



? fcUh]Yb '_Àa dZh'i a 'XYi hgWY'I f`Ui VYf.
Hci f]ga i g'j Yf`]Yfh'Ub 'GWk i b[°

? fcUh]Yb '_Àa dZh'i a 'XYi hgWY'Hci f]ghYb/ghY][YbXY'DfY]gY
i bX ? cb_i ffYbn'dfÀ[Yb'X]Y'Hci f]ga i ggU]gcb'&\$&) "
I fgUWYb'i bX '@Ogi b[Yb']a ' , VYfV']W_"



NUXUfž? fcUh]Yb '! 8Yf'_fcUh]gWY'Hci f]ga i ggY_hcf'ghY\h'j cf
< YfUi gZcfXYfi b[YbžX]Y'Yg'ni 'a Y]ghYfb '[]'h'·9\Ya U'][Yf
K]fhgWUZhga]b]ghYf '@1 Vc '‡ f]é]ä'Ài » YfhY '_Øfn`]WXYi h]WXY
6YXYb_Yb 'ØVYf'X]Y'9bhk]W_`i b['XYg'Hci f]ga i g']b' ? fcUh]Ybž
]bgVYgcbXYfY']a ' <]bV']W_`Ui Z'X]Y'UVbY\ a YbXYb'NU\`Yb
XYi hgWYf'Hci f]ghYb" 'B UWXYa 'FY_cfX'U\ f'&\$&&ž]b'XYa " 'ž
A]`]cbYb'XYi hgWY'; ÀghY ? fcUh]Yb 'VYgi WYhYbž]gh'Y]b'a Yf_]WXYf
F ØW_[Ub['ni 'j YfnY]WbYb" '8]Yg'VYf]WYhYh **A Yf_i f"**

8]Y'; fØbXY'ZØf'X]YgYb'F ØW_[Ub['g]bX'j]Y'ZÀ'h][. '8]Y'9]bZØ\fi b[
bYi Yf'UhkfU_hj Yf'F Y]gYn]Y'Yž'XYf'B UWXYa 'FY]gYb'Ui g
XYf'DUbXYa]Y'i bX'Y]bY'j YfgWY'YWYhYfh'k]fhgWUZh`]WXY'@U[Y']b
8Yi hgWY'UbXž'X]Y'ni 'Y]bYa 'VYk i gghYfYb'I a [Ub['a]h

F Y]gYVi X[Yhg'ZØ\ fhž'gd]Y`Yb`Y]bY`YbhgWY]XYbXY`Fc`Y''Ni XYa
g]bX`X]Y`<chY`dfY]gY`]b`?fcUh]Yb`]a`J Yf[`Y]W`ni a`Jcf`U\f`i a
Yhk U`(\ ž*`DfcnYbh`[Ygh]Y[Ybž'k Ug`YVYbZU`g`ni`Yf\Ø\hYb
6YgWk YfXYb`]b`gcn]U`Yb`A YX]Yb`[YZØ\fh`\Uh"

E i`U`]hÀh`ØVYf`E i`Ub h]hÀh

?fcUh]Yb`gYhnh`bi b`Ui Z`Y]bY`e i`U`]hUh]j Y`J YfVYggYfi b[`XYf
h`i f]gh]gWYb`?ZfUghfi _hi f`A]h`k Yb][Yf`U`g`&\$\$"\$\$`<chY`VYhhYb
_cbnYbhf]Yfh`g]W`XUg`@UbX`Ui Z`X]Y`9bhk]W`i b[`j`cb
: Yf]Yb\Ài gYfb`i bX`7Ua`d]b[d`ÀhnYb`gck]Y`Ui Z`X]Y`FYbcj]Yfi b[
VYghY\YbXYf`<chY`g`9]b`6Y]gd]Y`gh`XUg`bYi Y`<mUh`FY[YbW`i]b
NUXUfž`XUg`]b`Y]bYf`Y\Ya`U`[Yb`@_ØfZUVf]_`i b`hYf[YVfUW`h`gh`
8]YgY`GhfUhY[]Yž`X]Y`Ui`W`Y]bY`GhÀf_i b[`XYf`J`cf!`i bX`B`UW`gU]gcb
j`cfg]Y\hž`gc`XUni`VY]hfU[Ybž`X]Y`<Ui`d`hgU]gcb`Y]ghVUf`i`bX
UhhfU_h]j`ni`U`hYb"

