



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]W\ Yb 'Ua '%%"\$, "&\$&) 'Y]b
F Y_cfXb]j YUi "·9fZU\ fYb 'G]Y'a Y\ f'ØVYf'X]Y <]bhYf[fØbXY
i bX '5i gk]f_i b[Yb"



8Yi hgW\`UbX ! ! ! XYb ``YhhYb 'J\ fYb '\Uh'g]W\ XYf'Hci f]ga i g]b
8Yi hgW\`UbX 'Ybcfa 'Ybhk]W\ Y'h' a 'J\ f'&\$&) 'k]fX 'b]W\ h'k Yb][Yf
U'g'Y]bY 'F Y_cfXnU\ ``j cb') %('A]`]cbYb', VYfbUW\ hi b[Yb ']b < chY'g
i bX 'UbXYfYb '6Y\ YfVYf[i b[gVYhf]YVYb 'j YfnY]W\ bYh'k]Y 'X]Y
C b`]bY!D'UhhZcfa 'K BCN 'VYf]W\ hYh' '8]YgY 'VYY]bXfi W\YbXY 'NU\ ``]gh
XUg'9f[YVb]g'Y]bYf'ni bY\ a YbXYb '6Y]YVh\ Y]h'j cb'I f'Ui V']b
8Yi hgW\`UbXZ'X]Y 'Xi fW\ 'j]Y 'ZÀ'h][Y '5b[YVchY 'i bX 'Y]bY '[fc» Y
5i gk U\ ``Ub 'I bhYf '_ObZhYb '[YghÀf_hk]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 'YhUV']Yfh'gcbXYfb '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'g'; Ugh\Ài gYf'i bX 'DYbg]cbYb 'XYg

@UbXYg"J ca 'WUfa UbhYb '@UbX\Ui g']b '6UmYfb 'V]g' \]b 'ni a
gh]j c ``Yb 'GhÀXhYfY]gY!<chY`]b '6Yf]b ' 'X]Y 'A Ø[`]W_X]hYb 'g]bX
gW_X]Yf'i bVY[fYbnh"K Yf 'YhnhVi W_Xhž_Ubb 'g]W_X Yf 'gY]bž_XUgg
Y]b '[i hYf 'N]a a YfdfY]g 'b]W_Xh'XUg 'Y]bn][Y '5bfY]n']ghž'gcbXYfb 'Ui W_X
Y]b 'i bj Yf[Ygg]W_X Yg '9f'YVb]g"

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

8cW_X]Y '6fUbW_X Y 'g]Y \h'g]W_X 'b]W_X h'bi f'a]h'dcg]h]j Yb 'B UW_X f]W_X hYb
_cbZfcbh]Yfh" A]h'XYf 'X][]hU'Yb 'HfUb gZcfa Uh]cb '_ca a Yb 'Ui W_X
bYi Y < YfUi gZcfXYfi b[Ybžj cf 'U'Y a ']a '6YfY]W_X XYg 'C b `]b Y!
A Uf _Yh]b ["8]Y 'Øb[ghYb '[YgYhn']W_X Yb 'YbXYfi b[Ybž]bgVYgcbXYfY
XUg 'HY 'Y_ca a i b]_Uh]cb !HY 'Y a YX]Yb !8UhYbgW_X i hn!; YgYhn
fHH8G; tž'Y[Yb '_UfY 'FY[Y'b 'Zøf 'X]Y 'Bi hn! 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_X h
i bVYX]b[h'bch k YbX][Yb '7cc_]Yg 'Y]bk]`][Yb "8]YgY 'FY[Y'i b['\Uh
Yg 'Zøf '6YhfY]VYf 'j cb '<chY'k YVgY]hYb 'YfZcfXYf']W_X '[Ya UW_X hž'g]W_X
]bhYbg]j Yf'a]h'XYf '8G; JC 'i bX 'XYb 'i bhYfgW_X]YX']W_X Yb '5fhYb 'j cb
7cc_]Yg 'Ui gY]bUbXYfni gYhnYb "

7cc_]Yg 'g]bX '_`Y]b Y 'HYI hXUhY]YbžX]Y 'Ui Z'XYa '7ca di hYf 'XYg
Bi hnYfg'[YgdY]W_X Yfh'k YfXYb "8]YgY 'X]YbYb 'i bhYf 'UbXYfYa 'XYf
Bi hnYfYf_Ybbi b['i bX 'XYf 'J YfVYggYfi b['XYf
6Ybi hnYfZfYi bX']W_X _Y]h" '9g '[]Vh]j YfgW_X]YXYbY 'HmdYbžk]Y
bch k YbX][Y '7cc_]YgžX]Y 'Zøf '[fi bX 'Y[YbXY ': i b_h]cbYb
YfZcfXYf']W_X 'g]bXž'gck]Y '5bU'mgY 'i bX 'A Uf _Yh]b[!7cc_]YgžX]Y
[Ybi hn'k YfXYbži a 'XUg 'J Yf 'U'hYb 'XYf 'Bi hnYf 'VYggYf 'ni
j YfghY \Yb 'i bX 'dYfgcbU']g]YfhY 'K YfVi b['Ubni V]YhYbžk]Y 'Ui Z
K 6G" 'Y[U'XUf[Y 'Y[h'k]fX" '8Ug '7cbgYbh'A UbU[Ya YbhžU 'gc 'XUg
9]b\c 'Yb 'XYf 'Ybhgd fYW_X YbXYb '9]bk]`][i b[Yb 'XYf 'Bi hnYfž'gh
['Y]W_X gUa 'Ubgdfi W_X gj c ``'i bX 'k]W_X h][ž'i a 'fYW_X h']W_X Y
?cbgYei YbnYb 'Ui Z[fi bX 'ZY \ 'Yf 'UZhYf '7cc_]Y!6UbbYf 'ni
j Yfa Y]XYb "

