

GW b]hnY`Ui g'8 UWX Ui . '6Y[Y]ghYfi b['i bX DfY]gXYVUhhY 'i bhYf': Ub g°

9]b`VUmYf]gWYg; Ugh\Ui g']b'8 UWX Ui 'gcf[h'a]h'Y]bYa
GW b]hnY`ZØf'8]g_i gg]cbYb'Ui ZFYXX]h"DfY]g'i bX'E i U`hÀh
ghY\Yb'ja 'i: c_i g"



8 UWX Ui ž'8 Yi hgW\`UbX '!9]b'GW b]hnY`Ui g'Y]bYa `VUmYf]gWYb
; Ugh\cZVY]'8 UWX Ui 'gcf[h'XYfnY]h'ZØf'fY[Y'8]g_i gg]cbYb'ja
=bhYfbYh'5a ' +' & ' b]dcghYh'Y]b'Bi hnYf']b'XYf'VY']YVhYb'FYXX]h'
7ca a i b]hm' GW b]hnY`j YfvfYWYb '6]'XYf'gY]bYg'6Ygi Wgž'i bX
X]Y'FYgcbUbn''Y» 'b]W h'Ui Z]g]W 'k UfhYb''8 Ug': chc'nY][h'Y]b
dYfZY_h'ni VYfY]hYhYg? U`VggW b]hnY`ž'[c`XVfUi b'dUb]Yfhi bX
gYfj]Yfh'a]h'Dca a Yg'Ui ZY]bYa 'Xi b`_Yb'HY`Yf''8]Y'FYWYbi b[
ZØ\fhY'YXcW'gWYbY''ni 'i bYfk UfhYhYb'A]gggh]a a i b[Yb'i bhYf
XYb'5b\Àb[Yfb'XYf'7ca a i b]hm'

8 Ug' K]YbYf'GW b]hnY` \U'h'a]h'Y]bYa 'DfY]g'j cb'&(ž- \$'9i fc
gck c\`6Yk i bXYfi b['U'g'Ui W'GhUi bYb'Ui g[Y'Øgh"K À\fybX'j]Y`Y
Bi hnYf'X]Y'Ni VYfY]hi b['cVhYb'i bX'XYb'DfY]g'ZØf'Ub[Ya YggYb

\]Y`hYbž[UV`Yg`Ui W\`_f]h]gWXY`Gh]a a Yb"8]YgY`gi W\hYb`Y]bY`DfY]g!
@Y]ghi b[g!8]g_i gg]cb`i bX`j Yf[`]W\Yb`XYb`DfY]g`i bhYf`UbXYfYa
a]h`Y]bYa `U`VYb`6UW`YbX`ž`XUg`ZØf`%, ž- \$`9i fc`Ub[YVchYb
k]fX"9]b`?ca a YbhUf`a Yf_hY`Ubž`XUgg`X]Y`DfY]gY`Ub`XYb
A ØbW\byf`K]fhg`Åi gYfb`k Å\fybX`XYg`C`_hcVYfZYghg`b]W\hj]Y`j cb
X]YgYa `5b[YVchUVk Y]W\Ybž`k Ug`Y]b][Y`YXcW`U`g` \YZh][
Y]bghi ZhYb"

8]Y`DfY]g!8YVUhhY`i bhYf`i fYi bXYb

8Yf`6Y]hfU[`ØVYf`XUg`GW\ b]hnY`Yf\]Y`h`b`XYb`YfghYb`%+`Ghi bXYb
gck c`\`fi bX`%+\$`I`dj chYg`U`g`Ui W\`nU`\fY]W\Y`?ca a YbhUfY"
K Å\fybX`X]Y`A Y\`f\Y]h`XUg`GW\ b]hnY`U`g`[Y`i b[Yb`VYnY]W\byhYž
k i fXY`X]Y`DfY]g[YghU`hi b[`j cb`XYa `U`VYb`<Å\bW\Yb`U`g
VYgcbXYfg`X]g_i gg]cbgk ØfX][`YfUW\hYh"9]b][Y`i gYf`gdfUb[Yb
YXcW`]b`X]Y`6fYgW\Y`i bX`VYhc`bhYbž`XUgg`E`i`U`]hÅh`\fyb`DfY]g
\Uh"8]YgY`8]g_i gg]cb`ØVYf`X]Y`; Ughfc`bca]YdfY]gY`k]fX`U`g`HY`]
Y]bYg[fØ»YfYb`HfYbXg`k U\`f[Ybca a Ybž`VY]`XYa `]a a Yf`k]YXYf
ØVYf`X]Y`5b[Ya YggYb\Y]h`XYf`DfY]gY`]b`F`YghUi fUbhg`XYVUhh]Yfh
k]fX"

