

< Ua Vi f[Yf'6Ug_YhVU``!GhUf'? i Uh\
k YW\gY`h'ni `; fUb`7UbUf]U°

?i f'?i Uh\`j Yf`Äggh`X]Y`J Yc`]U`Hck Yfg`< Ua Vi f[`i bX
k YW\gY`h'ni `76`; fUb`7UbUf]U`]b`XYf`gdUb]gW\Yb`576"



< Ua Vi f[ž'8Yi hgW\`UbX`!`A`]h`Y]bYa`K`YW\gY`bUW\`GdUb]Yb
gcf[h'?i f'?i Uh\`Z0f`5i ZgY\Yb`]b`XYf`6Ug_YhVU``k`Y`h`8Yf
&*!`Ä\`f][`Y`7YbhYf`XYf`J`Yc`]U`Hck`Yfg`< Ua Vi f[`Uh`g]W\
YbhgW\]YXYbž`gY]bY`J`YfhfU[`gcdh]cb`ni`bi`hnyb`i`bX`k`]fX`ZcfhUb`Z0f`
76`; fUb`7UbUf]U`]b`XYf`gdUb]gW\Yb`576`gd]Y`Yb`"8]YgYf`GW\`f]hh
a`Uf_]Yfh`Y]bYb`BYi`UbZUb[`]b`gY]bYf`?`Uff]YfY`i`bX`gY]bY`:`Ubgi]b
8Yi`hgW\`UbX`k`YfXYb`]b`Ni`_i`bZi`Ui`ZXYf`]bhYfbUh]cbU`Yb
60\`bYž`]bgVYgcbXYfY`]b`XYf`7\`Ua`d]cbg`@YU[`i`Yž`VYk`i`bXYfb
_ÖbbYb`" < Ua Vi f[`Hck`Yfg`VYf]W\`hYhž`XUgg`

?i Uh\`Uh]b`XYf`j`Yf[`Ub[`YbYb`GU]gcb`]b`XYf`YUgm7fYX]h
6Ug_YhVU``6i`bXYg`][`U`a`]h`Y]bYf`VYY]bXfi`W`YbXYb`@Y]ghi`b[
ØVYfnYi`[`h`A`]h`Y]bYa`8i`fW\`gW\`b]hhj`cb`%%ž(`Di`b`hYb`dfc`Gd]Y`

nÅ\`h'Yf'ni`XYb`Ui`ZZÄ`][ghYb`HU`YbhYb`XYf`@][U":`Øf'gY]bY
`YfUi`gfU[YbXYb`8YZYbg]j`Y!:`Ä\`][_Y]hYb`k`i`fXY`Yf'gc[Uf`U`g
VYghYf`G\`chV`cW_Yf`Ui`g[YnY]W`bYh'i`bX`UbXYhY`Ui`Z`XYa`Xf]hYb
D`Uhn`XYf`K`U\`ni`a`VYghYb`8YZYbg]j`gd]Y`Yf" `ϕgVYgcbXYfY`gY]bY
dYfg`Öb`]W`Y`6Ygh`Y]ghi`b[`j`cb`%,`Di`b_hYb`ja`Y`hnhYb`Gd]Y`[Y[Yb
fUh]cd\`Ufa`I`a`ž`k`c`Yf`Y]bYb`XfUa`Uh]gW`Yb`6i`nnYfVYUhYf
Yfn]Y`hY`ž`k`]fX`i`bj`Yf[YggYb`V`Y]VYb"

