

? f]h]_ 'Ub 'j Yf_ØfnhYf'DZY[YUi gV]'Xi b[.
E i U`]hÀh'XYf'DZY[Y']b'; YZU\ f3

6fYa Yb'_f]h]g]Yfh'bYi Y'5i gV]'Xi b[gf]W\h`b]Yb'ZØf
DZY[YZUW\Ugg]ghYbhYb.'J Yf_Øfni b['Ui Z%, 'A cbUHY'_ØbbhY
E i U`]hÀh[YZ\ fXYb"



6fYa Yb'ž'8Yi hgW\`UbX'!'`b'XYf'DZY[YVfUbW\Y'_ca a h
6Yk Y[i b[']bg'Gd]Y'. '9]b'bYi Yf'; YgYhnYb'k i fZ'ni f'5i gV]'Xi b[
j cb'DZY[YZUW\Ugg]ghYbhYb'gcf[h'XYfnY]h'ZØf'8]g_i gg]cbYb"'@Ui h'
Vi hYb' i b'V]bbYb']gh'X]Y'5i gV]'Xi b[gXUi Yf'j cb'V]g\Yf][Yb'&(
A cbUHYb'Ui Z'bi f'%,'A cbUHY'[YgYb_h'k cfXYb"'8]Yg'\Uh'X]Y
6fYa Yf'5fVY]hbY\ a Yf_Ua a Yf'Ui Z'XYb'D`Ub'[Yfi ZYbž'X]Y'X]YgYb
J cfgW\`U['gW\UfZ'_f]h]g]Yfh"'8]Y' ?Ua a Yf'VYZØfW\hYhž'XUgg'Y]bY
J Yf_Øfni b['XYf'5i gV]'Xi b[gnY]h'bY[Uh]j Y'5i gk]f_i b[Yb'Ui ZX]Y
ZUW\`W\Yb'?ca dYhYbnYb'i bX'X]Y'E i U`]hÀh'XYf'DZY[Y'\UVYb
_ØbbhY"

8U`]Y[h'k Ug'Ub ž'gc'X]Y'<U`hi b['XYf'6fYa Yf
5fVY]hbY\ a Yf_Ua a Yfž'X]Y'[Ya Y]bgUa 'a]h'XYf

5fVY]hbY\ a Yf_Ua a Yf'XYg'GUUF'UbXg]b`Y]bYf'GhY`i b[bU\ a Y`Ui Z
X]Y`6YXYb_Yb`\]bk Y]gh"6Y]XY`?Ua a Yfb`ZcfXYfb`Y]bY
5VgWUZZ b[`XYf`j Yf_ØfnhYb`5i gV]`Xi b[gnY]hi bX`gYhnYb`g]W
ghUhhXYggYb`ZØf`X]Y`i fgdfØb[`]WYb`&(`A cbUhY`Y]b"

9]b`Y]h`]WY`GhUbXUfXg`ZØf`X]Y`Ni`_i`bZh

8Yf`9bhk`i fZ`XYf`Ua`(`"GYdhYa`VYf`&\$&(`j ca`6i bXYg_UV]bYhh
VYgW`cggYb`k`i fXYž`n]Y`h`XUfUi`ZUVž`Vi`bXYgk`Y]h`Y]b`Y]h`]WY`
GhUbXUfXg`ZØf`X]Y`5i`gV]`Xi`b[`ni`f`DZY[`YZUW`Ugg]ghYbn
Y]bni`ZØ`fYb`"8]Y`bYi`Yb`FY[`Y`b`gc`Yb`UV`&\$&+`[`Y`hYb`i`bX`Y]bY
[`fi`bX`Y[`YbXY`FY`Zcfa`Y`fVY]ZØ`fYbž`X]Y`X]Y`5i`gV]`Xi`b[`j`cb
DZY[`YZUW`Ugg]ghYb`hYb`j`YfY]b`Y]h`]W`h``g[`YgUa`h`&+
`UbXYgfYW`h]W`[`YfY[`Y`hY`5i`gV]`Xi`b[`Yb`k`YfXYb`Xi`fW`XUg`bYi`Y
DZY[`YZUW`Ugg]ghYbn[`YgYhn`UV[`Y`Øghž`XUg`Y]bY`_`UfY`Ghfi`_hi`f
gW`UZZYb`gc`ž`k`]Y`Ui`W`**Va`ZgZ`"XY`VYf]W`hYh`**

: Øf`ni`_ØbZh[`Y`5i`gni`V]`XYbXY`\`Uh`X]Y`bYi`Y`FY[`Y`i`b[`Ui`W
dcg]hj`Y`GY]hYb.`9fgha`U`g`k`fX`Y]b`Y]b`Y]h`]W`Yg`?ca`dYhYbndfcZ]
Y]b[`YZØ`fhž`k`Y`W`Yg`X]Y`j`YfhY]`i`b[`XYf`5i`Z[`UVYb`nk`]gW`Yb
DZY[`YZUW`dYfgc`bYb`i`bX`DZY[`YZUW`Ugg]ghYb`hYb`_`UfYf`fY[`Y`h`8`Ug
N]Y`]gh`Ygž`X]Y`E`i`U`Z]_Uh]cb`i`bX`X]Y`j`YfUbhk`cfhi`b[`XYf
DZY[`YZUW`Ugg]ghYb`hYb`a`Yf`_]W`ni`Yf\`Ø`Yb`"Ni`XYa`gc`X]Y
5i`gV]`Xi`b[`Xi`fW`DZ]W`hdfU`_h]_U]b`j`YfgW`]YXYbYb`6YfY]W`Yb`
j`cb`XYf`ghU]cb`ÅfYb`@Ub[`nY]hdZY[`Y`V]g`ni`f`5`_i`hdZY[`Y`
dfU]`gbU\`[`YghU`hYh`k`YfXYb`"

