

6Y\UbX`i b[gZY\`Yf`]a `BcfXYb. `DUh]YbhYb ZcfXYfb `a Y\ f`HfUbgdUfYbn°

DUh]YbhYb`]b`GWX`Ygk][!<c`ghY]b`a Y`XYb`k Yb][Yf
6Y\UbX`i b[gZY\`Yfž`XcW`X]Y`8i b_Y`n]ZYf`V`Y]Vh`\cW`"
9I dYfhYb`ZcfXYfb`J YfVYggYfi b[Yb"



GWX`Ygk][!<c`ghY]bž`8Yi hgWX`UbX`!`b`BcfXXYi hgWX`UbX
ghY\Yb`DUh]YbhYbž`X]Y`Ub`Y]bYb`6Y\UbX`i b[gZY\`Yf`XYb`_Ybž
\Äi Z][`U`Y]bY`XU``8Ug`; YZØ\`ž`]a `a YX]n]b]gWX`Yb`GmghYa `U`Y]bY
[Y`UggYb`ni `k YfXYbž`k]fX`]a a Yf`ghÄf`_Yf`i bX`gcf[h`ZØf`Y]bYb
J YfhfUi Ybgj Yf`i gh[Y[YbØVYf`YfnhYb``8]Y`HYWX`b]_Yf
?fUb`_Yb`UggY`fH?`k`a Y`XYh`ZØf`XUg`J\`f`&\$&(`]bg[YgUa`h` `%&
J YfXUWX`hgZÄ`Y`Ui Z`6Y\UbX`i b[gZY\`Yf` `Y]b`FØW`[Ub[`]a
J Yf[`Y]WX`ni ` `(- `A`Y`Xi b[Yb`]a `J`cf`U`f``8cW`k]Y`X]Y`H?
VYf]WX`hYhž`]gh`X]Y`8i b_Y`n]ZYf`XYf`; Ä`Y`k U\fgWX`Y]b`]WX`k`Y]hUi`g
\Ø\Yfž`XYbb`j]Y`Y`DUh]YbhYb`gi`WX`Yb`<`]ZY`VY`]C`a`Vi`Xg`Yi`hYb`i`bX
?fUb`_Yb`UggYbž`k`Ybb`g]Y`i`bni`Zf]YXYb`a`]h`\fYf`6Y\UbX`i`b[
g]bX`"?`B`C`b`]bY`Vf]b[`h`XUg`Ui`Z`XYb`Di`b`_h"

8 Yf`@Y]hYf`XYf`H?!J YfhfYhi b[`]b`GW`Ygk][!<c`ghY]bž`GÖfYb
GWa]Xh!6cXYbghY]bž`VYhcbh`X]Y`Bchk YbX][_Y]h`j cb`a Y`f
HfUbgdUfYbn`ja `; Ygi bX`Y]hgk YgYb`"Nk Uf`VYgh`h][hYb`g]W`fi bX
Y]b`8f]hY`XYf`[Ya Y`XYhYb`6Y`UbX`i b[gZY`Yfž`XcW`X]Y
`Äi Z][ghYb`DfcV`Ya Y`Z]bXYb`g]W`]b`XYb`6YfY]WYb`7`fi f[]Yž
8]U[bcgh]_ž?ca a i b[_Uh]cb`i bX`B UW`gcf[Y`8]Y`H?`ZcfXYfh`XU`Yf
Y]bY`[YgYhn`]WY`A Y`XYdZ]W`h`ZØf`6Y`UbX`i b[gZY`Yf`]b
a YX]n]b]gWYb`9]bf]W`hi b[Yb`"

8]Y ` \ ÖW ghYb `F]g]_Yb `]b `XYf`6Y`UbX`i b [

8]Y`5C?`BcfXk Ygh`\Uh`YVYbZU`g`bYi Y`NU`\Yb`j YfÖZYb`h]W`h`i: Øf
&\$&(`j YfnY]W`bYh`X]Y`?UggY`&* &`j YfXUW`hgZ`Y`Ui Z
6Y`UbX`i b[gZY`Yfž`k Ug`Y]bYa `5bgh]Y[`]a `j Yf[`Y]W`ni `&(&
A Y`Xi b[Yb`]a `X`f`&\$&` `Ybhgd]W`h`6YgcbXYfg`Äi Z][`hfYhYb
6Y`UbX`i b[gZY`Yf`]b`cdYfUh]j Yb`i: UW`f]W`hi b[Yb`k]Y`7`fi f[]Yž
Cfh`cd`ÄX]Yž; mb`Ä_c`c[]Y`i bX`NU`b`Y`]_i bXY`Ui Z`9hk U`&\$
DfcnYbh`XYf`: Ä`Y`Yfk Y]gYb`g]W`hUhg`ÄW`]W`U`g
6Y`UbX`i b[gZY`Yf`"H?`k Y]gh]b`X]YgYa `Ni gUa a Yb`Ub[`Ui Z`X]Y
j]Y`ZU`h`XYf`6Y`UbX`i b[gZY`Yf`]\]b. `j cb`j Yfk YW`gY`hYb
A YX]_Ua YbhYb`V]g`ni `ZU`gWYb`C dYfUh]cbYb`"8]Y`7`fi f[]Y`]gh`a]h
` (`DfcnYbh`X]Y`i: UW`f]W`hi b[`a]h`XYb`Äi Z][ghYb`i: Y`Yfbž`[YZc`[h
j cb`XYf`NU`ba YX]n]b`f%, `DfcnYbh`"

