

B i hf]Ug`Ui Z`XYa `J cfa UfgW. ; YZU\ f`ZØf
A YbgW Yb`]b`A J °

B i hf]Ug`VfY]hYb`g]W`gW`bY``]b`A YW`YbVi f[!J cfdca a Yfb
Ui gž`Xfc\Yb`GW`XYb`i bX` ; YZU\ f`ZØf`A YbgW Yb`"5_hi Y`Y
NU\`Yb`i bX`A U» bU\ a Yb"



@i Xk][g`i gh!DUfW]a ž`8Yi hgW`UbX`!`ϕ`A YW`YbVi f[!
J cfdca a Yfb`gcf[h`X]Y`fUd]XY`5i gVfY]hi b[`XYf`Bi hf]Ug`ZØf
; Ygdf`ÅW`gghc`Z`'8]Y`U`g`K UggYffUhhYb`cXYf`Gi a dZV]VYf
VY`Ub`hYb`H]YfY`\UVYb`]b`XYb`Y`hnhYb`ϕ\fyb`Y]b`VYUW`h`]W`Yg
K UW`ghi a `]\fyf`Dc`di`Uh]cb`j`YfnY]W`bYh`"ϕ`ϕ\fyb`&\$&)`k`i`fXYb
VYfY]hg`("\$`+`Bi hf]Ug`Yf`Y[hž`k`Å\fyb`X`Yg`j`cf`Yhk`U`nY`\b`ϕ\fyb
bi`f`%(`'k`Ufyb`"8]Yg`Yb`hgd]f]W`h`Y]bYa`5bgh]Y[`j`cb`(`*`ž`Dfc`nY`bh
]b`bi`f`nk`Y]`ϕ\fyb`ž`k`]Y`b`!`hj`VYf]W`h`Yh"

6YgcbXYfg]a`@UbX_fY]g`@i Xk][g`i gh!DUfW]a`nY][`h`g]W`X]Y`\c\Y
8]W`h`X]YgYf`H]YfUf`h`a`]h`&`,`*`,`Yf`Y[`hYb`ϕX]j`]Xi`Yb`"5VYf`Ui`W
]a`@UbX_fY]g`B`cfXk`Ygha`YW`YbVi`f[`k`i`fXYb`-`'(`Bi hf]Ug[`Yh`Øh`Yž
k`Å\fyb`X]b`F`cghc`W`i`bX`]a`@UbX_fY]g`J`cfdca`a`Yfb`!`F`Ø[`Yb`gY]h

&\$%+`_Y]bY`9f`Y[YfZc`[Y`ni`j YfnY]W\ bYb`g]bX"8 Ug
l a k Y`ha`b]ghYf]i a`Xc_i a Ybh]Yfh`V]g`&\$&`VYfY]hg" (,
: i bXdi b_hY`b`XYf`FY[]cbž`k Ug`Y]bYb`XYi`h]W\ Yb`5bgh]Y[`j cb`* \$
Di b_hYb`gY]h`&\$%, `XUfghY`h"9]b`; fi bX`Z0f`XUg`5i gV`Y]VYb`XYf`
>U[X`]b`VYgh]a a hYb`; YV]YhYb`_0bbhY`X]Y`a Ub[Y`bXY`A 0[`]W\ _Y]h
XUni`gY]bž`k]Y`X]Y`0fh]W\ Yb`; Y[YVYb`Y]hYb`nY][Ybž`ghY`h`bXf`
ZYgh"

; YZU\ fYb`i bX`GW\ ÅXYb`Xi fW\ `Bi hf]Ug

B]W\ h`bi f`X]Y`Ni bU\ a Y`XYf`Dc di`Uh]cb`]gh`VYXYb`_`]W\ "`Bi hf]Ug
ghY`Yb`Y]b`Yfbgh\UZhYg`F]g]_c`Z0f`A YbgW\ Yb`i bX`l a k Y`h`XUf`
8i fW\ `]\fY`; fUVi b[Yb`i bhYf[fUVYb`g]Y`60gW\ i b[Ybž`8 Åa a Y
i bX`8Y]W\ Yž`k Ug`ni f`; YZ\ fXi b[`XYf`GhUbXg]W\ Yf`Y]h`Z0\ fh`
=a a Yf`k]YXYf`_ca a hYg`j cfž`XUgg`; U\fnYi [Y`cXYf`i`i » [Åb[Yf`]b
X]Y`i bhYf`\0\`hYb`60gW\ i b[Yb`Y]bVfYW\ Yb"8]Y`; YZU\ f`j cb
J Yf`Yhni b[Yb`k ÅW\ gh`gca`]higd0fVUfž`]bgVYgcbXYfY`Z0f`
l bUW\ hgUa Y`Ni XYa` \UVYb`g]Y`bUW\ \U`h][Y`GW\ ÅXYb`Ub`XYb
l ZYfj Y[YhUh]cbYb`i bX`Z0f`X]Y`GYX]a YbhY]bhfÅ[Y`ni f`i`c`[Yž`k Ug
X]Y`bUhi f`]YVYbXYb`6Yk c`bYf`XYf`FY[]cb`U`Ufa`]Yfh`

