

F Y]gYk Ufbi b[Yb`ZØf`HØf_Y]i bX`ÿ [mdhYb.
I f`Ui VYf`a ØggYb`j c f g]W\ h][`gY]b`°

F Y]gYk Ufbi b[Yb`ZØf`HØf_Y]i bX`ÿ [mdhYb.`K]W\ h][Y
G]W\ Yf\Y]hg\]bk Y]gY`ZØf`F Y]gYbXY`ja`Gca`a Yf`&\$&) žVYj cf
G]Y`d`UbYb"



HØf_Y]ž`@UbX`!`5_hi Y`Y`F Y]gYk Ufbi b[Yb`XYg`5i gk Åfh][Yb`5a hg
VYhfYZYb`VY`]YVhY`8Ygh]bUh]cbYb`k]Y`X]Y`HØf_Y]i bX`ÿ [mdhYb`"8]Y
F Y]gYnY]h`ZÄ`h`ni gUa`a Yb`a]h`XYb`Gca`a YfZYf]Ybž`X]Y`]b
BcfXf\Y]b!K YghZU`Yb`fBFK Łj ca`%("`š` `]V]g`ni a`"&*"`5i [i gh
&\$&) `ghUhhZ]bXYb`"6YgcbXYfg`F Y]gYbXYž`X]Y`]b`X]YgY`F Y[]cbYb
fY]gYb`a`ÒW`hYbž`gc`h`Yb`[i h]bZcfa`]Yfh`gY]b`" _ghU"XY`VYf]W`hYhž
XUgg`X]Y`G]W\ Yf\Y]hg`U[Y`]b`XYf`HØf_Y]`]bg[YgUa`h`ghUV]`]ghž
YXcW`fY[]cbU`Y`F]g]_Yb`]b`XYb`gØX`Øgh]W\ Yb`Dfcj]bnYb`k]Y
Ub`i fZUž`A UfX]bž` fbU`_i bX`<U`__¾]VYghY\Yb"

8]Y`hØf_]gW\ Y`F Y[]Yfi b[`k Ufbhj cf`HYffcf[YZU\fyb`i bX
a`]hÅf]gW\ Yb`5_hj] hÅhYb`]b`X]YgYb`; fYbn[YV]YhYbž`k Yg\U`V
F Y]gYbXY`Xf]b[YbX`j`cb`Y]bYa`6Ygi W\`]b`X]YgYb`F Y[]cbYb

UV[YfUHyb`k]fX"5i Wk`j b[fc» Yb`GhAXhyb`k]Y`5b_UfUž`ghUbVi`
i bX`#a]f`_ÒbbhYb`dc`h]gWkY`8Ya`cbghfUh]cbYb`ghUhz]bXYbž
k Yg\U`V`Yg`fUhgUa`]ghž`A`YbgWkYbUbgUa`a`i`b[Yb`ni`j`Yfa`Y]XYb"
5`hyfbUh]j`g]bX`VY`YVhY`i`f`Ui`VgcfhY`Ub`XYf`ÿ[`Ä]g_ØghY`i`bX`XYf
hØf_]gWkYb`F`j]YfUž`k]Y`5b`hU`mUž`5`Ub`mU`i`bX`6cXfi`a`ž`U`g`g]WkYf
Y]b[Yghi`Zh"

ÿ [mdhYb`i`bX`XUg`Øgh`]WkY`A`]hhY`a`YYf`

8]Y`G]WkYf\Y]hg`U[Y`]b`ÿ[mdhYb`k]fX`U`g`]bg[YgUa`hifi`\][ž`YXcWk
a`]hifY[]cbU`Yb`9]bgWk`f`Ä`b`_i`b[Yb`VYgWk`f]YVYb"8Yf`B`cfXYb`XYf
G]bU]!<U`V]bgY`g`ck]Y`XUg`Ä[mdh]gWk!]g`fUY`]gWkY`;`fYbn[YV]Yh`g]bX
VYgcbXYfg`d`fc`V`Ya`Uh]gWk`ž`UV[YgY\Yb`j`cb`HUVU"i`bVY[`Y]hYhY
5i`gZØ[Y`]a`GØXYb`XYf`G]bU]!<U`V]bgY`g]bX`b]Wk`h`Ya`d`Zc`\`Yb`ž`XU
XUg`F`]g]_c`hY`ffc`f]gh]gWkYf`5`bgWk`Ä[Yž`]bgVYgcbXYfY`]b`XYf`G]bU]!
FY[]cb`ž`VYghY`h"8Yb`bc`Wk`g]bX`_`Ugg]gWkY`i`f`Ui`Vgn]Y`Y`Ua`F`chYb
A`YYf`k]Y`<`i`f[\UXUž`A`UfgU`5`Ua`i`bX`G`Ufa`Y`!G`Y`_]`b]Wk`h
VYhfc`ZYb`ž`V]YhYb`U`Y`fX]b[g`5b`U`hgdi`b`_hY`VYnØ[`]Wk`a`Ø[`]WkYf
VYhfØ[Yf]gWkYf`5`_hj]h`hYb"

