

DgmWX]gWX Yf '5i gbU\ a Yni ghUbX. 'A Ubb ']b
6f][]hhYbUi ' 'YVYbg[YZÄ\ f`]WX 'j Yf`Yhnh°

Dc`nY]Y]bgUhn`b`6f][]hhYbUi . ' & , !Ä\ f][Yf`j Yf`Yhnh`VY]
A YggYfUb[f]ZZ`GWØggY`Xi fWX `GdYn]U`Y]b\Y]h" '9fa]hhi b[Yb
`Ui Zyb"



6f][]hhYbUi ž`K]Ybž`2 ghYffY]WX `!`5a `j Yf[Ub[YbYb`GUa ghU[ž
XYb`%) " ' † b] ' & \$ &) ž`_Ua `Yg`b`6f][]hhYbUi `ni `Y]bYa `XfUa Uh]gWX Yb
Dc`nY]Y]bgUhnž`XYf`X]Y`B UWX VUfgWX UZhi`b`5i ZfY[i b[`j YfgYhnhY" '9]b
& , !Ä\ f][Yf`A Ubb`VYZUbX`g]WX `]b`Y]bYa `dgmWX]gWX Yb
5i gbU\ a Yni ghUbX`i bX`VYXfc\hY`X]Y`9]bgUhn_fÄZhY`a]h`Y]bYa
A YggYf" '8]Y`G]hi Uh]cb`Yg`_U`YfhY`gWX`_U[Ufh][ž`U`g`X]Y`Dc`nY]`J`c`f`c`fh
Y]bgWX`f]hž`bUWX`XYa `X]Y`9`hYfb`XYg`A UbbYg`i`a`'%'`.'`\$`i`\`f`XYb
B`chfi`Z[`Yk`Ä`\`h`\`UhhYbž`VYgcf[`hi`a`XUg`K`c`\`']\`fYg`Gc`\`bYg"

5i Z[fi bX`XYf`VYgcf[b]gYffY[YbXYb`l`a`ghÄbXY`YbHgUbXhY`XUg
GhUXhdc`nY]`_ca`a`UbXc`6f][]hhYbUi `a`Y\`fYfY`9]bgUhn_fÄZhY`ni`f
K`c`\`bi`b[`XYg`A UbbYg" '8 U`X]YgYf`b]WX`h`Ui`Z`?`c`d`ZnY]WX`Yb
fYU[]YfhY`ž`ÖZbYhY`X]Y`6Yfi`ZgZi`Yfk`Y\`f`K]Yb`X]Y`K`c`\`bi`b[ghØf"

6Y]Ni [Ub['ni f'K c\bi b['hfUZYb'X]Y'6YUa hYb'Ui Z'XYb
U[[fYgg]j Yb'A Ubbž'XYf'a]h'Y]bYa 'A YggYf'Ui g'XYf'ØW'Y'Ui Z'g]Y
ni ghØfa hY''9]b'YfghYf'J Yfgi W'ia]h'Y]bYa 'HUgYf'V']YV'YfZc`[`cgž
gcXUgg'X]Y'G]hi Uh]cb'fUgW'Ui » Yf'cbhfc`Y' [Yf]Yh"

GW' ØggY 'i bX 'B c hZU`a YX]n]b

I a 'g]W'gY'Vghi bX'UbXYfY'ni 'gW'Øhnybž[UV'Y]b'6YUa hYf
gW'Y]Y»]W'GW'ØggY'Ui Z'XYb'5b[fY]ZYf'UVž'k cXi fW'XYf'& !Å\ f][Y
'YVYbg[YZÅ\ f']W'Y'J Yf'Yhni b[Yb'Yf]hh''8]Y'6Yfi ZgfYhhi b['K]Yb
k Uf'gcZcfhj'cf'C fhž`Y]ghYhY'bc hZU`a YX]n]b]gW'Y'9fghj Yfgcf[i b[
i bX'VfUW'hY'XYb'A Ubb']bg'fUb_Yb\Ui g''8 Ug'@UbXYg_f]a]bU'Ua h
K]Yb'\Uh'X]Y'9fa]h'i b[Yb'ni 'X]YgYa 'J cfZU`ØVYfbca a Yb"
Ni XYa 'k]fX'XYf'GW'i gk UZYb[YVfUi W'Xi fW'X]Y'6i bXYgY]b\Y]h
ZØf'; Yk U'hdfÅj Ybh]cb']b'?'ccdYfUh]cb'a]h'XYf'GhUUhgUbK U'hgW'UZh
K]Yb'i bhYfgi W'hž'k Ug'Y]bYb'ØV']W'Yb'GW'f]hh'VY]'gc`W'Yb
9]bgÅhnyb'XUfghY`h"

