

8]Y`X][]hU`Y` ; `ØW_ggd]Y`fYj c`i h]cb. `K Ug
² ghYffY]Wx g`C b`]bY!7 Ug]bcg`V]YhYb`°

9bhXYW_Yb`G]Yž`k]Y`C b`]bY!7 Ug]bcg`]b`² ghYffY]Wx`Xi fWx
8] []hU`]g]Yfi b [ž?`=i bX`? fmdhck Å\fi b [Yb`XUg`Gd]Y`Yf`YVb]g
fYj c`i h]cb]YfYb`"



G]a a Yf]b [ž`² ghYffY]Wx`!`⊕`XYb`YhnhYb`⊘\fYb`Uhi`X]Y
8] []hU`]g]Yfi b []b`² ghYffY]Wx`Y]bY`k U\fy`6`]hn_Uff]Yfy`]\b [Y`Y [hž
i bX`XUg`C b`]bY! ; `ØW_ggd]Y`]gh`XU`_Y]bY`5i gbU\`a Y`"⊕`a a Yf`a Y\`f
Gd]Y`Yf`YbhgWxY]XYb`g]Wx`XUZØfž`\fy` ; `ØW_gj Yfgi WxY`VYeI Ya`] cb
ni \Ui gY`Ui g`ni`k U [Yb`"K]Y`a Y]bVYn]f`_`Uh`VYf]Wx`hYhž`V]YhYb
C b`]bY!7 Ug]bcg`HUi gYbXY`j cb`Gd]Y`Yb` [`Y]Wx`nY]h] [`Ubž`c`bY
Y [`]WxY`D`UmVYgWx`fÅb`_i b [Yb`"J cb`_`Ugg]gWxYb`H]gWx`gd]Y`Yb`V]g
\b`ni`a`cXYfbYb`G`chg`]gh`ZØf`YXYb`Yhk Ug`XUVY]"`8 Ug`5b [YVch
k]fX`Xi fWx`@]Y`8YU`Yf`Gd]Y`Y`Yf [Åbnhž`VY]`XYbYb`Gd]Y`Yf`a]hY`g
J]XYcØVYfhfU [i b []b`9Wx`hny]h`Ua`Gd]Y` [YgWxY\Yb`hY]`bY\`a Yb
_ÖbbYb`"

9]b`k Y]hYfYf`D`i gdi b`_h`]gh`X]Y`VYbi hnyfZfYi bX`]WxY`6YX]Ybi b [ž

X]Y'gck c\`a]hXYf'A Ui g'U'g'Ui W\XYa :]b[Yf'a Ø\Y`cg[Y`b[h"
Gd]Y`Yf'[Yb]Y»Yb'k Y]hfY]W\YbXY'5b]a Uh]cbYb'i bX`]a a Yfg]j Y
Gd]Y'i a [YVi b[Yb""9]b'gW\by`YffY]W\VUfYf'?i bXYbgYfj]W`]gh'cZh
ØVYf`@j Y!7\Uh'cXYf'9!A U]`j YfZØ[VUfž'i bX`a cXYfbY`C b`]bY!
7 Ug]bcg'gYhmYb'ni bY\ a YbX`?Øbgh]W\Y`hY`][Ybn'f? ƎY]bž'i a
U`[Ya Y]bY'5bZfU[Yb'ØVYf'7\UhVchg'ni `Yf`YX][Yb""8]YgY
9bhk]W`i b[Yb'gd]Y[Y`b`b]W\h'bi f`X]Y'5_nYdhUbn`X][]hU`Yf
; YgW\ÅZnga cXY`Y`]b`2 ghYffY]W\`k]XYfž'gcbXYfb`nY][Yb`Ui W\ž'k]Y
gW\by`a Ub'g]W\`Ub`X]Y`bYi Yb`hYW\b]gW\Yb`; Y[YVYb\Y]hYb
UbdUggYb`_Ubb"

HfYbXg'i bX`< YfUi gZcfXYfi b[Yb`]a `C b`]bY!
; `ØW_ggd]Y`

8cW\`k Ug`\Uh`X]Y`Ni _i bZi`ZØf`X]Y`6fUbW\Y`ni `V]YhYb3`K]Y`
Z]fYk c f`X"Uh`UbU`mg]Yfhž'k]fX`X]YgYf`GY`hc f`Xi fW\`ghf`_hY
F Y[i `]Yfi b[Yb`i bX`]bbcj Uh]j Y`HYW\bc`c[]Yb`[YdfÅ[h`Hcc`g`k]Y
J]fhi U`F YU`]hmi bX`dYfgcbU`g]YfhY`Gd]Y`Yf`YVb]ggY`g]bX`]a
?ca a Ybž'k Å\ fYbX`[`Y]W\ nY]h][`X]Y`[YgYhm`]W\Yb
FU\ a YbVYX]b[i b[Yb`]a a Yf`k Y]hYfYbhk]W`Y`h`k YfXYb"

