

› [YbXhf]Uh\`YhYb`VY[Y]ghYfb`Ua
F ch\gYY. `B UWk i W g`nY][h'gY]b`? ÒbbYb`°

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`› b]cf`7\U`Yb[Y`F ch\`&\$&).
gdUbbYbXY`K Yhh_Àa`dZYž`Hf]Uh\`cb`ZØf`?]bXYf`i bX
› [YbX`]WY"



F ch\ ž`8Yi`hgW\`UbX`!`#`F ch\ ž`k`c`XUg`K`UggYf`XYg`F ch\gYYg`X]Y
↑ b[Y`Hf]Uh\`cbbUh]cb`k`]`_ca`a`Yb`\Y]» hž`gdfi`XY`h`X]Y
6Y[Y]ghYfi`b[`ZØf`XYb`Hf]Uh\`cbgdcfh`F`i`bX`" ` \$`k`]ggVY[]Yf][Y
?]bXYf`i`bX`› [YbX`]WY`XYf`Hi`fb`!`i`bX`Gdcfh[Ya`Y]bgW`UZn`\$,
F ch\`j`YfgUa`a`Y`b`g]W\`ž`hfU[Yb`gW`k`UfnY`Hf]Uh\`cb`UbnØ[Y`i`bX
Vi`bhY`6UXY`_UddYb`"; Ya`Y]bgUa`gdf]b[Yb`g]Y`Ui`Z?`ca`a`UbXc`]bg
U`hY`K`UggYf`i`bX`Yf`YVYb`gc`XYb`BYfj`Yb]hnY`Y]bYg
K`Yhh_`Ua`dZYg`8`Ug`Øb[ghY`A`]h[`]YX`]gh[YfUXY`a`U`]b`XYf`YfghYb
?`UggYž`k`À`fYbX`X]Y`À`hYghYb`HY`]bY\`a`Yf`V]g`ni``%*`›\`fY`U`h`g]bX`
8]YgY`J`Y`ZU`h`gcf[h`ZØf`Y]bY`XmbUa`]gW`Y`Gh]a`a`i`b["

8]Y`nk`Ò`Z`À`f][Y`?`Uh\`Uf]bU`Vf]b[h`Yg`Ui`Z`XYb`Di`b`_h` `9g[Y`h
XUfi`a`ž`ni`nY][Ybž`k`Ug]b`Y]bYa`ghYW`_h" `A`U[XU`Yb`Už`Y]b`GhUf`XYg

J YfY]bgž'k Y]» ž'k c j c b'g]Y'gd f]W h' 'g]Y'ghUfhYh'VYfY]hg'gY]h]\fYa
g]YVhYb'@YVYbg'U\ f' i bX'\Uh'X]Y'GdcfhUf h'ei Ug]'b'XYf': Ua ']Y
j Yf]bbYf'W h'"8Yf': c_i g''Y[h'ZØf'XYb'ž [YbX'Y]hYf'H\ca Ug'H\Y'
_Uf'Ui Z'XYa 'GdU»'i bX'XYf'9bhk]W_i b['XYf'?]bXYf'"6YgcbXYfg
YfZfYi 'jW 'jgh'XUg'k UW\gYbXY' ðhYfYggY'Ua 'Hf]Uh\`cb'i bhYf'XYb
øb[YfYbž'k Ug'XYa 'J YfY]b'a ca YbhUb'_Y]bY
BUWk i W\gd fcv`Ya Y'VYgW\Yfh"

9]b' <] [\ `] [\ h'ZØf' 'i b [Y'5h\`YhYb

9]b'k Y]hYfYf'< Ò\Ydi b_h'ZØf'X]Y'Hf]Uh\`cb!6Y[Y]ghYfhYb'ghY\h
VYj cf.'8]Y'ž b]cf'7\U''Yb[Y'Fch\ž'X]Y'HY]'XYg'ØVYffY[]cbU'
VY']YVhYb'7\U''Yb[Y'Fch\`Hf]Uh\`cb!9j Ybhg']ghž'Z]bXYh'j ca' ("V]g
) "ž ']'&\$&) 'ghUhh'"8Ug'A chhc' Gd]hnYbgdcfh'a YYhg'6fY]hYbgdcfh
gd f]W h'gck c\`DfcZ]!5h\`YhYb'U'g'Ui W\': Ua ']Yb'Ub'"8]Y
K Yhh_Àa dZY'g]bX'j]Y'ZÀ'h[. 'K À\fybX'X]Y'; fc»Yb'Ua' ("ž '']\fY
5b'U[Yb'Ui Z'X]Y'GhfYW_Yb'j cb'+) \$'a'GWk]a'a Ybž'&\$'_a
FUXZU\fyb'i bX') '_a '@Ui ZYb'hYghYbž'g]bX'ZØf'XYb') "ž '']Ui W\`
_ØfnYfY'8]ghUbnYb'ZØf'?]bXYf'i bX': Ua ']Yb'[Yd'Ubh"