GhUh]gh]_Yb`i`bX`9fZc`[Y

ϕ`]bg[YgUa`h`%*`Gd]Y`Yb`XYg`6?`H`9i`fc`7i`d`nY][hY`?`i`Uh\`YVYbZU`g
gY]b`?`ÖbbYb`ž`k`c`Yf`Xi`fW`gW`b]h`i]W`%\$ž*`Di`b_hYž`+`ž%`FYVci`bXg
i`bX`%ž*`6`c`W_g`dfc`Gd]Y`Yfn]Y`hY" `6YgcbXYfg`YfUi`gfU[YbX`k`Uf
gY]bY`@Y]ghi`b[`ja`F`ØW_gd]Y`[Y[Yb`5f]g`A`]XYU`H\`YggU`cb]_ž]b
XYa`Yf`%-`Di`b_hYž`%`FYVci`bXg`i`bX`)`5gg]ghg`gUa`a`Y`hY" `8]Y
XYhU]`Y]YfhYb`GhUh]gh]_Yb`gY]bYf`?`Uff]YfY`nYi`[Yb`j`cb`Y]bYa
ghYh][Yb`K`UW`ghi`a`i`bX`Y]bYf`9bhk`]W_`i`b[ž`X]Y`]\`b`ni`Y]bYa
k`Yfhj`c`Yb`Gd]Y`Yf[Ya`UW`h`\`Uh"

ϕ`hYfYggUbh]gh`Ui`W`XYf`?`cbhYI`hž]b`XYa`?`i`Uh\`gd]Y`h" `8]Y`66@
\`Uh]g]W`ni`Y]bYf`@][U`Yb`hk`]W_Y`hž]b`XYf`X]Y`GhUh]gh]_Yb`Y]bY
Yb`hgW`Y]XYbXY`F`c`Y`gd]Y`Yb" `K`]W`h][Y`?`YbbnU\`Yb`k`]Y`XUg
C`ZYbg]j`Y`i`bX`8YZYbg]j`Y`F`Uh]b[`i`YVYb`Y]bYb`9]bV`]W_]b`X]Y
@Y]ghi`b[`XYf`Gd]Y`Yf`i`bX`HYUa`g" `6Ug_YhVU`"XY`ZØ`fh`Ui`gž`XUgg
]bgVYgcbXYfY`X]Y`Di`b_hY`dfc`DcggYgg]cb`i`bX`X]Y`U`[Ya`Y]bYb
Gd]Y`VYX]b[i`b[Yb`a`U» [YVYbX`ZØf`XYb`9fZc`[Y]bYg`HYUa`g`g]bX"

8]Y`J`Yc`]U`Hck`Yfg`<`Ua`Vi`f[`j`YfUVgW`]YXYb`g]W`a`]hY]bYa`8Ub_
Ub`?`i`Uh\`ZØf`gY]bY`k`]W`h][Y`F`c`Y`ja`HYUa`"GY]b`9]bZi`gg`k`]fX`Ui`Z
XYa`i`Y`X`i`bX`]b`XYf`?`UV]bY`g]W`Yf`j`Yfa`]ggh`k`YfXYb" `8cW`X]Y
A`UbbgW`UZh`\`Uh`X]Y`i`fYi`XYž`Y]bYb`hU`Ybh]YfhYb`Gd]Y`Yf`Ui`Z`gY]bYa
K`Y[`]b`bYi`Y`<`Ö\`Yb`VY[`Y]hYb`ni`_`ÖbbYb" `A`]h`VYghYb`K`ØbgW`Yb
ZØf`X]Y`ni`_`ØbZh][Y`?`Uff]YfY`n]Y`h`?`i`Uh\`]b`GdUb]Yb`U`Y`6`]W_Y`Ui`Z
g]W`" `8]Y`6Ug_YhVU`k`Y`h`k`]fX`[YgdUbbh]j`YfZc`[Yb`ž`k`]Y`g]W`gY]b
bYi`Yg`?`Ud]hY`Yb`hk`]W_Y`h"

8YhU]`g	
C fh	< Ua Vi f[ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\ Ua Vi f[hck Yfg"XY • VUg_YhVU``"Yi fcVUg_Yh"Wč a • VUg_YhVU``"XY

6Ygi W`Yb `G]Y `i bg `Ui Z `X]Y!bUW` f]W` hYb "Wč a