8]Y`; `ØW_ggd]Y`[YgYhm[YVi b[`]b`2 ghYffY]W\`k]fX`XUVY`]b]W\h'bi f
Ub`bUh]cbU`Y`; Y[YVYb\Y]hYb`Ub[YdUgghž'gcbXYfb`a i gg`Ui W`9! !
F]W\h`]b]Yb`F YW\bi b[`hfU[Yb""DchYbn]Y`Y`Y`bXYfi b[Yb`XYf
; YgYhmY`_ØbbhYb`XYb`K YhhVYk YfV`]a `A Uf`_h`Ub\Y]nYb`i bX`Ui W\
ghfYb[YfY'5bZcfXYfi b[Yb`Ub`8 UhYbgW\i hm`i bX
j YfUbhk cfhi b[gj c`Yg`Gd]Y`Yb`a]h'g]W\`Vf]b[Yb""9]b`VYgcbXYfYg
5i [Yba Yf`_]Y[h`Ui Z`a cV]`Ya `; `ØW_ggd]Y`ž`XUg`XUb`_XYf
J YfVfY]hi b[`j cb`Ga Ufhd\cbYg'i bX`XYf`j YfVYggYfhYb
ƎhYfbYh[YgW\k]bX][_Y]h`YI d`cX]Yfh`]gh"

8]Y`X][]hU`Y`9j c`i h]cb`j cb`7 Ug]bcg

8]Y`9bhk]W`i b[`XYg`C b`]bY!; `ØW_ggd]Y`g`\Uh`Y]bY`Ub[Y
; YgW\]W\hY`]b`2 ghYffY]W\`GW\cb`9bXY`XYf`%- - \$Yf`ž\ fY`k U[hYb
g]W\`X]Y`YfghYb`j]fhi Y`Yb`7 Ug]bcg`Ui Z`XYb`A Uf`_h`8cW\`Yfgh`a]h
XYf`ni bY\ a YbXYb`5_nYdhUbn`j cb`C b`]bY!NU\`i b[Yb`i bX

gWk bY`YfYb` ðhYfbYhj YfV]bXi b[Yb`gh]Y[`Ui Wk`X]Y`5bnU\`XYf
 Gd]Y`Yfž`k]Y`U_Un]Uj Yf`U["Uh`XUF`Y[h`8]Y`9]bZ0\fi b[`j cb`@]j Y!
 7Ug]bcg`i bX` ; Ua]Z]W]h]cb!9`Ya YbhYb`Vf]b[Yb`Zf]gWkYb`K]bX`i bX
 gc f[Yb`XUZ0fž`XUgg`X]Y`Gd]Y`YbXYb`b]Wk h`bi f`dUgg]j Y
 ?cbgi a YbhYb`g]bXž`gcbXYfb`U_h]j `]b`X]Y`Gd]Y`Y`Y]b[YVi bXYb
 k YfXYb"

: 0f`X]Y`6YhfY]VYf`k]fX`Yg`]a a Yf`k]Wk h][Yfž`A U» bU\`a Yb`ni f
 Gd]Y`Yfg]Wk Yf\Y]h`i a ni gYmYb`"8]Yg`i a ZUggh`GY`VghgdYffYbž
 9]bnU\`i b[g`]a]hg`i bX`5`hYfgj Yf]Z_Uh]cbYb`"5b[Yg]Wk hg`XYf
 hYWk bc`c []gWk Yb` : cfhgWk f]hhY`g]bX`Ui Wk `? fmdhc!NU\`i b[Yb`]b`XYb
 : c_i g`[Yf0W_hž`X]Y`Xi fWk `]\fY`GWk bY``][_Y]h`i bX`5bcbma]h`h
]a a Yf`[YZfU[hYf`k YfXYb`"Hfcm`j Yf[Ub[YbYf`6YXYb_Yb`0VYf
 XYfYb`9]bgUhn` []Vh`Yg`\]Yf`YXcWk `fY[i `Uh]j Y`<YfUi gZcfXYfi b[Ybž
 X]Y`[Y`0gh`k YfXYb`a 0ggYb"

ðg[YgUa h`nY][h`XYf`GY`_hcf`Z0f`C b`]bY!; `0W_ggd]Y``]b`2 ghYffY]Wk ž
 XUgg`Yf`g]Wk]b`Y]bYa `gh`AbX][Yb`K UbXY`VYZ]bXYh`8]Y`@Y\ fYbž`X]Y
 Ui g`XYf`6fUbWk Y`[Ync[Yb`k YfXYb`_0bbYbž`g]bX`Z0f`U`Y`X][]hU`Yb
 5b[YVchY`j cb`6YXYi hi b[. Bi hnYfZfYi bX`]Wk _Y]hž`9ffY]Wk VUf_Y]h
 fi bX`i a `X]Y`I \fi bX`XYf`9]bgUhn`a cXYfbYf
 G]Wk Yf\Y]hghYWk bc`c []Yb`gd]Y`Yb`Y]bY`nYbhfU`Y`F c`Y`"5b[Yg]Wk hg
 U``X]YgYf`J Yf`AbXYfi b[Yb`_0bbYb`k]f`[YgdUbbh`gY]bž`k Ug`X]Y
 Ni _i bZh`Z0f`X]Y`K Y`h`XYf`C b`]bY!7Ug]bcg`VYfY]h\`h`"

8YhU]`g	
C fh	G]a a Yf]b[ž`2 ghYffY]Wk
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • k k k "Z]fYk cf`X"Uh • k k k "U_Un]Uj Yf`U["Uh

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