

Gh]a a nYhhY`'a]h'UV[YgWk b]hhYbYf'9W_Y.
8 Yf'K Y['ni f'VUff]YfYZfY]Yb'K U\`°

8]Y'6i bXYghU[gk U\`&\$&) 'Yfa Ò[`]Wk h'V`]bXYb'i bX
gY\`VY\]bXYfhYb'K À\`Yfbž']\fY'Gh]a a Y'VUff]YfYZfY]
UVni [YVYb"9fZU\fyb'G]Y'a Y\`f°

6i bXYghU[gk U\`ž'8Yi hgWk`UbX'!5a`'%) "': YVfi Uf'&\$&) ž'bi f
k Yb][Y'HU[Y'j cf'XYf'6i bXYghU[gk U\`Ua`'&' "': YVfi Ufž'[]Vh'Yg
k]Wk h][Y` ðZcfa Uh]cbYb'ni`'XYb'Gh]a a nYhhY`bž'X]Y'X]Y
K U\`VYfYWk h][hYb'VYUWk hYb'gc`hYb"9]b'nYbhfU`Yg'H\Ya U`]gh'X]Y
fYWk hY'cVYfY'9W_Y'XYf'Gh]a a nYhhY`ž'X]Y']b'X]YgYa`'U\`f'ZY\`h"
8]YgY'5i ggdUfi b[`]gh'VYgcbXYfg'VYXYi hYbX'ZØf'V`]bXY'i bX
gY\`VY\]bXYfhY'K À\`Yfž'XU'g]Y'X]YgY'A Uf_]Yfi b[`VYbØh][Ybž'i a
]\fYb'Gh]a a nYhhY`Y][YbghÅbX]['i bX'`_cffY`_hUi gni ZØ`Yb"8Yf
6`]bXYb!'i bX'GY\`VY\]bXYfhYbj YfVUbX'ghY`h'XUZØf'gdYn]Y`Y
K U\`gWk UV`cbYb`_cghYb`cg'ni f'J YfZØ[i b[ž'X]Y'hUghVUFY
A Uf_]Yfi b[Yb'i bX`@ØWYf'ZØf'X]Y`_cffY`_hY'D`Uhn]Yfi b[`XYf'?fyi nY
VY]b\U`hYb"

8]Y'6i bXYgk U\`Y]hYf]b`\Uh'Ub[YcfXbYhž'XUgg'U`Y'Gh]a a nYhhY`
Y]b\Y]h]Wk`]b'XYf'fYWk hYb'cVYfYb'9W_Y'[Y`cWk h'cXYf
UV[YgWk b]hhYb'g]bX"8]YgY'FY[Y'i b[ž'X]Y']a`DUFU[fUZ()`XYf
6i bXYgk U\`cfXbi b[`ZYgh[Y`Y[h]ghž'\Uh'XYb'Nk YW_ž'F ØW_gW`ØggY
Ui ZXUg'K U\`j Yf\U`hYb'ni`j Yfa Y]XYb"; YfØWk hY']b'gcn]U`Yb
A YX]Ybž'XUgg'Gh]a a nYhhY`'a]h'Y]bYf'ZY\`YbXYb'9W_Y'i b[Ø'h][
gY]Ybž'g]bX'YXcWk`i bVY[fØbXYh"8Yf'Gh]a a nYhhY`V`Y]Vh]b'YXYa
: U``[Ø'h][ž'k Ug'X]Y'A Ò[`]Wk _Y]h'ZØf'U`Y'6Øf[Yf'ghÅf`hž']\f
K U\`fYWk h'i bUV\`Åb[][j cb`_ØfdYf']Wk Yb'9]bgWk fÅb_i b[Yb
Ui gni ØVYbž'gc`Fi \f&("

6Uff]YfYZfY]Yg'K À\`Yb

: Øf`V`]bXY`i bX`gY\VY\]bXYfhY`K U\`VYfYW\h][hY`]gh`X]Y`Bi hni b[
j cb`Gh]a a nYhhY`gW\UV`cbYb`b]W\h`bYi "8]YgY`k i fXYb`VYfY]hg`gY]h
XYf`6i bXYghU[gk U\`&\$&`gck]Y`XYf`9i fcdUk U\`&\$\$(
Vi bXYgk Y]h`Y]b[YZØ`fh"8]Y`YfghYb`GW\UV`cbYb`g]bX`XUZØf
_cbn]d]Yfhž`K Å\`Yfb`ni` \Y`ZYbž`\fY`Gh]a a Y`gY`VghÅbX][
UVni [YVYb"5i W\`B]W\h!A]h[`]YXYf`XYg`8Yi hgW\Yb`6`]bXYb!`i bX
GY\VY\]bXYfhYbj YfvUbXYg`Y"J" fB`6GJ Ł`_ÖbbYb`X]YgY`GW\UV`cbYb
UbZcfXYfbž`k Ug`Y]bY`]b`_i g]j Y`K Å\`YfgW\UZh`UbghfYVh"
9bhgdYfYW\YbXY`≠Zcfa Uh]cbYb`ØVYf`X]Y`5bZcfXYfi b[`g]bX`gck c\`
Ui ZXYb`GY]hYb`XYg`86GJ`U`g`Ui W\`j cb`XYf`6i bXYgk U\`Y]hYf]b
Y]bgY\VUf"

