

GWk Ufnk U`X!8Y`Y[Uh]cb `VY[Y]ghYfhj ca
K Y]bhci f]ga i g]a `HYgg]b`

8]Y`GWk Ufnk U`X`Hci f]ga i g]; a V< ``Y]hYhY`Y]bY
Ghi X]YbfY]gY`]bg`HYgg]bž`i a `K Y]bhci f]ga i g`i bX`]bbcj Uh]j Y
?cbnYdhY`ni `Yf_i bXYb"



7cf]ddcž`HYgg]bž`GWk Y]n`!`8]Y`GWk Ufnk U`X`Hci f]ga i g]; a V<
fGH; Ě`Z0\fhY`j ca `%(``V]g`%*"A U] &\$&) `Y]bY`i a ZUb[fY]WY
Ghi X]YbfY]gY`]bg`HYgg]b`Xi fWž`Ub`XYf`Y]bY`&&!_ÖdZ][Y
Hci f]ga i gXY`Y[Uh]cb`hY]`bU\ a ``8 Ug`N]Y`X]YgYf`F`Y]gY`k Ufž
j YfgW]YXYbY` : UWWhYb`XYg`HYgg]bYf`Hci f]ga i g`ni `Yf_i bXYbž
XUfi bhYf`K Y]bhci f]ga i gž`5fW]hY`_hi f`gck]Y`GhAXhYhci f]ga i g"
K `À\fybX`XYg`5i ZYbh\U`hg`hfUZ`g]W`X]Y`8Y`Y[Uh]cb`a`]h`Y]bYf
J]Y`nU\`j`cb`Hci f]ga i gU`_hyi fYb`i bX`dc`h]gWYb`J YfhfYhYfb`XYg
HYgg]bgž`i a `ØVYf`ni `_ØbZh][Y`9bhk]W`_i b[Yb`i bX`GhfUhy[]Yb`ni
X]g_i h]YfYb"

5a `YfghYb`HU[`ZUbX`Y]b`VYXYi hYbXYg`HfYZZYb`]b`A cfWchY`ghUhhž
k c`5b[Y`c`HfchhUž`8]fY`_hcf`j`cb`HYgg]b`Hci f]ga i gž`XYf`8Y`Y[Uh]cb

X]Y`A Uf_Yh]b[ghfUHY[]Yb`i bX`nYbhfU`Y`Ni _i bZhgh\Ya Yb`XYg
HYgg]b`bÀ\YfvFUW`hY"GhY ZUbc`F]nn]ž`XYf`8]fY`_hcf`XYf
K]fhgW`UZhGUvhY`i b[`XYg`HYgg]bgž`VY`Yi W`hYhY`X]Y`k]fhgW`UZh`]W`Y
9bhk]W`_i b[gghfUHY[]Y`gck]Y`ϕbcj Uh]cbYb`ni f`l bhYfghØhni b[`j cb
l bhYfbY`a Yb`ja `Hci f]ga i ggY`_hcf" `6YgcbXYfg`X]Y`Fc`Y`XYg
Hci f]ga i g`U`g`a chcf]gW`Y`? fUZh`ZØf`X]Y`fY[]cbU`Y`9bhk]W`_i b[
k i fXY`j cb`< Ubg`Øf[`A U]fž; YgW`ÀZhgzØ`fYf`XYf`GH; ž
`Yfj cf[Y`cVYb"

K Y]bhci f]ga i g`i bX`UfW`]hY`_hcb]gW`Y
<][`][`hg

8]Y`8Y`Y[Uh]cb`bi hnhY`X]Y`; Y`Y[Yb`Y]hž`XUg`DchYbn]U`XYg
K Y]bhci f]ga i g`ni `Yf`_i bXYb`i bX`VYgi W`hY`XUVY]`X]Y`HYbi hU
7UghY`c`X]`A cfW`chY"; UVmi;]Ub]b]ž`X]Y`K]bnYf]b`XYg`K Y]b[i hgž
ghY`hY`]\`f`K Y]b[i h`U`g`Y]bYb`HfY`Zdi b`_h`ZØf`c`W`k Yfh[]Yb
K Y]bhci f]ga i g`XUf" `ϕ`X]YgYa `? cbhYl h`_ØbX][hY`X]Y`GH; `X]Y
; fØbXi b[`Y]bYg`?ca dYhYbnhYUa g`K Y]bhci f]ga i g`6UXYb`Ubž`XUg
K]bnYf`ja `6UX]gW`Yb`K Y]bVUi j YfvUbX`i bhYfghØhYb`gc`"

9]b`k Y]hYfYg`<][`][`h`k Uf`XYf`6Ygi W`X`Yf`hci f]gh]gW`Yb`5b`U[Y
:]cfY`X]`D]YhfU `Ui ZXYa `A cbhY; YbYfcgcž`X]Y`j ca
fYbca `a]YfhYb`5fW`]hY`_hYb`A Uf]c`6chU`Ybhk cfZYb`k i fXY" `8]YgY
UfW`]hY`_hcb]gW`Y`5hfhU`_h]cbž`X]Y`gY]h`&\$%+`]b`6Yhf]YV`]gh`i bX`ØVYf
Y]b`F YghUi fUbh`gck]Y`Y]bYb`?cbZYfYbnVYfY]W`j YfZØ[hž`k i fXY`j cb
@cfYbn`6fi [[Yfž`XYa `8]fY`_hcf`XYf: Yffcj]U`A cbhY; YbYfcgcž
j cf[YghY`h`9]b`6Ygi W`X`Yg`?i `hi fnYbhfi a g`@57` `@ [Ubc`5fhY`Y
7i `hi fUž`XUg`j cb`j Ubc;]Ubc`U`Ybhk cfZYb`k i fXYž`fi bXYhY`XYb
YfghYb`HU[`UV" <]Yf`ZUbXYb`X]Y`8Y`Y[Uh]cb`F`Ai a `]W`_Y]hYb`ZØf
5i gghY`i b[Yb`i bX`j YfgW`]YXYbY`9j Ybhg`j cf"