8 f" `X`bg`6UUgž`XYf`j c fghUbXgj c fg]hnYbXY`XYf`H?`ž`gW`]`XYfh`X]Y
gW`k]Yf][Y`G]hi Uh]cbž`]b`XYf`g]W`6Yhfc ZYbY`cZh`k]YXYfZ]bXYb.
@Ub[Y`j YfZU`fYbž`HU_h]_Yb`j cb`<UZh`Z]W`hj Yfg]W`Yfi b[Yb`i bX
8 UhYbgW`i hndfcV`Ya Uh]_Yb`ghY`Yb`<ØfXYb`XUfž`X]Y`Y]bY`gW`bY`Y
5i Z_`Äfi b[`VY`]\bXYfb`"8]Y`H?` \Uh`ZØf`]`fY`A]h[`]YXYf`&`(* -
a YX]n]b]gWY`i; i hUW`hYb`]a `X`f`&\$&(`VYUi ZhfU[`hi bX`V]YhYh`Y]bY
<ch]bY`ZØf`VYhfc ZYbY`j Yfg]W`YfhY`Ub`"

5i Z_`Äfi b [`i bX`l bhYfghØhni b [`ZØf 6Yhfc ZYbY

9]b`k]W`h][Yg`6YXØfZb]g]j cb`DUh]YbhYb`]gh`cZh`Y]b`_`ÄfYbXYg
; Ygd`f`ÄW`a]h`XYa `j YfUb`hk`cfh]W`Yb`5fn`cXYf`XYf`Y`fnh]b`"8]Yg

VYghÀh][h'Ui W`XUg`6i bXYg[Ygi bX\Y]hga]b]ghYf]i a ž'XUg
 XUni `fÀhž'g]W`ni bÀW`gh'Ub`XUg`6YgW`k YfXYa UbU[Ya Ybh'XYg
 ?fUb_Yb\Ui gYg`cXYf`X]fY`_h'Ub`X]Y`VY\UbXY`bXY`Ÿfnh]b`cXYf`XYb
 5fnh'ni `k YbXYb" `b`Y]b][Yb`6i bXYg`ÀbXYfb`[]Vh'Yg`gc [Uf
 [YgYh`n]W`j cf[YgW`f]YVYbY`DUh]YbhYbZØfgd fYW`Yfž`X]Y`VY]`XYf
 ?`Àfi b[`j cb`6Y\UbX`i b[gZY`\`Yfb`VYfUhYbX`ni f`GY]hY`ghY\`Yb"

K Ybb`Yg`i a `X]Y` : fU[Y`j cb`GW`UXYbgYfgUhnUbgd fØW`Yb`[Y\hž
 \Y`ZYb`[YgYh`n]W`Y`? fUb_Yb_UggYb`_cghYb`cg`XUVY]"`Ni XYa
 _ØbbYb`GUW`j Yfgh`ÀbX][Yb[i hUW`hYb`XYg`A YX]n]b]gW`Yb`8]YbghYg
 Y]b[Y\c`h`k YfXYbž`i a `X]Y`E i U`]h`Àh`XYf`6Y\UbX`i b[`ni
 ØVYfd fØZYb" `8]Y`ŸfnhYgW`UZh`gY`Vgh`\Uh` ; i hUW`hYf`_ca`a]gg]cbYb
 i bX`GW`\W`hi b[gghY`Yb`[Y[fØbXYhž`i a `DUh]YbhYb`]b`X]YgYb
 gW`k]Yf][Yb` : À`Yb`ni `i bhYfghØhnYb"

Ni gUa`a Yb[YZUggh`nY][h`g]W`ž'XUgg`6Y\UbX`i b[gZY`\`Yf`Y]b
 YfbghYg`H\Ya U`g]bXž'XUg`gck c`\`XUg`J YfhfUi Yb`]b`XUg
 ; Ygi bX\Y]hggmghYa `U`g`Ui W`X]Y`6Yn]Y\i b[`nk]gW`Yb`DUh]YbhYb
 i bX`ŸfnhYb`VY`UghYh" `8 Yf`VYgcbbYbY`l a [Ub[`a]h`X]YgYb
 J cfZ`À`Yb`i bX`Y]b`hfUbgdUfYbhYf`5i ghUi gW`_ØbbhYb`YXcW
 \Y`ZYbž`XUg`j Yf`cfYbY`J YfhfUi Yb`k]YXYf`\Yfni ghY`Yb`i bX`X]Y
 G]hi Uh]cb`bUW`\U`h][`ni `j YfVYggYfb"

8YhU]`g	
Cfh	GW`Ygk][!<c`ghY]bž`8Yi hgW`\UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "h_"XY • k k k "Vi bXYg[Ygi bX\Y]hga]b]ghYf]i a "XY

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