8]Y`6i bXYgYfY[]Yfi b[`YfghUhhYh`X]Y`<YfghY`i b[g_cghYb`XYf
GW\UV`cbYbž`i a `g]W\Yfni ghY`Ybž`XUgg`g]Y`ZØf`U`Y
K U\`VYfYW\h][hYb`ni [Åb[`]W\`g]bX"K Yf`K U\` \]`ZYb`VYbØh][hž
gc`h`X]YgY`fYW\hY]h][`VY]a `Øfh]W\`ni ghÅbX][Yb`@UbXYgj YfY]b
XYg`86GJ`UbZcfXYfb": fØ`nY]h][Y`5bZfU[Yb`g]bX`Ya dZc`Ybž`i a
Y]bY`fYW\hY]h][Y`@]YZYfi b[`ni` [Yk Å\`f`Y]ghYbž`k]Y`X]Y
**6i bXYgk U\`Y]hYf]b`a]hY]`h`6Y]`XYf`K U\`g]bX`ni XYa
≠Zcfa Uh]cbYb`ni`VUff]YfYZfY]Yb`K U\`fÅi a Yb`Ui ZXYb
K U\`VYbUW\f]W\h][i b[Yb`j Yfa Yf`h"K Å\`Yf`a]h
A cV]`hÅhgY]bgW\fÅb`_i b[Yb`_ÖbbYb`K U\`gW\Y]bY`ZØf`VUff]YfYZfY]Y
K U\`fÅi a Y`VYUbhfU[Yb"**

5_hi Y`Y`≠Zcfa Uh]cbYb`ni f`K U\`

9]bY`i bhYfghØhni b[`Xi fW\`Y]bY`<]ZgdYfgcb`]gh`YVYbZU`g`a Ö[`]W\`"
8]YgY`DYfgcb`XUFZ`YXcW\`bi f`X]Y`K ØbgW\Y`XYg`K Å\`Yfg`YfZØ`Yb
i bX`a i gg`X]Y`≠Zcfa Uh]cbYb`[Y\Y]a `U`hYb": Øf`U`Y
K U\`VYfYW\h][hYb`VYghY`h`Ui W\`X]Y`C dh]cb`XYf`6f]YZk U\`ž`X]Y
j]Y`Y`ni gÅh`n]W\Y`9f`Y]W\hYfi b[Yb`V]YhYh"i a `X]Y`K U\`a Ö[`]W\`gh
VUff]YfYZfY]`ni` [YghU`hYbž`k YfXYb`Ui W\`≠Zcfa Uh]cbYb`i bX
6Y[`Y]ha UhYf]U`]Yb`]b`j YfgW\]YXYbYb`: cfa UhYb`k]Y`Di b_hgW\f]Zhž
5i X]c!78`cXYf`; fc»Xfi W_`VYfY]h[YghY`h"

: Øf`U_hi Y`Y`≠Zcfa Uh]cbYb`ni f`K U\`ghY`h`XYb`6Øf[Yfb`Y]b
K \Uhg5dd!`?UbU`ni f`J YfZØ[i b["K Y]hYfY`8YhU]`g`i bX
<]ZYghY`i b[Yb`Z]bXYb`g]W\`Ui Z`XYf`cZZ]n]Y`Yb`K YVg]hY`XYf`

6i bXYgk U\`Y]hYf]b"8]Y'i a ZUggYbXYb'A U» bU\ a Yb'gc`Yb
 g]WYfghY`Ybž'XUgg'X]Y'6i bXYghU[gk U\`&\$&) 'ZØf'U`Y'6Øf[Yfž
 i bUV\Àb[]['j cb'\fYb'_ØfdYf'WYb'J cfUi ggYhni b[YbžY]bY
 A Ô[`]W\Y]h'ni f'Gh]a a UV[UVY`V]YhYh"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	6i bXYghU[gk U\`ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fi \f&("XY • Vi bXYgk U\`Y]hYf]b"XY • k k k "Vi bXYgk U\`Y]hYf]b"XY

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