9]b`k]W`h[]Yf`HY]`XYf`FY]gY`k Uf`Ui W`X`Y`6Yg]W`h[] b[`XYg
`5`VYf[c`8]Zi gc`A cbhY; YbYfcgc`" `8 Ug`]bbcj Uh]j Y`?cbnYdh
VY]b`U`hYh`ØVYf`XUg`8cfZj YfhY]`hY`N]a a Yf`i bX`k i fXY`j cb`5h`cg
7YfY[`Y`h]j cf[YghY`hž`XYf`ZØbZfYbcj]YfhY; YV`Ai XY`i a ZUggh"
< Ubg`Øf[`A U]f`Yf`_Ybbh`i b`X]YgYa `5bgUhn`DchYbn]U`ZØf`À`b`]W`Y
Dfc`Y`_hY`ja `GW`k Ufnk U`Xž`X]Y`ni f`F`Yj]hU`g]Yfi b[`Àb`X]W`Yf
F`Ai a Y`VY]hfU[Yb`_ØbbhYb"

GhÀXhYhci f]ga i g'i bX'5i ghUi gW\ 'a]h'@ [Ubc

8Yf'GhÀXhYhci f]ga i g'k i fXY'U'g'YbhgW\Y]XYbXYf': U_hcf'ZØf'X]Y
 : Yf]YbfY[]cb'GW\k Ufnk U'X'X]Yb]Z]n]Yfh''8]Y'; YgY''gW\UZhYf'X]YgYf
 ð]h]Uh]j Yb'g]bX'X]Y'GhÀXhY': fY]Vi f[ž?Uf'gfi \Yž'DZcfn\Y]a' i bX
 6UXYb!6UXYb''8Yb'5VgW\i gg'XYf'F Y]gY'V]'XYhY'Y]bY'[YZØ\fhY
 Hci f'Xi fW\X]Y'5'hghUXh]j cb'@ [Ubcž' [YZc'[hj cb'Y]bYa
 5i ghUi gW\ 'a]h'A Ugg]a c'6cb]ž'8]fY_hcf'XYf'@ [Ubc'FY[]cbž'gck]Y
 J YfhfYhYfb'XYf'GhUXh''8]YgYf'5i ghUi gW\ 'nY][hY'X]Y'A Ø[']W\ _Y]hYb
 XYf'Ni gUa a YbUfVY]h'ink]gW\Yb'XYb'FY[]cbYb'Ui Z'

8]Y'8Y'Y[Uh]cb'VYgi W\hY'ni XYa 'XUg' 5'VYf[c'8]Zi gc ']b
 7cf]ddcz'XYa ' _Y]bghYb'8cfZ'XYf'GW\k Y]n'' <]Yf'_ØbbYb'; ÀghY']b
 a]b]a U']gh]gW\Yb' i bhYf_ØbZhYb'a]h'Ui h\Ybh]gW\Ya 'HYgg]bYf'9fVY
 ØVYfbUW\hYb''8Ug' < chY'V]YhYh'nY\ b'N]a a Yf'i bX'D'Uhn'ZØf'&&
 DYfgcbYb'gck]Y'Y]bY'J]Y'nU\ 'j cb'5bbY\ a ']W\ _Y]hYbž'XUfi bhYf
 Y]b'FYghUi fUbhž'G\i h'hY!GYfj]W\ 'i bX'_cghYb'cgYg'K]!:']'Ni XYa
 dfcZ]h]YfYb'; ÀghY'j cb'XYb'J cfhY]Yb'XYg'H]W]bc'H]W_Yhž'XUg'Y]bY
 ZfY]Y': U\fh'a]h'XYb'ØZZYbh]W\Yb'J Yf_Y\fga]hY' b'gck]Y
 J Yf[Øbgh][i b[Yb'Ui Z'6Yf[VU\ bYb' i bX'hci f]gh]gW\Y'5hfhU_h]cbYb
 V]YhYh''8]Y'@U[Y'Ua ' < Ø[Y'']b'XYb'6Yf[Yb'Yfa Ø[']W\h'Y]bYb
 fi \][Yb'5i ZYbh\U'h'a]h'Y]bYa 'DUbcfUa UV']W_]b'X]YgYf
 a U'Yf]gW\Yb'FY[]cb''

8]Y'Ghi X]YbfY]gY'\Uh'gca]h'b]W\h'bi f'XYb'5i ghUi gW\ 'i bX'X]Y
 J YfbYhni b[' [YZØfXYfhž'gcbXYfb'Ui W\k Yfhj c''Y'9]bV']W_Y]b'X]Y
 hci f]gh]gW\Yb'5bgÀhnY'XYg'HYgg]bg[Y[YVYbž'X]Y'U'g' ðgd]fUh]cb
 ZØf'ni _ØbZh][Y'Dfc'Y_hY']a 'GW\k Ufnk U'X'X]YbYb'_ØbbYb''

8YhU]`g	
C fh	7cf]ddcz'HYgg]bž'GW\k Y]n
E i Y''Yb	<ul style="list-style-type: none"> • k k k ""]ZYdf"XY • k k k "h]W]bc"W\

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'Y]bY!fY]gY"XY