

Hci f]ga i g!6cca `&\$&) .`F Y_cfXnU\`Yb
VY[Y]ghYfb`8Yi hgW\`UbX`

8]Y`Hci f]ga i gnU\`Yb`YffY]WYb`Ua`%"\$,"&\$&) `Y]b
F Y_cfXb]j YUi "'9fZU\fYb`G]Y`a`Y\`ØVYf`X]Y`<]bhYf[fØbXY
i bX`5i gk]f_i b[Yb"



8Yi hgW\`UbX`!`b`XYb`YhnhYb`>\fYb`\Uh'g]W\`XYf`Hci f]ga i g`]b
8Yi hgW\`UbX`Ybcfa`Ybhk`]W_Y`h`"a`>\f`&\$&) `k`]fX`b]W\`hk`Yb][Yf
U`g`Y]bY`F Y_cfXnU\`j`cb`)`%(`A`j`cbYb`,`VYfbUW\`hi`b[Yb`]b`<chY`g
i bX`UbXYfYb`6Y\YfVYf[i b[gVYhf]YVYb`j`YfnY]W\`bYh`k`j`Y`X]Y
Cb`]bY!D`UhZcfa`K`BCN`VYf]W\`hYh`"8]YgY`VYY]bXfi`W_YbXY`NU\`j]gh
XUg`9f[YVb]g`Y]bYf`ni`bY\`a`YbXYb`6Y`YVh\Y]h`j`cb`l`f`Ui`V`]b
8Yi hgW\`UbX`ž`X]Y`Xi`fW\`j`j`Y`Z\`h][Y`5b[YVchY`i`bX`Y]bY`[fc»Y
5i gk U\`Ub`l`bhYf_ØbZhYb`[YghÄf`_h`k`]fX"

8]Y`Hci f]ga i gVfUbW\`Y`\Uh'g]W\`b]W\`h`bi`f`U`g`k`]fhgW\`UZh]W\`Yg
GhUbXVY]b`Y`hUV`j]Yfh`ž`gc`bXYfb`Ui`W\`U`g`k`]W\`h][Yf`HY]`XYf
XYi hgW\`Yb`?`i`hi`f`"8]Y`ghY][YbXYb`6Ygi`W\`YfnU\`Yb`Vf]b[Yb
Zf]gW\`Yb`K`]bX`j`b`X]Y`<chY`gž`j`Ugh\`Äi`gYf`i`bX`DYbg]cbYb`XYg

@UbXYg"Jca`W\Ufa UbhYb`@UbX\Ui`g`]b`6UmYfb`V]g`\]b`ni`a`
gh`]j`c``Yb`Gh\XhYfY]gY!<chY``]b`6Yf`]b``X]Y`A`Ò[`]W\`_Y]hYb`g]bX`
gW\]Yf`i`bVY[`fYb`nh`K`Yf`Y`hnh`Vi`W\hž`_Ubb`g]W\`g]W\Yf`gY]bž`XUgg`
Y]b`[`i`hYf`N]a`a`Yfd`fY]g`b]W\h`XUg`Y]bn][`Y`5b`fY]n`]ghž`gcb`XYfb`Ui`W\`
Y]b`i`bj`Yf[`Ygg`]W\Yg`9f`YVb]g"

