

:]hbYggghi X]c!9g_U`Uh]c b. `GhfY]h'i a
K UgWx VYW_Yb `YbXYh`]b `6`i hVUX`°

þ`K]Yb!8cbUi ghUXh`Yg_U`]YfhY`Y]b`GhfY]h'i a `Y]b
K UgWxVYW_Yb`]a` :]hbYggghi X]cžYbXYhY`a]h`J Yf`YhnhYb`i bX
Y]bYf`GWx fYW_gWx i ggd]ghc`Y"



K]Yb!8cbUi ghUXhž`² ghYffY]Wx `!`9]b`UfhYf`?cbZ`_h]b`Y]bYa
:]hbYggghi X]c`]b`XYf`8cbUi ghUXh`gcf[h`ZØf`5i ZFY[i b[" `5a
A]hk cWx bUWx a]hU[`Yg_U`]YfhY`Y]b`GhfY]h'i a `Y]b`K UgWx VYW_Ybž
U`g`Y]b`%+!`Å\ f][Yf`Yg`ni ``Ub[Y`V`cW_]YfhY" `9]b`&- !`Å\ f][Yf`A Ubbž
XYf`X]Y`G]h] Uh]cb`VYcVUWx hYhYž`Yfa U\bhY`XYb`ð [YbX`]Wx Ybž`k Ug
ni `Y]bYa `YfghYb`K cfh[YZYWx h`ZØ\ fhY" `Gd`ÄhYfž`[Y[Yb`%+`!` \fž`_Ua
Yg`YfbYi h`ni `Y]bYf`5i gY]bUbXYfgYhni b[`nk]gWx Yb`XYb`VY]XYbž
i bhYfghØhnhj cb`Y]bYa `[`Y]Wx U`hf][Yb`: fYi bX`XYg`ð [YbX`]Wx Yb"
8]Y`j YfVU`Yb`GhfY]h][`_Y]hYb`a ØbXYhYb`fUgWx `]b`Y]bY`_ÖfdYf`]Wx Y
5i gY]bUbXYfgYhni b[ž`VY]`XYf`U`Y`XfY]`6YhY]`][hYb`j Yf`Yhnh
k i fXYb`"8]Y`FYhhi b[`a i gghY`Ui gfØW_Ybž`i a `X]Y`VY]XYb
ð [YbX`]Wx Yb`j cf`C fhini `j Yfgcf[Yb`"8Yf`&- !`Å\ f][Yž`XYf`X]Y
5i gY]bUbXYfgYhni b[`Yfgh`d f c j c n]YfhYž`hUi Wx hY`_i fnY`NY]h`gd`ÄhYf`

YfbYi hij cf`XYa :]hbYggghi X]c`Ui Zi bX`ØVYf[UV`XYb`U`Ufa]YfhYb
Dc`n]ghYb`Y]bY`]b`Y]b`H!G\]fh[Yk]W_Y`hY`GW`fYW_gW`i ggd]ghc`Y""9f
[UV`Ubž`a]h`XYf`K UZZY`XYb`š [YbX`]W`Yb`[YXfc`h`UVYb`ni
k c`Yb""8]Y`K UZZY`k i fXY`g]W`Yf[YghY`hž`k Å`fYbX`XYf`A Ubb
5bnY]W`Yb`Y]bYg`dgmW`]gW`Yb`5i gbU`a Yni ghUbXg`nY][hY`i bX
bUW`XYa`l bhYfVf]b[i b[g[YgYhn`]b`Y]b`?fUb`_Yb`Ui g`Y]b[Y`]YZYfh
k i fXY""8]Y`Dc`nY]`U`h`X]Y`9fa]hhi b[Yb`ni`X]YgYa`JcfZU`
Ui Z[Ybca`a`Yb"