@Ui`h`f`é]ã`_ØbbhY`YXcW`X]Y`a`Ui`ja`U`Y`?UdUn]hÀhž`X]Y`?fcUh]Yb
Ub`H`i`f]ghYb`YffY]W`Yb`_Ubbž`VU`X`Ui`g[YgW`ØdZh`gY]b`8]Yg`k`fX
Ui`W`Xi`fW`X]Y`Yf\Ø\hYb`_,`VYfbUW`hi`b[Yb`Ui`g`XYa`G`W`Yb[Yb!
F`Ui`a`i`bX`X]Y`9i`fcncbY`j`YfghÀf`hž`X]Y`bi`b`fi`bX`,\$`DfcnYbh`XYf
FY]gYbXYb`Ui`ga`UW`Ybž`]bgVYgcbXYfY`]b`XYb`?ØghYb`FY[]cbYbž`k`c
XYf`H`i`f]ga`i`ggY`hcf`V]g`ni`&`DfcnYbh`XYg
6`fi`h`c]b`UbXgdfcXi`_hg`VY]hfÀ[hž`VYf]W`hYh`**8 K**"

B`UW`U`h][_Y]h`]a`c_i`g

8Yf`6cca`Vf]b[h`YXcW`Ui`W`G`W`Uh`hYbgY]hYb`a`]h`g]W`",`VYfZØ`hY
GhfÀbXYž`i`bni`fY]W`YbXY`?ZfUghfi _hi`f`i`bX`]`Y[U`Y`6`Ui`j`cf\UVYb
gcf[Yb`ZØf`fi`ghfUh]cb`b]W`h`b`f`VY]`XYb`H`i`f]ghYbž`gcbXYfb`Ui`W`
VY]`XYf`UbgÀgg][Yb`6Y]Ø`_Yf`b["?`f]h`Yf`k`Y]gYb`Ui`Z`X]Y
bY[Uh]j`Yb`l`a`k`Y`h`Ui`gk`f`i`b[Yb`b`]b`l`a`XYa
Ybh[Y[Ybni`k`f`Ybž`ZØfXYfh`X]Y`l`a`k`Y`hcf[Ub]gUh]cb`Gi`b`W`
b`UW`U`h][Yb`H`i`f]ga`i`gž`k`À`f`Y`b`X`X]Y`_fc`Uh]gW`Y`FY[]Yf`b[`Ub
Y]b`Ya`i`a`ZUggYbXYb`H`i`f]ga`i`g[YgYhn`UfVY]hYhž`XUg`Ui`W`Ub
C`fh`Yb`a`]h`ghUf`_Ya`H`i`f]ga`i`g`Y]b`Y`l`f`Ui`VYfUV[UVY`Y]b`ZØ\`f`Y`b
g`c`"

=b`XYb ``YhnhYb` \fYb`k Uf`X]Y`5V\Ab[][_Y]h`j cb`XYb`9]bbU\`a Yb
 Ui g`XYa`Hci f]ga i ggY_hcf`ghYh][`[Ygh]Y[Yb"]@Ui h`6YhfUW\`h` b[Yb
 j cb`**UYbXYfXUhYb"]bZc** [UV`Yg`&\$&&`Y]bYb`9]bbUa YbVY]hfU[
 j cb`%\$ž+`A`])UfXYb`9i fcž`k Ug`%- ž(, `DfcnYbh`XYg
 6fi hhc]b`UbXgdfcXi _hg`Ui ga UW\hY"8]Y`Xi fW\gW\`b]hh`]W\`Yb
 5i g[UVYb`Y]bYg`Hci f]ghYb`VY`]YZYb`g]W\`]a`gY`VYb` \f`Ui Z`Yhk U
 , , , 9i fcž`k \f`YbX`?fcUhYb`]a`5i g`UbX`Xi fW\gW\`b]hh`]W\`%`\$` +
 9i fc`Ui g[UVYb"

K \f`YbX`?fcUh]Yb`U`gc`a`]h`bYi Yb`<YfUi gZcfXYfi b[Yb
 _cbZfc`b\h]Yfh`]ghž`V`Y]Vh`Yg`Y]b`VY`]YVhYg`N]Y`ž`VYgcbXYfg`Z\`f`X]Y
 8Yi hgW\`Yb"8]Y`_fcUh]gW\`Y`Hci f]ga i gnYbhfU`Y`Yfk UfhYh`Z\`f`XYb
 <YfVgh`Y]bY`ghUf`Y`B UW\`gU]gcb`i bX`cZž`XUgg`Xi fW\`b UW\`U`h][`Y
 9bhk]W\`i b[Yb`i bX`[Yn]Y`hY`A U`bU\`a Yb`X]Y`5h\`fU_h]j`]h\`h
 ?fcUh]Yb g`Ub[Zf]gh][`[Yg]W\`Yfh`k YfXYb`_Ubb"

8 YhU]`g	
C fh	NUXUfž`?fcUh]Yb
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "Xk "W\`a • k k k "UYbXYfXUhYb"]bZc

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