<YfUi`gZcfXYfi`b[`Yb`]a`C`b`]bY!A`Uf`_Yh]b[`

8cW\`X]Y`6fUbW\Y`g]Y\`h`g]W\`b]W\h`bi`f`a`]h`d`cg]h]j`Yb`B`UW\`f]W\`hYb`
_cb`Zfcbh]Yfh`A`]h`XYf`X][`]hU`Yb`HfUbgZcf`a`Uh]cb`_ca`a`Yb`Ui`W\`
bYi`Y`<YfUi`gZcfXYfi`b[`Ybž`j`cf`U``Ya``]a`6YfY]W\`XYg`C`b`]bY!`
A`Uf`_Yh]b[`]8]Y`Øb[`ghYb`[`YgY`hn`]W\Yb`Y`bXYfi`b[`Ybž`]bgVYgcb`XYfY`
XUg`HY`Y`_ca`a`i`b]_Uh]cb!HY`Ya`YX]Yb!8UhYbgW\i`hn!;`YgY`hn`
fHH8G;`Łž`Y[`Yb`_`UfY`F`Y[`Y`b`ZØf`X]Y`Bi`hni`b[`]j`cb`7cc_]Yg`ZYgh`
K`YVgY]hYbbi`hnyf`a`ØggYb`bi`b`U`_h]j`]b`X]Y`J`Yfk`YbXi`b[`]j`cb`b]W\`h`
i`bVYX]b[`]h`b`chk`YbX][`Yb`7cc_]Yg`Y]bk`]``[`Yb``8]YgY`F`Y[`Y`i`b[`]U`h`
Yg`ZØf`6YhfY]VYf`j`cb`<chY`k`YVgY]hYb`YfZcfXYf`]W\`[`Ya`UW\`hž`g]W\`
]bhYbg]j`Yf`a`]h`XYf`8G;`J`C`i`bX`XYb`i`bhYfgW\]YX`]W\Yb`5fhYb`j`cb`
7cc_]Yg`Ui`gY]bUb`XYfni`gY`hYb"

7cc_]Yg`g]bX`_`Y]bY`HYI`hXUhY]Ybž`X]Y`Ui`Z`XYa`7ca`di`hYf`XYg`
Bi`hnyfg`[`YgdY]W\Yfh`k`YfXYb``8]YgY`X]YbYb`i`bhYf`Ub`XYfYa`XYf`
Bi`hnyfYf`_Ybbi`b[`]i`bX`XYf`J`YfVYggYfi`b[`]XYf`
6Ybi`hnyfZfYi`bX`]W\`_Y]h``9g`[`]Vh]j`YfgW\]YXYbY`HmdYbž`k`Y`
b`chk`YbX][`Y`7cc_]Ygž`X]Y`ZØf`[`fi`bX`Y[`YbXY`i`b`_h]cbYb`
YfZcfXYf`]W\`g]bXž`gck`]Y`5b`U`mgY!`i`bX`A`Uf`_Yh]b[`]7cc_]Ygž`X]Y`
[`Ybi`hnh`k`YfXYbž`i`a`XUg`J`Yf`U`hYb`XYf`Bi`hnyf`VYggYf`ni`
j`YfghY\Yb`i`bX`dYfgcbU`]g]YfhY`K`YfVi`b[`]Ubni`V]YhYbž`k`]Y`Ui`Z`
K`6G``Y[`]U`XUf[`]Y`Y[`]h`k`]fX``8Ug`7cbgYb`h!A`UbU[`]Ya`Yb`hž`U`gc`XUg`
9]b\c`Yb`XYf`Yb`hgd`fYW\YbXYb`9]bk`]``[`]i`b[`]Yb`XYf`Bi`hnyfž`]gh`
[`]Y]W\gUa`Ub`gd`fi`W\g]c``i`bX`k`]W\h][`ž`i`a`fYW\h`]W\Y`
?cbgYei`YbnYb`Ui`Z[`]fi`bX`ZY`\Yf`UZhYf`7cc_]Y!6UbbYf`ni`
j`Yfa`Y]XYb"

8UhYbgW\i`hn`U`g`nYb`hfU`Yg`H\Ya`U`

Hfch`XYf`<YfUi`gZcfXYfi`b[`Ybž`X]Y`XYf`8UhYbgW\i`h`a`]h`g]W\`
Vf]b[`]hž`V`Y]Vh`X]Y`<chY`VfUbW\Y`cd`h]a`]gh]gW``8]Y`?`i`bXYb`

