



6`Y]gi fY`i bX`K cf_Uh]cb. `=\\fY`A Y]bi b[
nÀ\`h` `A UWXYb`G]Y`a]h°

8]Y`+` `=bhYfbUh]cbU`Y`<cWgW i`Y`ZØ\fh`V]g`ni a `` \$"
GYdhYa VYf`&\$&) `Y]bY`I a ZfU[Y`ni `6`Y]gi fY`i bX`K cf_Uh]cb
]a `Hci f]ga i g`Xi fW"



9fZi fhž`8Yi hgW`UbX`!`6`Y]gi fY`i bX`K cf_Uh]cb` `nk Y]`6Y[f]ZZYž
X]Y`]b`XYf`a cXYfbYb`F Y]gYk Y`h`]a a Yf`a Y\f`Ub`6YXYi hi b[
[Yk]bbYb`8]Y`+` `=bhYfbUh]cbU`Y`<cWgW i`Y`\\Uh`Yg`g]W`ni f
5i Z[UVY`[Ya UW hž`a]h`Y]bYf`i a ZUggYbXYb`I a ZfU[Y`9]bV`]W`Y`]b
X]YgY`HfYbXg`]a`XYi hgW`Yb`Hci f]ga i g`ni `[Yk]bbYb`8]Y`I a ZfU[Y
a`]h`XYa`H]hY` `6`Y]gi fY` `K cf_Uh]cb`A cb]hcf`8Yi hgW`UbX
f]W`hYh`g]W`Ub`hci f]gh]gW`Y`@Y]ghi b[ghf`A`Yfž`XUfi bhYf
<chY`VYhfY]VYfž`7ck cf_]b[!GdUW!5bV]YhYf`i bX
HU[i b[g`cWUh]cbgž`i a`XYfYb`DYfgdY_h]j`Yb`ni`YfZUggYb`i bX`ni
UbU`mg]YfYb`8]Yg`_ØbbhY`k`]W`h][Y`5b`U`hgdi b_hY`ZØf`X]Y
ni`_ØbZh][Y` ;`YghU`hi b[`XYg`Hci f]ga i g`V]YhYb`@Ui h`Hcd\chY`
XUi Yfh`X]Y`HY`bU`a Y`Yhk U`%)`V]g`&\$`A`]bi hYbž`i bX`X]Y`f]gh
YbXYh`Ua `` \$``GYdhYa VYf`&\$&) ``8]Y`9f[YVb]ggY`k`YfXYb`Ui Z

K i bgW\ _cghYb`cg`ni f`J YfZØ[i b[[YghY``hž`i bX`X]Y`I a ZfU[Y
YfZc`[h`Ubcbma "

5VYf`k Ug`ghY\h`]bhYf`XYb`6Y[f]ZZYb`6`Y]gi fY`i bX`K cf_Uh]cb`3
6`Y]gi fY`VYgW\ fY]Vh`X]Y`J Yfa]gW\ i b[`j cb` ; YgW\ÀZh\!`i bX
: fY]nY]hfY]gYbž`k À\ fYbX`K cf_Uh]cb` ``Àb[YfY`5i ZYbh\ U`hY`Ub
: fY]nY]hc fhYb`a]h[i hYf`bhYfbYhUbV]bXi b[`VYXYi hYhž`i a `Xcfh`ni
UfVY]hYb``8]Y`K U\ ``XYg`F Y]gYn]Y`g` ``Àb[h`VY]`6`Y]gi fY!F Y]gYb
ØVYfk]Y[YbX`j cb`XYb`VYfi Z]W\ Yb`J YfdZ]W\ hi b[Yb`UVž`k À\ fYbX
VY]`K cf_Uh]cbg`X]Y`A]hUfVY]hYf`gY`Vgh`X]Y`8Ygh]bUh]cb`k À\ `Ybž`k]Y
GhUh]ghU `ZYghghY``h``8Yf`HfYbX`ni`6`Y]gi fY!F Y]gYb`]gh`b]W\ h`bYi /
gW\cb`]a a Yf`[UV`Yg`A Ø[`]W\ _Y]hYbž`5fVY]h`i bX` ; fY]nY]h`ni
_ca V]b]YfYbž`gY]Yg`Xi fW\ `DUi gYb`ZØf` : `i [VY[`Y]hYf`cXYf
G][\hgYY]b[!Hci fYb`bUW\ `[YgW\ÀZh\]W\ Yb`A YYh]b[g"

8]Y`DYfgdY_h]j Yb`XYf`Hc i f]ga i gVfUbW\ Y`ja
: c_i g

8]Y`I a ZfU[Y`n]Y`h`XUfUi ZUVž`b]W\ h`bi f`X]Y`U_hi Y``Y`G]hi Uh]cb`ni
VY`Yi W\ hYbž`gcbXYfb`Ui W\ `ni _ØbZh][Y`7\ UbW\W\ b`i bX
<YfUi gZcfXYfi b[Yb`]a `?cbhYl h`j cb`6`Y]gi fY`i bX`K cf_Uh]cb`ni
]XYb\h]Zn]YfYb``Hci f]gh`_UbV]YhYf`UVYb`X]Y`A Ø[`]W\ _Y]hž`]\fYb
6`]W_k]b`Y``Y]bni Vf]b[Ybž`i a `XUg`DchYbn]U`X]YgYf`F Y]gYzcf fa`Yb
ZØf`\fY`I bhYfbY\ a Yb`g]W\ hVUf`ni`a UW\ Yb``A]h`I bhYfghØhni b[
XYg`Dfc`Y_hhYUa gž`VYghY\YbX`Ui g`fYbca a]YfhYb`Dfc`ZYggcfYb`XYf
≠ ž`XUfi bhYf`Dfc`Z`8f``DYhYf`BYi a Ubb`i bX`Dfc`Z`8f``5bXfYUg
N]a a Yfž`j Yfgdf]W\ h`X]Y`I a ZfU[Y`i a ZUggYbXY`i bX`k Yfhj c``Y
8UhYb`ØVYf`X]Y`9bhk]W`i b[Yb`]b`XYf`6fUbW\ Y"