8]Y`Bi hf]U`]ghY]bY`]bj Ug]j Y`5fhž`X]Y`b]W\ h`bi f`X]Y`\Y]a`]gW\ Y`i`c`fU
i bhYf`8fi W`gYhnhž`gcbXYfb`Ui W\ `UbXYfY`H]YfUfhYb`VYXfc`h`A`]h
Y]bYa` ; Yk]W\ hj cb`V]g`ni`%\$`?`]c[fUa a`i bX`Y]bYf`@Åb[Y`j cb`V]g
ni`*)`NYbh]a YhYfb`Vf]b[Yb`X]YgY`H]YfY`Y]b!`V]g`nk Y]a U`Å\ f`]W\
j]Yf`V]g`g]YVYb`> b[Y`ni f`K Y`hž`k Ug`]\fY`Dc di`Uh]cb`fUgUbh
ghY][Yb`Åggh"8]Y`8]g_i gg]cb`i a`XYb`l a [Ub[`a`]hgc`W\ Yb
]bj Ug]j Yb`5fhYb`]gh`b]W\ h`bi ž`i bX`XYf`8Yi hgW\ Y`>U[Xj YfVUbX
fB`>L`VYhcbh`X]Y`B`chk YbX][_Y]hž`X]YgY`H]YfY`ni`Yf`Y[Ybž`i a`XYb
5fhYbgW\ i hn`ni`[Yk Å\ f`Y]ghYb`"HUhgÅW\ `]W\ `k i fXYb`]b`XYf`
>U[XgU]gcb`&\$&\$#&\$&%`Vi bXYgk Y]h0VYf`%\$`\$`\$`\$`Bi hf]Ug`[Yh0hYhž
k Ug`nY][hž`k]Y`Yfbgh`X]Y`DfcV`Ya Uh]_`[Ybca a Yb`k]fX"

2 ZZYb h`]W\ Y`8]g_i gg]cb`i bX`A UbU[Ya Ybh

8]Y`5i ZFY[i b[`i a`X]Y`Bi hf]U`]gh`HY]`Y]bYf`VfY]hYfYb`8]g_i gg]cb
0VYf`]bj Ug]j Y`5fhYb`]b`8Yi hgW\ `UbX"8Yf`B`56l`ZcfXYfh
A U>bU\ a Ybž`X]Y`Ui W\ `b]W\ h`U[X`]W\ Y`A Yh\cXYb

VYfØW_g]W_h[Ybž'i a 'X]Y'Dcdi 'Uh]cb'X]YgYf'H]YfY'ni 'a UbU[Yb"6]fhY'6fYW`'b'j ca 'B56l ' []Vh'ni 'VYXYb_Ybž'XUgg'XUi Yf\UZhYgK]'Xh]Yfa UbU[Ya Ybh'bc'hk YbX]['ghž'i a 'X]Y'f'fgUWXYb']\fYf5i gVfY]hi b['ni 'VY_Åa dZYb'i bX'Ui Zj YfÅbXYfhY' l a ghÅbXY'ni fYU[]YfYb"GW`Y»`]W` \UVYb'Ui W`UbXYfY']bj Ug]j Y'5fhYbž'k]Y'X]YB][Ubg'cXYf'XYf'K UgWVÅfž'9]bZi gg'Ui ZX]Y'\Y]a]gWXYb² _cgmghYa Yž'k Ug'X]Y'B'chk YbX][_Y]h'Y]bYf'X]ZYfYbn]YfhYb6YhfUW`hi b['i bhYfghfY]W`hž'k]Y'Ui Z'bUh]cbU`[Yc[fUd\]WXY'ni 'YgYb']gh"

8]Y'6Øf[Yf']b'A YW`YbVi f[!J cfdca a Yfb'g]bX'[YZcfXYfhž'XUgH\Ya U'Yfbgh'ni 'bY\`a Yb'i bX'X]Y'; YZU\`fYbž'X]Y'j cb'XYb'Bi hf]UgUi g[Y\Ybž'ni 'Yf_YbbYb"'8]Y'Ź[X'Ui ZX]YgY'H]YfY']gh'gY]h'&\$%+Yf'Ui Vhi bX'k]fX'j cb'j]Y'Yb'U'g'Y]bY'g]bbj c`Y'A U» bU\`a YUb[YgY\Yb"'8cW`X]Y'A Y]bi b[Yb'XUfØVYfž'k]Y'a Ub'Ua 'VYghYb a]h']bj Ug]j Yb'5fhYb'i a [Y\hž'g]bX'[YgdU'hYb"'8U\Yf'V`Y]VhUVni k UfhYbž'k Y`W`Y'GhfUHY[]Yb'X]Y'j YfUb'hk cfh]W`Yb'Yb'hk]W_Y'b k YfXYbž'i a 'Ui W`]b'Ni _i bZh'Y]bYb'g]W`YfYb'@YVYbgfUi a 'ni [Yk Å\`Y]ghYb"

: Øf'k Y]hYfY'8YhU]`g'ni 'XYb'Bi hf]Ug'i bX'XYfYb'5i gk]f_i b[Yb'Ui ZX]Y'fY[]cb'Ya dZY\`Yb'k]f'Y]bYb'6`]W`_Ui ZX]Y'6Yf]W`hYfghUhi b[j cb' **b!hj ž'bXf'i bX'bUh]cbU`[Yc[fUd\]WXY"**

8YhU]`g	
Cfh	@ Xk][g'i gh!DUfW]a ž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY • k k k "bXf"XY • k k k "bUh]cbU`[Yc[fUd\]WXY

6Ygi W`Yb'G]Y'i bg'Ui Z. 'X]Y!bUW`f]W`hYb"W`ca