8Yf`[`fc»`Y`6YXUfZ`Ub`DZY[`Y`f`À`ZhYb

9]b`6`]W`_`Ui`Z`X]Y`NU\`Yb`a`UW`h`XYi`h]W`ž`k`]Y`Xf]b[`YbX
j`Yf`À`bXYfi`b[`Yb`]b`XYf`DZY[`YUi`gV]`Xi`b[`bchk`YbX][`g]bX.`Fi`bX
%ž+`A`j`]cbYb`DZY[`Y`f`À`ZhY`g]bX`]b`8Yi`hgW`UbX`h`Àh][`ž`XcW`bi`f`%ž%
A`j`]cbYb`XUj`cb`\UVYb`Y]bY`Zcfa`U`Y`DZY[`YZUW`Ui`gV]`Xi`b[`"@Ui`h`
**Vi`bXYg[`Ygi`bX`Y]hga`]b]ghYf]i`a`"XY`[`UV`Yg`nk`]gW`Yb`&\$%*`
i`bX`&\$&&`YX][`]W`"``\$`\$`\$`BYi`Ubhf`À[`Y`ZØf`5i`gV]`Xi`b[`gghY`Yb`]b
XYb`DZY[`Y`Y`ZYf!`i`bX`Ugg]ghYbnVYfi`ZYbž`k`À`fYbX`X]Y`B`UW`ZfU[`Y
bUW`DZY[`YZUW`_f`À`ZhYb`]b`X]Y`<`Ø`Y`gW`cgg`"8]YgYf`A`]ggghUbX
_Øb`bY`Xi`fW`X]Y`9]b`ZØ`fi`b[`XYf`bYi`Yb`:`UW`Ugg]ghYbnUi`gV]`Xi`b[**

ØVYfk i bXYb`k YfXYbž`X]Y`XUfUi Z`UVn]Y`hž`a Y`f`A YbgW\Yb`ZØf`XYb
 6Yfi Zni`[Yk`]bbYb`i bX`X]Y`?Uff]YfYW\UbWb`]bbYf\U`V`XYg
 GmghYa`ni`j YfVYggYfb"

Ni g`Àhn`]W\`gY\Yb`X]Y`=b]h]Uhc fYb`XYf`F`YZcfa`7\UbWbž`X]Y
 5bYf`_Ybbi b[`Ui g`ÀbX]gW\Yf`DZY[Y`_f`ÀZhY`ni`j YfVYggYfbž`k Ug`]b
 5bVYhfUW\h`XYg`ni bY\`a YbXYb`: UW\`_f`ÀZhYa Ub[Y`g`j cb`[fc»Yf
 6YXYi hi b[`]gh"5V`&\$&+`k]fX`Y]bY`bYi Y`5i gV]`Xi b[`ZØf
 DZY[YZUW\Ugg]ghYb`hYb`gdUb`bYbXY`DYfgdY`_h]j Yb`Yf`ÒZbYb`i bX
 XUZØf`gcf[Ybž`XUgg`XYf`9]bgh]Y[`]b`XYb`DZY[YVYfi Z[Ygh`Àf`_h`k`]fX"
 9]b`dcg]h]j Yf`GW\`f]h`h`\]b`ni`Y]bYf`[YgØbXYfYb`i bX
 ni`_i bZhgg]W\YfYb`DZY[Y`UbXgW\UZh3

8]Y`_ca`a YbXYb`ž\`fY`k YfXYb`nY][Ybž`cV`X]Y`bYi Y
 5i gV]`Xi b[gghfi`_hi`f`X]Y`Ub[YghfYVhY`E`i`U`]h`À`h`i`bX`E`i`Ub]h`À`h`Ub
 : UW\`_f`ÀZhYb`[Yk`À`f`Y]ghYb`_Ubb"8]Y`Gcf[Yb`ØVYf`X]Y`j Yf`_ØfnhY
 5i gV]`Xi b[gnY]h`g]bX`b]W\`h`i`bVY[fØbXYh`X`Yf`5i ghUi`gW\`nk`]gW\`Yb
 XYb`?Ua`a Yfb`k`]fX`g]W\`Yf`]W\`k`Y]hYf[YZØ\`fhž`i`a`X]Y`VYghYb
 @Øgi b[Yb`ZØf`X]Y`UbghY\YbXY`<YfUi`gZcfXYfi b[`ni`Z]bXYb"

8YhU]`g	
Cfh	6fYa Ybž`8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "Vi hYbi bV]bbYb"XY • k k k "Va ZgZ"XY • k k k "Vi bXYg[Ygi bX\Y]hga]b]ghY f]i a "XY

6Ygi W\Yb`G]Y`i bg`Ui Z`X]Y!bUW\`f]W\`hYb`Wca