

6YghUhi b[' : i fhbYf. 'I bhYfghØhni b[']b
gWk YfYb 'NY]hYb 'XYf 'HfUi Yf

9fZU\ fYb 'G]Y 'U`Yg 'ØVYf '6YghUhi b['i bX 'HfUi YfVYk Å'h][i b[
Ua ' %&"\$ * "&\$&) ']b 'A Uf[UfYhYb " 'I bhYfghØhni b['i bX
fYW h]WY '5gdY_hY ']a ' : c_i g"



A Uf[UfYhYb ž'² ghYffY]Wk ' ! 8Yf 'J Yf'i ghY]bYg['Y']YVhYb
A YbgWk Yb ']ghY]b 'VYgcbXYfg'Y]bdfÅ[gUa Yg'i bX'Ya ch]cbU'Yg
9fY][b]g]a ' @VYb " '5b[Y\Øf][Y'ghY\Yb 'j cf'XYf '< YfUi gZcfXYfi b[ž
fUgW '9bhgWY]Xi b[Yb 'ni 'hfYZZYbž'k Å\ fYbX'g]Y '['Y]WnY]h]['i a
XYb 'J Yfghc fVYbYb 'hfUi Yfb 'a ØggYb " ' ð X]YgYf'gWk YfYb 'NY]h
V]YhYb 'j]Y'Y '6YghUhi b[gi bhYfbY\ a Yb 'I bhYfghØhni b['Ubž
]bgVYgcbXYfY'X]Y '6YghUhi b[' : i fhbYf']b 'K]Ybž'X]Y'g]Wk 'U'g
ni j Yf'Ågg][Yf'DUfhbYf']b 'XYf' C f[Ub]gUh]cb 'i bX'8i fWZØfi b['j cb
6YghUhi b[Yb 'YhUV']Yfh '\Uh" 'K]Y 'A Y]b6Yn]f_ 'VYf]Wk hYhž'U[]Yfh
XUg'I bhYfbY\ a Yb 'a]hY]bYa 'A]I 'Ui g'HfUX]h]cb 'i bX' ðbcj Uh]cb
i bX'k]''XYb '<]bhYfV']YVYbYb ']b ']\fYa 'GWa Yfn'VYgha Ø[']Wk 'ni f
GY]hY'ghY\Yb"

ϕ·XYb·YfghYb·HU[Yb·bUW·Y]bYa·HcXYgZU``_ÖbbYb·X]Y
cf[Ub]gUhc f]gWYb·5i Z[UVYb·ØVYfk·Ä`h][YbX·k]f_Yb"" <]ZY·]a
HcXYgZU``·V]YhYh·Y]bY·k]W·h][Y·l bhYfghØhni b[ž·i a·VY]
fYW·h]WYb·i bX·Ya·ch]cbU·Yb·: fU[Yb·ni f·GY]hY·ni·ghY·\Yb"">XY
HfUi Yfg]hi Uh]cb·]gh·VY_Ubb·h]W·Y]bn][Ufh][·i bX·YfZc fXYfh
]bX]j]Xi Y·Y·6Yk·Ä`h][i b[gk Y[Y""8 Ug·i a ZUggYbXY·5b[YVch·fY]W·h
j cb·XYf·l bhYfghØhni b[·VY]·XYf·C f[Ub]gUh]cb·XYf·6YghUhi b[·V]g
ni·ϕZcfa Uh]cbYb·ØVYf·[YgYhn·]W·Y·F U\ a YbVYX]b[i b[Ybž·X]Y
bUW·Y]bYa·HfUi YfZU``ni·VYUW·hYb·g]bX"">bYž·X]Y·]b·X]YgYf
gW·k YfYb·NY]h·C f]Ybh]Yfi b[·gi W·Ybž·Z]bXYb·i bhYf·\]ZY!]a !
hcXYgZU``·XY·k Yfhj c·Y·F UhgW·Ä[Y"

F YW·h·]W·Y·5gdY_hY·fi bX·i a·X]Y·6YghUhi b[

9]b·nYbhfU·Yg·H\Ya·Už·XUg·j]Y·Y·<]bhYfv·]YVYbY·VYk Y[hž·g]bX·X]Y
fYW·h]W·Yb·5gdY_hY·XYf·6YghUhi b[""8 Ug·6YghUhi b[gfYW·hž·XUg
]b·8Yi hgW·U·bX·VY]gd]Y·gk Y]gY·Y]bY·[YgYhn·]W·Y
6YghUhi b[gdZ]W·h·ZYgh·Y[hž·j Uf]]Yfh·ghUf_·Y·bUW·F Y[]cb·i bX
6YghUhi b[gUfh·K]Y·gi bgYh!VYghUhhYfj Yf[·Y]W·"XY·Yf_·Äfhž
g]bX·5b[Y\Öf][Y·]b·XYf·F Y[Y·ZØf·X]Y·C f[Ub]gUh]cb·XYf
6YghUhi b[ž·X]Y·?cghYb·i bX·X]Y·9]b·\U·hi b[·XYf·[YgYhn·]W·Yb
J cf[UVYb·j YfU·b·hk·cfh]W·""8Uni·[Y·\Öf·hi bhYf·UbXYfYa·X]Y
5i gghY·i b[·Y]bYf·GhYfVYi f_i bXY·Xi fW·XUg·GhUbXYgUa hž·X]Y·ZØf
j]Y·Y·fYW·h]W·Y·GW·f]hhY·i bi a [Äb[·]W·]gh"

