	K`Y`f`X`Y`f`g`W`Y`f`A`U`f`_`h`ž`%`%`\$`%`%`+`'6`Y`f`]b`ž` 8`Y`i`h`g`W`U`b`X`
E`i`Y``Y`b`	<ul style="list-style-type: none">• k k k "XYk YnYh"XY• k k k "fi \f&("XY• k k k "Ui`gk UYfh][Yg!Ua`h"XY

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