GW`fYW_gW`i ggd]ghc`Yb`i bX`]fY`5bk YbXi b[`g]bX`b]W`h`bYi`]b
K]Yb""6Y]Y]bYa`UbXYfYb`JcfZU`"]b`:`cf]XgXcfZ`Ua
GcbbhU[a cf[Yb`k i fXY`X]Y`Dc`nY]`k Y[Yb`<`]ZYgW`fY]Yb`Y]bYf
%, !Å`f][Yb`U`Ufa]Yfh""<]Yf`k UfYb`nk Y]%, !Å`f][Y`:`fUi Yb`i bX`Y]b
&`!Å`f][Yf`A Ubb`]bj`c`j]Yfh""8Yf`GhfY]h`Yb`h`Øb`XYhY`g]W`XUfUbž
XUgg`XYf`A Ubb`k c`hYž`XUgg`X]Y`VY]XYb`:`fUi Yb`gY]bY`K c`bi b[
j Yf`Y]Y» Yb""5`g`g]Y`g]W`k Y[YfhYbž`gc`Yf`Y]bY`XYf`:`fUi Yb`a`]h
Y]bYf`GW`fYW_gW`i ggd]ZZY`VYXfc`h`UVYb""8]YgY`G]hi Uh]cb
YbXYhY`YVYbZU`g`]b`<UbX[fY]Z]W`_Y]hYbž`i bX`U`Y`XfY]`6YhY]][hYb
`UhhYb`?cdZ]Yf`Yhni b[Yb`i bX`<Åa`Uhca`Y`@YhnhYbX`]W`a`i gghY
Ui W``Y]Yf`X]Y`Dc`nY]Y]b[fY]ZYb""6Y]Y]bYf`8i fW`gi W`i b[`XYf
K c`bi b[`ZUbXYb`X]Y`6YUa`hYb`b]W`h`bi f`Y]bY
GW`fYW_gW`i ggd]ghc`Yž`gcbXYfb`Ui W`Gi W`ha`]hY`i bX`6Uf[Y`X"
8Yf`A Ubb`k i fXY`gW`]Y»`]W`ZYgh[Ybca`a`Ybž`k Å`fYbX`X]Y`:`fUi Yb
YVYbZU`g`k Y[Yb`?ØfdYfj Yf`Yhni b[`Ub[YnY][h`k i fXYb"

; Yk U`h`i bX`fYW`h`]W`Y`? cbgYe i YbnYb

8]Y`JcfZÅ`Y`k YfZYb`Y]b`@W`h`Ui Z`XUg`H`Y`a`U`]; Yk U`h`i bX
?ØfdYfj Yf`Yhni b[`]b`K]Yb""@Ui`h`XYa`ØghYffY]W`]gW`Yb
GhfUZ[YgYhnVi W`fz`,`Gh`6Ł[]h`?ØfdYfj Yf`Yhni b[`U`g`Y]b
j cfgÅ`hn`]W`Yg`8Y`_h""<]Yfi bhYf`ZU`Yb`b]W`h`bi f`d`mg]gW`Y
JYf`Yhni b[Ybž`gcbXYfb`Ui W`dgmW`]gW`Y`@]XYbž`X]Y`Yfbgh`UZhY
: c`[Yb`UVYb`_ØbbYb""5i W`]b`XYb`VY]XYb`VYgW`f]YVYbYb`:`Å`Yb
_Øbbh`X]Yg`ni f`5bk YbXi b[`_ca`a`Ybž`XU`U`Y`6YhY]][hYb
JYf`Yhni b[Yb`XUj`cbhfi [Yb""9]b`j cfgÅ`hn`]W`Yg`<UbXY`b`VYXYi hYhž
XUgg`X]Y`HÅhYf`X]Y`A`Ø[`]W`_Y]h`Y]bYf`JYf`Yhni b[`Yfbgh`UZh]b
6YhfUW`h`n]Y`Yb""`b`XYb`VY]XYb`Øb[ghYb`JcfZÅ`Yb`UVXY`h`Yg
g]W`i`a`?ØfdYfj Yf`Yhni b[Ybž`X]Y`gck c`U`Ub`š [YbX`]W`Yb`U`g

Ui Wk `Ub `A`hYfYb `DYfgcbYb `VY[Ub[Yb `k i fXYbž`k Ug`X]Y
 9fa]hhi b[Yb `i bX`fYW`h]WkYb` : c`[Yb `a Ò[`]WkYfk Y]gY
 _ca d`n]YfhYf`a UW`h"

8]Y`5i gY]bUbXYfgYhni b[Yb `nY][Ybž`XUgg`GdUbbi b[Yb `]b
 ÒZYbh]WkYb `9]bf]Wkhi b[Yb `k]Y` :]hbYggghi X]cg`cXYf`K c`bi b[Yb
 gWkbY`Yg_U`]YfYb`_ÒbbYb"Jcf`U`Ya `XYf`9]bgUhn`j cb
 GWk fYW_gWki ggd]ghc`Yb`j YfXYi h]Wk`h`X]Y` ; YZU`fž`X]Y`j cb`gc`WkYb
 ?cbZ]_hYb`Ui g[Y`Yb`_Ubb"9g`V`Y]Vh`UVni k UfhYbž`k]Y`X]Y
 fYW`h]WkYb`?cbgYei YbnYb`]b`VY]XYb` : À`Yb`Ui ggY`Yb`k YfXYb"
 8]Y`Dc`n]Y`Yfa]hY`h`k Y]hYf`]bž`i a `X]Y`[YbUi Yb`l a gh`AbXY`ni
 _`ÀfYb`i bX`Yb`hgdYfWkYbXY`A U» bU`a Yb`ni `Yf[fY]ZYb"

8YhU]`g	
C fh	K]Yb!8cbUi ghUXhž`2 ghYffY]Wk
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`\Yi hY"Uh • _i f]Yf"Uh • k k k "[Yk U`h]b Zc"Uh

6Ygi WkYb `G]Y`i bg`Ui Z.`a Y]b!k]Yb`bYh