Ni`g`Ä`h`n`]Wk`i`[]Vh`Yg`HY`]fY]gYk`Ufbi`b[Yb`ZØf`ghfUY`i`bX`XYb`@]VUb`cb
gck]Y`i`a`ZUggYbXY`F`Y]gYk`Ufbi`b[Yb`ZØf`Gmf]Yb`i`bX`@]VmYb`ž`k`c
_f]Y[Yf]gWkY`5i`gY]bUbXYfgYhni`b[Yb`i`bX`c`_U`Y`?`cbZ`_hY
\YffgWkYb"8Yi`hgWkY`6`chgWk`UZhYb`]b`8Ua`Ug`_i`g`i`bX`Hf]dc`]g`g]bX
[YgWk`c`ggYb`ž`k`Ug`X]Y`G]hi`Uh]cb`ZØf`F`Y]gYbXY`ni`g`Ä`h`n`]Wk
YfgWk`k`Yfh`i`#a`;`Y[YbgUm`XUni`n`Ä`\`Yb`GdUb]Yb`ž`#U`]Yb`ž
;`f]YWkYb`UbX`i`bX`i`fUb`_fY]Wk`ni`XYb`g]WkYfYfYb`F`Y]gYcdh]cbYb`ž
k`c`j`cf`U`Y`a`]b`i`fc»`gh`AX`hyb`j`cf`HUgWkYbX]YVgh`Ä`\`Yb`[Yk`Ufbh
k`]fX"

K]Wk`h][Y`F`Y]gYk`Ufbi`b[Yb`i`bX`!\]bk`Y]gY`

I`a`VYghYbg`j`cfVYfY]hYh`ni`gY]b`ž`gc`hYb`F`Y]gYbXY`X]Y`U`_hi`Y`Y`b
G]WkYf\Y]hg\]bk`Y]gY`XYg`5i`gk`Ä`fh][Yb`5a`hg`VYUWk`hYb`ž`k]Y`]b
Y]bYa`6Yf]Wk`h`Ui`Z`X]d`c`XY`Ya`d`Zc`\`Yb"9]bY`F`Y[]ghf]Yfi`b[`]b`XYf
?f]gYbj`c`fgc`f[Y`]ghY`ZØf`XYi`hgWkY`GhUUhgUb[Y\Øf][Y`k`]fX
YVYbZU`g`Ub[YfUHyb"8]YgY`@]ghY`\]Zh`XYb`6Y`\ØfXYb`ž`]a`B`chZU`
a`]h`F`Y]gYbXYb`]b`?`cb`hU`_h`ni`h`fY`hYb"

Ni gÀhn`jW`ni `XYb`GjW`Yf\Y]hg\]bk Y]gYb`gc`hYb`F Y]gYbXY`Ui Z
 Ui gfY]W`YbXYb`F Y]gY`fUb`YbgW`i hn`UW`hYbž`\Yi hY`a Y`f`XYbb`Y
 k]W`h][``8]Y`HYffc`fk Ufbghi ZY`]b`2 ghYffY]W`]gh`Ui ZY]bYa
 Yf\Ò`hYb`B]j YUi ž`k Ug`YVYbZU`g`5i gk]f`i b[Yb`Ui Z`X]Y
 U`[Ya Y]bY`GjW`Yf\Y]hg`U[Y`]b`9i fcdU`\Uh"

J cf`F Y]gYb`]gh`Yg`YbhgW`Y]XYbXž`žZcg`ni `9]bfY]gYVYgh]a a i b[Ybž
 Yj Ybhi Y``bchk YbX][Yb`ž dZi b[Yb`i bX`XYb`dc`]h]gW`Yb
 ; Y[YVYb\Y]hYb`]a `F Y]gY`UbX`ni `gUa a Y`b``8]Y`VYghYb
 žZcfa Uh]cbYb`Yf\À`h`a Ub`cZiX]fY`h`VY]`XYb`ni gh`bX][Yb
 6chgW`UZhYb`cXYf`ØVYf`cZZ]n]Y``Y`F Y]gYj YfUbghU`hYf"

8YhU]`g	
C fh	HØf`Y]ž`@UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k]Yb"X]d`c"XY

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