8 UhYb gW_X i hn 'U'g 'nYb hfU 'Yg 'H\ Ya U

Hfch'n 'XYf < YfUi gZcfXYfi b[YbžX]Y 'XYf '8UhYbgW_X i hn 'a]h'g]W_X
Vf]b[hž'V 'Y]Vh'X]Y 'chY 'VfUbW_X Y 'cdh]a]gh]gW_X "8]Y ' ?i bXYb

gWXÀhnYb`HfUbgdUfYbn`i bX`G]WX Yf\Y]hž'k Ybb`Yg`i a`]`fY
 dYfgÒb`]WX Yb`8UhYb`[Y\h`8]Y`f]WX h][Y`6U`UbWX`nk]gWX Yb
 YZZY_hj] Yb`A Uf_Yh]b[ghfUhY[]Yb`i bX`XYf`K U\f`b[`XYf
 Df]j Uhgd\ÀfY`]gh`Yb hgWX Y]XYbX``A]h`XYa`'b_fUZhffYhYb`XYg`HH8 G;
 V`Y]Vh`X]Y`G]hi Uh]cb`VYnØ[`]WX`XYg`7cc_]Y!F YWX hg`YXcWX
 k Y]hYf\]b`_ca`d`YI`'`b_gVYgcbXYfY`X]Y`bUWX`k]Y`j`cf`i`b_`UfY
 F YWX hg`U[Y`VYnØ[`]WX`XYf` , VYfhfU[i`b[`j`cb`dYfgcbYbVYnc[YbYb
 8UhYb`]b`X]Y`I`G5ž`X]Y`Xi`fWX`XUg` GWX fYa`g`=!`fY]`XYg`9i` ; <
 bcWX`_f]h]gWX Yf`[Yk`cfXYb`]ghž`[]Vh]j]Y`Yb`<chY`VYhfY]VYfb`ni
 XYb_Yb"

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

8YbbcWX`]gh`Y]bYg`g]WX Yf`8Yf`XYi`hgWX Y`Hci`f]ga`i`ggY`hcf`\Uh]j`]Y`
 ni`V]YhYb`i`bX`V`]W_hcdh]a`]gh]gWX`]b`X]Y`Ni`_i`bZh`A`]h`XYa
 f]WX h][Yb` ;`YgdØf`ZØf`X]Y`6YXØfZb]ggY`XYf` ;`ÀghY`i`bX`Y]bY`a
 cZZYbYb`C\f`ZØf`U_hi`Y`Y`[YgYhn`]WX Y`J`cf[UVYb`_ÒbbYb`<chY`g
 i`bX` ;`Ugh[YVYf`]\`fY`5b[YVchY`k`Y]hYfYbhk`]W_Y`b`i`bX`gc`X]Y
 6Ygi`WX`YfnU\`Yb`]b`XYb`_ca`a`YbXYb`_U\fYb`k`Y]hYf`ghY][`Yfb`"

Ni`gUa`a`YbZUggYbX`Àggh`g]WX`ZY`ghghY`Ybž`XUgg`8Yi`hgWX`UbX`U`g
 FY]gY`UbX`\cWX`]a`?`i`fg`ghY\h`i`bX`XYf`GY`hcf`[fc»`Yg`DchY`b`n]U`ZØf
 K`UWX`ghi`a`i`bX`b`bcj`Uh]cb`V]YhYh`8]Y`<YfUi`gZcfXYfi`b[ž`XYb
 GdU[Uh]nk`]gWX`Yb`a`cXYfb`Ya`A`Uf_Yh]b[`i`bX`8UhYbgWX`i`hn`ni
 a`Y]ghYfbž`k`]fX`U`YfX]b[g`ZØf`j`]Y`Y`Y]bY`gdUb`b`YbXY`5i`Z[UVY`]a
 g]WX`ghÀbX`][`k`UbXY`b`XYb`X][`]hU`Yb`NY]hU`hYf`gY]b"

8YhU`g	
Cfh	8Yi`hgWX`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 "]cbcg"XY

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