9]b`6`]W`_`Ui ZX]Y`; Ughfc`bca]Y`nY][hž`XUgg`Yg`j]Y`Y`i`U`_`hc`fYb`[]Vhž
X]Y`X]Y`DfY]gV`Xi b[`VYY]bZi`ggYb"i bhYfbY`a Yf`a ØggYb`b]W\h
bi`f`X]Y`_i`]bUf]gW\Yb`5gdY`_`hY`]a `6`]W`_`UVYbž`gcbXYfb`Ui W\`X]Y
Z]bUbN]Y`Yb" <c\Y`A]YhYbž`@Ø\bY`i bX`@YVYbga]hhY`_cghYb`gYhnYb
X]Y`6fUbW\Y`cZha`U`g`i bhYf`8fi W`"8]Y`f]W\h][Y`?`U`_i`Uh]cb`]gh
k]W\h][ži`a`?`cghYb`ni`XYW`_Yb`i bX`Ub[Ya YggYbY`; Yk]bbY`ni
Yfn]Y`Yb"K`Yf`U`g`; Ughfc`bca `YfZc`[fY]W\`gY]b`k]`ž`a`i`gg`XUVY]
gck c`\`?`cghYbUb`U`mgY`U`g`Ui W\`A`Uf`_`hZc`fgW\i b[`VYhfY]VYbž`i`a
XUg`DfY]g!@Y]ghi b[g!J`Yf\`Å`hb]g]a`; `Y]W\`[Yk]W\h`ni`U`hYb"8]Y
9bhgW\Y]Xi b[Yb`VYnØ[`]W\`XYf`DfY]g[YghU`hi b[`g]bX`U`gc`b]W\hgž
k Ug`Y]W\hZYfh][`]`Yhfc`ZZYb`k]fXž`gcbXYfb`YfZc`fXYfb`Y]b`ZY]bYg
; YgdØf`i bX`ghfUHy`[]gW\Yg`8Yb`_Ybž`k]Y`X]Y`UbYf`_Ub`bhY`D`UhhZc`fa
; `k]Y`; Ughfc`Yf`_`Åfh"

9]b`6`]W`_`]b`X]Y`Ni`_i`bZh`XYf`i; Ughfc`bca]Y

8]Y`8]g_i gg]cb`i a`X]Y`GW\ b]hnY`dfY]gY`nY][hž`XUgg`9ggYb`b]W\h

bi f'igUhh'a UW hž'gcbXYfb'Ui W\`Y]b'; YgdfÅW gUb`Ugg']gh"i a`]a
 FYghUi fUbh[YgW\`ÅZh'b]W\hi bhYfni [Y\Ybž']gh'Yg'k]W\h][ž'gck c\`
 X]Y`E i U`]hÅh'XYg'9ggYbg'\cW\`ni` \U`hYb`U`g`Ui W\`X]Y`DfY]gY`gc`ni
 [YghU`hYbž'XUgg'g]Y`ZØf`X]Y`?i bXYb`bUW\j c``n]Y\`VUf`V`Y]VYb``8]Y
 ; Ughfcbca]Y`]gh'Y]b`XmbUa]gW\Yg': Y`Xž']b`XYa`g]W\`HfYbXg'i bX
 J YfVfUi W\Yfk ØbgW\Y`ghÅbX][`j YfÅbXYfb"

8i fW\`X]Y`i bYfk UfhYhY`Dcdi`Uf]hÅh'XYg`GW\`b]hnY`g`VY]`F`YXX]h'k]fX
 Y]bYg`XYi h]W\.`9]b`[i hYg`GW\`b]hnY``n]Y\`h'b]W\`h'bi f`?YbbYf`Ubž
 gcbXYfb`YbhZUW\`hiUi W\` \]hn][Y`8]g_i gg]cbYb``C V`X]Y`DfY]gY
 [YfYW\`hZYfh][h'g]bX`cXYf`b]W\`hž']gh'XUVY]`b]W\`h'bi f`Y]bY': fU[Y`XYg
 ; YgW\`a UW_gž'gcbXYfb'Ui W\`XYf`Z]bUbni]Y``Yb`F`YU`]hÅh]b`Y]bYa
 \Ufhi a _Åa dZhYb`A Uf_h"

: Øf`X]Y`a Y]ghYb`Bi hnYf`V`Y]Vh`XUg`GW\`b]hnY``Ui Z`YXYb': U``Y]b
 _i`]bUf]gW\`Yg`<][\`][\hž'Ui W\`k Ybb`X]Y`F`YW\`bi b[`5b`Ugg`ni f
 8YVUhhY`[]Vh`8]Y'; Ughfcbca]Y`k]fX`g]W\`a]h'XYb
 <YfUi gZcfXYfi b[Yb`XYf`DfY]g[YghU`hi b[`k Y]hYf\]b
 Ui gY]bUbXYfgYhnYb`a ØggYbž'i a`gck c\`XYb'; Ui a Yb`U`g`Ui W\`
 XYb'; Y`XVYi hY``XYf'; ÅghY`ni Zf]YXYb`ni`ghY``Yb"

A Y\`f`ϕZcfa Uh]cbYb`Z]bXYb`G]Y`]b`XYb`6Yf]W\`hYb`j cb`A Yf_i f`i bX
 HNž'k Å\`fYbX`X]Y`UbU`mh]gW\`Yb`5gdY`hY`XYf`DfY]g[YghU`hi b[`]b`XYf
 ; Ughfcbca]Y`]b'; `k]Y'; Ughfc`VY\`UbXY`h'k YfXYb"

8YhU]`g	
C fh	8 UW\`Ui ž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "hn"XY • [!k]Y![Ughfc"XY

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