F i bX' i a 'X]Y'J YfUbg hU'hi b['k]fX'X]Y'5ha cgd\ÀfY'Y]ba U'] ['gY]b.
=a 'Fch\YbYf': fY]VUXž'k c''YX]['jW'GWk]a'a Vf]'Y'i bX
6UXYa ØhnY'Yf'Ui Vh'g]bXž'k YfXYb'j]bg[YgUa h'&\$ \$'a
[YgWk ca'a Ybž'[YZc'[hj cb'%'\$'_a'FUX'i bX'&ž) '_a '@Ui ZYb'"8]Y
FUXghfYW_Y'ZØ\fh'ØVYf'Y]bY'[YgdYffhY'K YbXYdi b_hghfYW_Y'Xi fW
XUg'<Yfn'j cb'Fch\ ' 'g]W\Yf'i bX'gWbY''''

8]Y'Ni _i bZh'ja 'Hf]Uh\`cb

: Øf'X]Y'?]bXYfž'X]Y'Ua'7\U''Yb[Y!Zc'5''i bX'XYf'ž b]cf'7\U''Yb[Y
Fch\`hY]'bY\ a Yb'a ÒW'hYbž'k]fX'Y]bY'fYW'hY]h[Y'5ba Y'Xi b[
Ya dZc\`Yb'"5a ') "ž ']'k]fX'Y]b'Vi bh'[Ya]gW'hYg'Dfc[fUa a'ZØf
ž [YbX'6'i bX'X]Y'GW'ØYf'5'V]g'8 [YVchYbž'k cVY]'X]Y'8]ghUbnYb
'Yk Y]'g'Ui Z'X]Y'5'hYfg[fi ddYb'Ub[YdUggh'g]bX'"8]YgY'9j Ybhg
j YfgdfYWYb'b]W h'ibi f'gdcfh]W\Y'<YfUi gZcfXYfi b[Ybž'gcbXYfb
Ui W\Y]bY'ZfØ\`jW\Y'; Ya Y]bgW\UzhgUha cgd\ÀfYž'X]Y'XYb
Ni gUa a Yb\U'hi bhYf'XYb'HY]'bY\ a Yfb'ghÀf_h"

8]Y'6Y[Y]ghYfi b['ZØf'XYb'Hf]Uh\`cbgdcfh]b'Fch\`n]Y\`h]a a Yf'a ½g
 ?]bXYf'']b'XYb'6Ubbž'i bX'VYfY]hg'Yhnh'k]fX'X]Y'J cfZfYi XY'Ui ZX]Y
 VYj cfghY\`YbXYb'K Yhh_Àa dZY'gdØfVUf"'9g'V'Y]Vh'gdUbbYbXž'k]Y
 g]W\`X]Y'_'Y]bYb'5h\`YhYb'Ybhk]W_Y'b'i bX'k Y`W\`Y'HU`YbhY
 j]Y`Y]W\`hgW\`cb'VY]a 'bÅW\`ghYb'7\`U`Yb[Y'Fch\`Ui ZX]Y' [fc»Y
 6Ø\`bY'hfYhYb'k YfXYb"

9]b'j Yfa Y`XYbXYf'6`]W_`Ui ZX]Y'6F &(`nY][hž'XUgg'X]Y'6Ug]g'ZØf
 Y]bY' [fc» Ufh][Y'Hf]Uh\`cb!Ni _i bZn]b'X]YgYf'FY[]cb' [Y'Y[h']gh"'8]Y
Hf]UZfYi bXY' i bX'**GdcZYfUb'** VYf]W\`hYb'j cb'gdcfh]W\`Yf
 @Y]XYbgW\`UZh'i bX'XYa 'i bUi Z`Øf]W\`Yb'8fUb['XYf'?]bXYfž:]fY
 ; fYbnYb'Ui gni hYghYb'i bX'a Ò[`]W\`Yfk Y]gY'ni 'ØVYfgW\`fY]hYb"'<]Yf
]b'Fch\`]gh'XYf'Hf]Uh\`cbgdcfh`YVYbX][Yf'XYbb'Y°

8YhU]`g	
C fh	F ch\ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • k k k "hf]UZfYi bXY"WŁa • gdcZYfUb"WŁa

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