

J Yf_Y\fgW\ Ucg`bUW\ `I bZU``]b`GUb_h
5i [i gh]b. `GhUi g`i bX`J Yf`YhnhY`°

J Yf_Y\fgW\ Ucg`b`GUb_h`5i [i gh]b. `I bZU``Ui Z`XYf
F Uh\Ui gU``YYž`Y]bY`DYfgcb``Y]W\h`j`Yf`Yhnhž`:`Yi Yfk Y\`f`i bX
Dc`nY]`]a`9]bgUhn"



F Uh\Ui gU``YYž`) ' +) +`GUb_h`5i [i gh]bž`8Yi hgW\`UbX`!`9]b
J Yf_Y\fgi bZU``Ui Z`XYf`F Uh\Ui gU``YY`]b`GUb_h`5i [i gh]b`gc`f[hY`Ua
8`cbbYfghU[bUW\`a`]hU[ž`XYa`&("5df)"&\$&) ž`ZØf`Yf\YV`]W\Y
J Yf_Y\fgVY\]bXYfi b[Yb``8Yf`J`cfZU``YfY][bYhY`g]W\`[Y[Yb`%*. ()
I \`f`Ui Z`XYf`GhfYW_Y`nk`]gW\Yb`G]Y[Vi`f[Yf`GhfU»Y`i bX`a
Gd]W\Y`gZY`Xž`_i`fn`j`cf`Y]bYf`J`Yf_Y\fg]bgY``9]b`5i`hcZU\`fYf`a`i`gghY
Ui`g`j`Yf_Y\fgVYX]b[hYb`:`fØbXYb`UVVfYa`gYbž`k`cfUi`Z]b`Y]bY
&*!`Å\`f][Y`:`U\`fYf]b`YVYbZU``g`i`bhYfk`Y[g`k`Uf`i`bX`j`YfnØ[Yfh
fYU[]YfhYž`k`Ug`ni`f`?`c``]g]cb`ZØ\`fhY"

8Yf`` `!`Å\`f][Y`A`Ubb`Ui`g`GUb_h`5i [i gh]b`_`cbbhY`a`]h`gY]bYa`i`Gl`J
fYW\`hnY]h][`Ub\`U`hYbž`k`Å\`fYbX`X]Y`↑`b[Y`:`fUi`a`]h]\`fYa
?`Y]b`k`U[Yb`Ui`ZdfU``hY``8]Y`:`fcbh]\`fYg`:`U\`fnYi [g`k`i`fXY`ghUf`_

VYgWÅX][h'i bX'a i gghY'UV[YgWÅ'Yddh'k YfXYb"; `ØW`]WÅYfk Y]gY
V`Y]V`X]Y`&*!Å\ f][Y`i bj Yf`Yhnhž`XYf" " !Å\ f][Y`Yf`]hh`YXcWÅ
`Y]WÅhY`J Yf`Yhni b[Yb`i bX`k i fXY`Ua Vi `Ubh`Xi fWÅ`Y]bYb
F Yhhi b[gk U[Yb`VY\UbXY`hž`_cbbhY`YXcWÅ`Ub`XYf`i bZU`ghY`Y
V`Y]VYb"

F Yhhi b[ga U» bU\ a Yb`i bX
J Yf`_Y\fgVY\]bXYfi b[Yb

B UWÅ`XYa`i bZU`k i fXY`X]Y`: fY]k]`][Y`: Yi Yfk Y\ f`GUb`_h`5i [i gh]b
U`Ufa]Yfhž`X]Y`X]Y`Dc`nY`VY`XYf`G]WÅYfi b[`XYf`9]bgUhhghY`Y
i bhYfghØhnhY"8]Y`: Yi Yfk Y\ f`ghfYi hY`Ui g[Y`Ui ZYbY`6Yhf]YVga]hhY`
UV`i bX`fY]b][hY`X]Y`: U\ fVU\ b"8]Y`F Uh\ Ui gU`YY`k Uf`ZØf`Yhk U
Y]bY`Ghi bXY`_ca d`Yhhi[YgdYffhž`k Å\ fYbX`Ui ZXYb
I a`Y]hi b[gghfYW`Ybž`]bgVYgcbXYfY`XYf`GØXghfU» Yž`Ub[Y`GhUi g
Yb`hghUbXYb"

I bZÅ`Y`k]Y`XYf`]b`GUb`_h`5i [i gh]b`g]bX`Y]XYf`_Y]bY`9]bnY`ZÅ`Y"
@Ui h`XYghUh]g`nY][h`X]Y`GhfU» Ybj Yf`_Y\fgi bZU`ghUh]gh]_ž`XUgg`X]Y
5bU`mgY`j cb`i bZÅ`Yb`Y]bY`k]WÅh][Y`; fi bX`U[Y`ZØf`X]Y
9bhk]W`_i b[]j cb`A U» bU\ a Yb`]b`6YfY]WÅYb`k]Y`; YgYhn[YVi b[ž
J Yf`_Y\fgYfn]Y\ i b[`i bX`GhfU» YbVUi`]gh"8]YgY`GhUh]gh]_Yb`V]YhYb
i a ZUggYbXY`i bX`X]ZYfYbn]YfhY`8UhYb`ni f
J Yf`_Y\fgg]WÅYf\Y]hg`U[Y`i bX`Yfa Ò[`]WÅYb
j Yf`_Y\fgnk Y][ØVYf[fY]ZYbXY`i bZU`f]g]_cj Yf[`Y]WÅY"

8]Y`9fZUggi b[`gc`WÅYf`i bZÅ`Y`Y`]Zhž`X]Y`Ghfi`_hi`fYb`XYg
I bZU`[YgWÅY\Ybg`ni`j YfghY\Yb`gck]Y`5V\Åb[][_Y]hYb`nk]gWÅYb
i bZU`VYgh]a`a YbXYb`: U`_hcfYb`ni`]XYbh]Z]n]YfYb"8]Yg`]gh
YbhgWÅY]XYbX`ZØf`X]Y`ghUUh]WÅY`J Yf`_Y\fgdc`]h]_ž`]bgVYgcbXYfY`]b
6Yni [`Ui Z`ZfUghfi`_hi`f!`i bX`J Yf`_Y\fgg]WÅYf\Y]hgdc`]h]_"

8Yf`J cfZU`]b`GUb`_h`5i [i gh]b`j YfXYi h]WÅhž`k]Y`gWÅ`bY`i bZÅ`Y`]a
GhfU» Ybj Yf`_Y\ f`[YgWÅY\Yb`_ØbbYb`i bX`k Y`WÅY`k Y]hfY]WÅYbXYb
?cbgYei YbnYb`g]Y`ZØf`X]Y`J Yf`_Y\fgg]WÅYf\Y]h`\UVYb"8U\Yf`]gh`Yg
k]WÅh][ž`k Y]hYf\]b`Ui Z`X]Y`J Yf`_Y\fgg]WÅYf\Y]hg`U[Y`ni`UWÅ`hYb`i bX
dfÅj Ybh]j Y`A U» bU\ a Yb`ni`i bhYfghØhnhYb"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``
C fh	F UH\Ui gU`YYž) ' +) + 'GUb_h'5i [i gh]bž 8 Yi hgW\`UbX
J Yf`Y hnhY	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k k k "XYghUh]g"XY

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