8Yf`NY]hd i b_h`ZØf`Y]bY`gc`W\ Y`9f\ YVi b[` _ØbbhY`b]W\ h`VYggYf
[Yk À\ `h`gY]b``9]bYa`6Yf]W\ h`Ui g`C_hcVYf`&\$&` `ni Zc`[Y`\\UVYb
bU\Yni`X]Y`<À`ZhY`XYf`F Y]gYdfcZ]g`Y]bYb`5bgh]Y[`XYg`bhYfYggYg
Ub`6`Y]gi fY!F Y]gYb`VYcVUW\ hYh`B`i f`g]YVYb`DfcnYbh`ghY``Yb`Y]bY
[Y[YbhY`][Y`HYbXYbn`ZYgh`8]Yg`XYi hYh`XUfUi Z\`]bž`XUgg`gck c\`
F Y]gYbXY`U`g`Ui W\`I bhYfbY\ a Yb`X]Y`J cfhY`Y`X]YgYg`F Y]gYgh`g
ni bY\ a YbX`Yf`YbbYbž`XUfi bhYf`Y]bY`VYggYfY`K cf_!@]ZY!6U`UbW
i bX`X]Y`A Ø[`]W\ _Y]hž`GhYgg`Xi fW\`X]Y`?ca V]bUh]cb`j cb` ; fY]nY]h
i bX`VYfi Z]W\ Yb`J YfdZ]W\ hi b[Yb`ni`fYXi n]YfYb"

9]b '6`]W_`]b 'X]Y 'Ni _i b Zh

4]Y]b Yf'K Y`hž'X]Y 'g]W_ 'Xi fw_ 'hY W b c `c []gW Y ': cfhgW f]hhY 'i b X 'X]Y
 5i gk]f_i b[Yb 'XYf'7CJ =8!%- !DUbXYa]Y 'ghÀbX]['j YfÀbXYfhž'k]fX
 X]Y '6Y]YVh\Y]h'j cb '6`Y]gi fY 'i bX 'K cf_Uh]cb 'k Y]hYf'ni bY\ a Yb"
 8]Y 'bhY [fUh]cb 'j cb ': fY]nY]h'j; YgWÀZhgfY]gYb 'k]fX 'U`g'YZY_h]j Y
 A U» bU\ a Y'ni f'GhY][Yfi b['XYf'Ni Zf]YXXb\Y]h'XYf'A]hUfVY]hYf
 [YgWÀhnh" Gc 'k]fX 'b]W h'bi f'XYf'GdU» ZU_hcf'k À\ fYbX 'XYf'F Y]gY
 Yf\ Ø\ hž'gcbXYfb 'Yg'_ØbbYb 'Ui W_ 'I f'Ui VghU[Y 'Y]b[YgdUfh'i bX
 5b[Y\ Øf][Y 'a]h[Ybca a Yb 'k YfXYb"

8]Y '≠ 'bhYfbUh]cbU'Y < cW gW i 'Yž'U`g' [fØ» hY ' < cW gW i 'Y
 8Yi hgW 'UbXg'a]h'ØVYf'% \$"\$\$\$'Ghi X]YfYbXYbž]gh'VYghYbg
 Ui Z[YghY`hž'i a 'a]h'X]YgYf'I a ZFU[Y 'k]W h][Y 'a di 'gY 'ZØf'X]Y
 6fUbW Y'ni '[YVYb''A]h']fYf'VfY]hYb 'DU'YhhY 'Ub 'Ghi X]Yb[Àb[Yb
 i bX 'XYf'?cc dYfUh]cb 'a]h'a Y\ f'U`g'%) \$"\$\$'I bhYfbY\ a Yb 'nY][h'X]Y
 ≠ ž'XUgg'g]Y 'Ui W_ 'b 'XYf': cfgW i b['ni f'hc i f]gh]gW Yb '9bhk]W_ 'i b[
 Y]b[i hYg' < ÀbXW Yb '\Uh" 5b[Yg]W hg'XYf'k UW gYbXYb 'B UW ZfU[Y
 bUW_]bbcj Uh]j Yb 'F Y]gYa Ø[']W_ Y]hYb ']gh'X]Yg'Y]bY
 \YfjcffU[YbXY'; Y'Y[Yb\Y]h'ZØf'hc i f]gh]gW Y '@Y]ghi b[ghfÀ[Yfž']\fY
 < U'hi b['ni '6`Y]gi fY 'i bX 'K cf_Uh]cb 'ni 'fYZY_h]YfYb 'i bX
 Ub ni dUggYb"

8 YhU]g

C fh	9fZ fñ'8Yi hgW 'UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hcd\chY ``XY • k k k "]i "XY • k k k "ghUh]ghU"Wc a

6Ygi W Yb 'G]Y 'i bg'Ui Z 'i bgYfY!\chY`g"XY