

5`X]`ghUfhYh`bYi Yg`@UVY`. `Gc`j`Yfa`Y]XYb
G]Y`@YVYbga]hhY`j`YfgWk`YbXi`b[`

5`X]`ZØ\fh`&\$&) `XUg`@UVY`` C`Zi`Äb[`Yf`\U`hVUf`Y]bž`i`a
@YVYbga]hhY`j`YfgWk`YbXi`b[`ni`fYXi`n]YfYb`i`bX
J`YfVfUi`W`Yf`ni`gYbg]V`]g]YfYb"



8Yi hgWk`UbX`!`5`X]`\Uh`Y]bY`k`]Wk]h[`Y`b]h]Uhj`Y`[`YghUfhYhž`i`a`XYf
@YVYbga]hhY`j`YfgWk`YbXi`b[`Ybh[`Y[`Ybni`k`]f`_Yb"A`]h`XYa`bYi`Yb
@UVY`` C`Zi`Äb[`Yf`\U`hVUf`a`ÖW`hY`XYf`8]gWci`bhYf`J`YfVfUi`W`Yf
XUni`Ub]a`]YfYbž`DfcXi`_hY`b]Wk]h`c`fY]]`[`ni`Ybhgc`f[`Ybž`gY`Vgh
k`Ybb`XUg`A`]bXYgh\U`hVUf`_Y]hgXUhi`a`fA`<`8`Ł`ØVYfgWk`f]hhYb`]gh"
@Ui`h`F`i` \`f`&(`k`YfXYb`j`]Y`Y`@YVYbga]hhY`b`UWk`5`V`Ui`Z`XYg`A`<`8`g
bcWk`U`g`[`Yb]Y»`VUf`Y]b[`Yghi`Zn`8]YgYg`@UVY``]gh`VYfY]hg`Ui`Z
j`YfgWk]YXYbYb`A`c`_YfY]dfcXi`_hYb`k`]Y`6]c!A`]Wk`ž`6]c!`æ[`\i`fhi`bX
6]c!E`i`Uf`_`df`ÄgYbhi`bX`gc``]a`@Ui`ZY`XYg`đ\`fYg`Ui`Z`a`Y`f`U`g`'`\$
DfcXi`_hY`Ui`g[`Yk`Y]hYh`k`YfXYb"

GhUh]gh]_Yb`nY][`Ybž`XUgg`Yhk`U`+`*`?`]c[`fUa`a`@YVYbga]hhY`d`fc
DYfgcb`Ä\`f`]Wk`]b`XYi`hgWk`Yb`<`Ui`g\U`hYb`Yb`hgcf[`h`k`YfXYbž`\`Äi`Z][

bi f'Ui Z[fi bX'UV[Y'Ui ZYbYf'A < 8g" J YfVfUi W\YfnYbhfU`Yb`fUHybž
VY]'gc`W\Yb`@YVYbga]hhY`b`Ui Z; Yfi Wž; YgW\ a UW_`i bX
i bj YfgY\fhY`J YfdUW_`i b[Yb`ni`UW\hYbž`UbghUhh'g]Y`X]fY`h
k Y[ni k YfZYb"5`X]`Uhh'gck c\`]b`BcfX!`U`g`Ui W`GØXYi hgW\`UbX
XUg`@UVY`VYfY]hg`Y]b[YZØ\`fhi bX`j YfZc`[h`XUa]h`Y]b
i a ZUggYbXYfYg`9b[U[Ya Ybh`[Y[Yb
@YVYbga]hhY`j YfgW\k YbXi b[ž`Y]bgW\`Y»`]W\`hU[Yg[YbUi Yf
6YghY`i b[Yb`i bX`DfY]gfYXi n]Yfi b[Yb`ZØf`5fh]_Y`a]hbU\YbXYa
A < 8"