8]Y·5i gk U\·XYf·6YghUhi b[gZcfa·]gh·Y]bY·k Y]hYfY·YggYbh]Y·Y
9bhgW·Y]Xi b[·"·CV·9fXVYghUhi b[ž·: Yi YfVYghUhi b[·cXYf
a·Ö[·]W·Yfk Y]gY·gc[Uf·Y]bY·GYVYghUhi b[·"·YXY·J Uf]UbhY·Vf]b[h
i bhYfgW·]YX·]W·Y·fYW·h]W·Y·J cf[UVYb·a·]h·g]W·"Ni XYa·_ÖbbYb
5b[Y\Öf][Y·bi f·XUbb·9bhgW·Y]Xi b[gfYW·hY·ØVYf·X]Y·5fh·XYf
6YghUhi b[·Ui gØVYbž·k Ybb·_Y]bY·gdYn]Y·Yb·5bk Y]gi b[Yb·XYg
J Yfghc·fVYbYb·j cf·]Y[Yb""8Yg·U·V·]gh·Yg·fUhgUa ž·X]Y·K ØbgW·Y·XYg
J Yfghc·fVYbYb·]a·J cfZY·X·ni·_·ÄfYbž·i a·A]ggj YfghÄbXb]ggY·i bX
ni gÄh·]W·Y·6Y·Ughi b[Yb·ni·j Yfa·Y]XYb"

Ni gÄh·]W·gd]Y·Yb·Z]bUbn]Y·Y·5gdY_hY·Y]bY·k]W·h][Y·F c·Y·"
F YbhYbUb·gd·fØW·Y·i bX·a·Ö[·]W·Y·5bgd·fØW·Y·Ui Z
J Yfg]W·Yfi b[g·Y]ghi b[Yb·g]bX·Yb·hgW·Y]XYbX·ZØf·X]Y·Z]bUbn]Y·Y·Y

5Vg]W\Yfi b['XYf'<]bhYfV`YVYbYb"A]hXYa 'f]W\h][Yb'K]ggYb'i bX
 Y]bYf'i a ZUggYbXYb'≠Zcfa Uh]cbgVUg]g'_Ubb'XYf'ØVYfk Å`h][YbXY
 DfcnYgg'XYf'HfUi YfVYk Å`h][i b['Y]b'GhØW_k Y]h'Yf`Y]W\hYfh
 k YfXYb"

≠`Y]bYf'NY]hžX]Y`j cb'GWa Yfn'i bX'<YfUi gZcfXYfi b[Yb'[YdfÅ[h
]ghž]gh'Yg'i a gc'k]W\h][Yfž'b]W\h'U`Y]b'ni 'gY]b"i a gc'a Y\ f
 YfZfYi Yb'g]W\`8]Ybgh'Y]ghi b[Ybž'X]Y`X]YgY'<YfUi gZcfXYfi b[Yb'Ui Z
 dfcZYgg]cbY`Y`K Y]gY'Ub[Y\Ybž']a a Yf'[fØ» YfYf'6Y`Y]Vh\Y]h"
 8Ua]h'YXYf'<]bhYfV`YVYbY`X]Y`i bhYfghØhni b['Yf\Å`hžX]Y`Yf
 VfUi W\hž'gc`h'Y'a Ub'g]W\`b]W\h'gW\Yi Ybž'X]YgY'5b[YVchY`]b
 5bgdfi W\`ni `bY\`a Yb"8Ybb`YhnhYbX`]W\`]gh'X]Y`K ØfXY`XYg
 J YfgfVYbYb'i bX'X]Y`6Y[`Y]hi b['XYf'HfUi YfbXYb'XUg'N]Y`U`Yf
 6Ya Ø\i b[Yb"

8YhU]`g	
C fh	A Uf[UfYhYbž'² ghYffY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • k k k "\`ZY!]a !hcXYgZU``"XY • gi bgYh!VYghUhhYfj Yf[`Y]W\ "XY

6Ygi W\Yb'G]Y`i bg'Ui Z.`a Y]b!k]Yb"bYh