8]Y'J cfZÅ`Y']b'6f][]hnybUi 'k YfZYb'Y]b'GW'U[]W'h'Ui Z'X]Y
< YfUi gZcfXYfi b[Ybž'a]h'XYbYb'X]Y'Dc`nY]'VY]'9]bgÅhnyb']b
dgmW'gW'Yb'?'f]gYbg]hi Uh]cbYb'_cbZfcbh]Yfh]gh"Y`b`]W'Yg'k i fXY
Ui W']b'8Yi hgW'UbX'VYcVUW'hYhž'k c'gY]h'&\$%- ' + 'A YbgW'Yb']b
j Yf[`Y]W'VUfYb'G]hi Uh]cbYb']cb'XYf'Dc`nY]'YfgW'cggYb'k i fXYb"
9i dYfhYb'ZcfXYfb'Xf]b[YbXY'F YZcfa Yb'i bX'Y]bY'VYggYfY
J cfVYfY]hi b['XYf'6YUa hYb']a 'I a [Ub['a]h'dgmW'gW' _fUb_Yb
A YbgW'Ybž'XcW'\Åi Z]['ZY\Yb'XUZØf'X]Y'bØh][Yb'Z]bUbn]Y`Yb
A]hY'ž'gck]Y'XUg'DYfgcbU'ž'i a 'Y]bY'Ub[Ya YggYbY'GW'i 'i b['ni
[Yk Å\ f'Y]ghYbž'k]Y'HU[YggW'Ui 'VYf]W'hYh"

9]b'F i Z'b UW' J YfÅbXYfi b[

≠'XYb`Yhnyb'Å\ fYb'g]bX'gc`W'Y'hfU[]gW'Yb'9fY][b]ggY'ghUf_
Ub[Ygh]Y[Ybž'i bX'XUg'H\Ya U'k]fX'ni bY\ a YbX'_f]h]gW'
VY'Yi W'hYh''9]b'6Y]gd]Y`]gh'XYf': U`XYg'!*!Å\ f][Yb'A ci \Ua YX
@Ja]bY'8fUa Åž'XYf'&\$&&'j cb'XYf'Dc`nY]'YfgW'cggYb'k i fXYž
bUW'XYa 'Yf'a]h'Y]bYa 'A YggYf']b'XYf'< UbX']b'Y]bYf
‡ [YbX\]'ZY]b]f]W'hi b['Ub[YhfcZYb'k i fXY''8]YgYf'J cfZU`
]`i ghf]Yfh'X]Y'U_i hYb': fU[Yb'ni f'5i gV]Xi b['i bX'XYb'I a [Ub['XYf

Dc`nY]a]h'A YbgWYb`b`dgmW]gWYb`5i gbU\ a Yg]hi Uh]cbYbž`k Ug
Ui W`Xi fW`Y]bY`i a ZUggYbXY`l bhYfgi W`i b[`Xi fW`

: fU[8YbGhUUh`VYgh`h][h`k i fXY"

9g[]Vh`ni fnY]h`_Ui a `Y]b`Y]h]WY`GhUbXUfXg`ZØf`X]Y` : cfhV]`Xi b[
]a `l a [Ub[`a]h`dgmW]gWYb`?f]gYb`]bbYf\U`V`XYf`Dc`nY]"`Bi f`]b
XYf]`6i bXYg`AbXYfb`Yi]gh]YfYb`j YfdZ]W`hYbXY`GW`i `i b[Yb`ZØf
6YUa hY`ni `X]YgYa `gYbg]V`Yb`H\Ya U``6Y]`XYb`9fa]h`i b[Ybž`X]Y
cZ`h]Y]b[YghY``h`k YfXYbž`V`Y]Vh`Yg`\`Ai Z][`gW`k Yfž`Y]bY`i a ZUggYbXY
5i ZUfVY]hi b[`g]WYfni ghY``Yb"

⊖g[YgUa h`ghY`h`XYf`Dc`nY]Y]bgUhn`]b`6f][]hYbUi `Yi Ya d`Uf]gW
ZØf`X]Y`j]Y`Yb`<YfUi gZcfXYfi b[Ybž`a]h`XYbYb`X]Y`6YUa hYb`]a
l a [Ub[`a]h`?f]gYbg]hi Uh]cbYb`_cbZfcbh]Yfh]g]bX``8Yf`JcfZU``
gcf[h`b]W`h`bi f`ZØf`6Ygcf[b]g`]b`XYf`6f][]hYbUi Yf`6Yj Ò`_Yfi b[ž
gcbXYfb`k]fZ`h]Ui W`i [fUj]YfYbXY` : fU[Yb`bUW`XYf`5bk YbXi b[`j cb
; Yk U`h`i bX`XYa `f]W`h][Yb`l a [Ub[`a]h`A YbgWYbž`X]Y`g]W`]b
dgmW]gWYb`5i gbU\ a Yg]hi Uh]cbYb`VYZ]bXYbž`Ui Z`9g`V`Y]Vh`ni
\cZYbž`XUgg`X]Y`UbghY`YbXYb`9fa]h`i b[Yb`i bX`X]Y`8]g`_i gg]cbYb
ØVYf`F`YZcfa Yb`]b`XYf`Dc`nY]Ui gV]`Xi b[`ni `Y]bYf`g]WYfYb`i bX
a YbgW`]WYb`@Øgi b[`ZØ`fYb"

: Øf`k Y]hYfY`⊖Zcfa Uh]cbYb`ØVYf`X]Y`9bhk]W`_i b[Yb`fi bX`i a
X]YgYb`JcfZU``i bX`X]Y`Zcfh`Ui ZYbXYb`8]g`_i gg]cbYb`ØVYf`XYb
l a [Ub[`a]h`dgmW]gWYb`?f]gYb`]b`XYf`Dc`nY]ž`VYgi W`Yb`G]Y`
A Y]b`6Yn]f`_"

8YhU]`g	
Cfh	6f][]hYbUi ž`K]Ybž`2 ghYffY]W
EiY`Yb	<ul style="list-style-type: none">• k k k "a Y]bVYn]f`_`Uh• k k k "hU[YggWUi "XY• ZfU[XYbghUUh"XY

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