DUfhbYfgW\ UZhYb`i bX`≠b]h]Uh]j Yb

I a `X]Y`@YVYbga]hhY`j YfgW\k YbXi b[`k Y]hYf`ni`fYXi n]YfYbž`\Uh
5`X]`g]W\`XYa`j cb`XYa`i bXYga]b]ghYf]i a`ZØf`9fbÅ\fi b[`i bX
@UbXk]fhgW\UZh`b]h]YfhYb`DU_`h`[Y[Yb
@YVYbga]hhY`j YfgW\k YbXi b[`Ub[YgW\`cggYb"8]YgY`J YfY]bVUfi b[
j YfdZ]W\hYh`X]Y`< ÅbX`Yf`ni`f`9]b\U`hi b[`j cb`ZØbZ`DZ]W\`h]Y`Ybž
XUfi bhYf`X]Y`F`YXi n]Yfi b[`XYf`@YVYbga]hhY`UVZÅ`Y`i a`" \$`i`V]g
&\$&) `i bX`i a`i) \$`i`V]g`&\$` \$"Ni XYa`gc`Yb`a]bXYghYbg`- +`i`XYf
:]`U`Yb`@YVYbga]hhY`gdYbXYbž`k]Y`Ui Z`XYf`K`YVgY]hY`j cb`5`X]
GØX`Yfj cf[Y\cVYb`k]fX"

Ni`XYb`A U» bU\`a Yb`[Y\ØfYb`Ui W\`X]Y`≠b]h]Uh]j Y`?fi a a Y
8]b[Yf`ž`VY]`XYf`@YVYbga]hhY`a]h`GW\`Øb\Y]hgZY\`Yfb`Ub[YVchYb
k YfXYbž`i bX`Y]bY`dfcU_`h]j Y`DfY]gfYXi n]Yfi b[`ZØf`DfcXi`_hY`_i fn
j cf`5V`Ui Z`XYg`A < 8g"5`X]`fYXi n]Yfh`Ui Z`X]YgY`K`Y]gY`b]W\`h`bi`f
@YVYbga]hhY`UVZÅ`Y`ž`gcbXYfb`[Y\`h`Ui W\`j YfUbhk`cfhi b[gj`c`a]h
FYhci`fYb`i a`i bX`gW\`i`h`XUg`DYfgc`bU`Ybhgd`fYW\YbX"

2 ZZYbh`]W\ Yg`9b[U[Ya Ybh`[Y[Yb J YfgW\k YbXi b[

8]Y`H\Ya Uh]_`XYf`@YVYbga]hhY`j YfgW\k YbXi b[`[Yk]bbh`Ui W\`Ui Z
dc`]h]gW\Yf`9VYbY`ni bY\`a YbX`Ub`6YXYi hi b["J ca`i`&-"
GYdhYa VYf`V]g`*`"C`_hcVYf`&\$&(`Z]bXYh`X]Y`5_`h]cbgk`cW\Y` Ni`[i h
ZØf`X]Y`HcbbY`"ghUhhž`X]Y`j cb`j YfgW\]YXYbYb`i bXYg`ÅbXYfb`i bX
DUfhbYfb`cf[Ub]g]Yfh`k]fX"8]YgY`K`cW\Y`V]YhYh`Y]bY`D`Uhhzc`fa`ZØf

A]ha UW!5_h]cbYb`ni f`K YfhgW`Àhni b[`j cb`@YVYbga]hhY`b`i bX
i a ZUggh`6YfY]W`Y`k]Y`< UbXY`ž`@UbXk]fhgW`UZhi bX`6]`Xi b["
5_h]cbYb`k]Y`E i]nnYž`?cW`!K cf_g`l`cdg`i bX`GW`b]ddY`dUfh]Yg
gc``Yb`J YfvfUi W`Yf`XUni `Ub fY[Ybž`_fYUh]j Yf`a]h`@YVYbga]hhY`b
i a ni [Y`Ybž`k]Y`Ui Z`6A 9@`VYgW`f]YVYb"

⊕g[YgUa hij YfZc`[h`5`X]`a]h`gY]bYb`⊕]h]Uh]j Yb`Y]b`_cb`fYhYg`N]Y`.
8]Y`6Yj Ò`_Yfi b[`VYggYf`ØVYf`X]Y`<U`hVUf`_Y]hij cb`@YVYbga]hhY`b
Ui Zni `_`ÀfYb`i bX`XYb`j YfUbhk cfhi b[gj c``Yb`I a [Ub[`a]h
@YVYbga]hhY`b`ni `ZÒfXYfb``8]Yg[YgW`]Y`h`gck c``Xi fW`
]bbcj Uh]j Y`@UVY`]b[!GhfUhY[]Yb`U`g`Ui W``Xi fW``k Yfhj c``Y
DUfhbYfgW`UZhYb`i bX`ÒZZYbh]W`Y`5_h]cbYb"

8YhU]`g	
C fh	8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fi \f&("XY • k k k "U`X]!gi YX"XY • k k k "Va Y`"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["XY