gW\ÄhnYb`HfUbgdUfYbn`i bX`G]W\Yf\Y]hž`k Ybb`Yg`i a` `]\fY
dYfgÖb`]W\Yb`8UhYb`[Y\h"8]Y`f]W\h][Y`6U`UbW`nk]gW\Yb
YZZY`_hj Yb`A Uf`_Yh]b[ghfUhY[]Yb`i bX`XYf`K U\fi b[`XYf
Df]j Uhgd\ÄfY`]gh`Yb hgW\Y]XYbX" `A]h`XYa` `b`_fUZhfhYhYb`XYg`HH8G;
V`Y]Vh`X]Y`G]hi Uh]cb`VYnØ[`]W\`XYg`7cc_]Y!FYW\hg`YXcW\
k Y]hYf\]b`_ca d`YI " `b`gVYgcbXYfY`X]Y`bUW\`k]Y`j cf`i b`_UfY
FYW\hg`U[Y`VYnØ[`]W\`XYf` , VYfhfU[i b[`j cb`dYfgcbYbVYnc[YbYb
8UhYb`]b`X]Y`I G5ž`X]Y`Xi fW\`XUg` GW\fYa g`=!I fhY`]`XYg`9i ; <
bcW\`_f]h]gW\Yf`[Yk cfXYb`]ghž`[]Vh]j]Y`Yb`<chY`VYhfY]VYfb`ni
XYb`_Yb"

8]Y`YDf]j UW\J YfcfXbi b[ž`X]Y`Y]b`\Y]h]W\Y`FY[Y`i b[Yb`ZØf
7cc_]Yg`gW\UZZYb`gc``ž`ghY`h`bcW\`Ui g"8]Yg`VYXYi hYhž`XUgg`X]Y
I bg]W\Yf\Y]hYb`i bX`<YfUi gZcfXYfi b[Yb`]a`6YfY]W\`XYf
8UhYbg]W\Yfi b[`Ui W\`]b`Ni _i bZh`Y]b`\Y]»Yg`H\Ya U`V`Y]VYb
k YfXYbž`k]Y`**]cbc g"XY`**]bZcfa]Yfh"

8Ybbcw\`]gh`Y]bYg`g]W\Yf.`8Yf`XYi hgW\Y`Hci f]ga`i ggY`_hcf`\Uh]j]Y`
ni `V]YhYb`i bX`V`]W`h`cdh]a]gh]gW\`]b`X]Y`Ni _i bZh`A]h`XYa
f]W\h][Yb` ; YgdØf`ZØf`X]Y`6YXØfZb]ggY`XYf` ; ÄghY`i bX`Y]bYa
cZZYbYb`C\`f`ZØf`U`hi Y``Y[]YgYhn`]W\Y`J cf[UVYb`_ÖbbYb`<chY`g
i bX` ; Ugh[YVYf`] \fY`5b[YVchY`k Y]hYfYb`hk]W`Y`b`i bX`gc`X]Y
6Ygi W\YfnU\`Yb`]b`XYb`_ca a YbXYb`Ä\`fYb`k Y]hYf`ghY][Yfb"

Ni gUa`a YbZUggYbX``Äggh`g]W\`ZYghghY``Ybž`XUgg`8Yi hgW\`UbX`U`g
FY]gY`UbX`\cW\`]a` ?i fg`ghY`h`i bX`XYf`GY`_hcf`[fc»Yg`DchYbn]U`ZØf
K UW\ghi a`i bX`b`bcj Uh]cb`V]YhYh"8]Y`<YfUi gZcfXYfi b[ž`XYb
GdU[Uh`nk]gW\Yb`a`cXYfbYa`A Uf`_Yh]b[`i bX`8UhYbgW\i hn`ni
a Y]ghYfbž`k]fX`U``YfX]b[g`ZØf`j]Y`Y`Y]bY`gdUbbYbXY`5i Z[UVY`]a
g]W\`ghÄbX][`k UbXY`bXYb`X][]hU`Yb`NY]hU`hYf`gY]b"

8YhU]`g	
C fh	8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "k bcn"XY• k k k "k Vg"``Y[U`• k k k "]cbc g"XY

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