

Dfc nYgg'ghUfhYh'k Y[Yb 'G]j YghYf!5b[f]ZZY
Ui Z'Dc`nY]']b`l bhYfZfUb_Yb`°

Dfc nYggVY[]bb`[Y[Yb`ZØbZ'A ÀbbYf`k Y[Yb`5b[f]ZZY`Ui Z
Dc`nY]`ni`'G]j YghYf`&\$&' #&\$&(`]b`l bhYfZfUb_Yb`"
F Y[]Yfi b[gZcfXYfi b[Yb`bUW`'6Ò`Yfj YfVch"



A Uf_h\Y]XYbZY`Xž`8Yi hgW\`UbX`!`b`8Yi hgW\`UbX`\UVYb`X]Y
5b[f]ZZY`Ui Z`9]bgUhn_fÄZhY`fi bX`i a`'G]j YghYf`ni [Ybca`a`Ybž`k Ug
X]Y`ÖZZYbh]W\Y`G]W\Yf\Y]h]b`:`fU[Y`ghY`h`'5a`'%-`"A U] &\$&)
VY[Ubb`]b`l bhYfZfUb_Yb`Y]b`Dfc nYgg`[Y[Yb`ZØbZ`5b[Y`_`U[hYž`X]Y
g]W\`ZØf`gW\k YfY`,`VYf[f]ZZY`]b`XYf`G]j YghYfbUW`h`&\$&' #&\$&(
j YfUbhk`cfhYb`a`ØggYb`"@Ui`h`db`"XY`\UVYb`g]W\`X]Y`5b[Y`_`U[hYbž
XYfYb`5`hYf`nk]gW\Yb`%*`i bX`) &`š\`fYb`j Uf]]Yfhž`nk Uf`ni f`GUW\Y
Y]b[Y`UggYbž`YXcW\`V`Y]Vh`i b`_`Ufž`cV`g]Y`X]Y`J`cfk`ØfZY
UbYf_YbbYb`"

8]Y`GhUUhgUb`k`U`hgW`UZh`k`]fZh`\`bYb`@UbXZf]YXYbgVfi`W\`j`cf`'6Y]
Y]bYa`'J`cfZU``Ua`'%"`š`bi`Uf`&\$&(`'a`Y`XYhY`Y]bY`%*`!`Ä`\f][`Yž`ni`f
HUhnY]h`%(`ž`Y]bY`b]W\`h`YI`]ghYb`hY`'GW\`Ä[`YfY]ž`k`Ug`X]Y`Dc`nY]`a`]h
XfY]`6YUa`hYb`Ub`XYb`9]bgUhn`c`fh`ZØ`\`fhY`"J`cf`C`fh`hf`UZYb`X]Y
9]bgUhn_fÄZhY`Ui Z`Yhk`U`&\$`U[[`fYgg]j`Y`DYfg`cbYb`"Nk`Y]%,`!`Ä`\f][`Y

gc`Yb`F U_YhYbVUhhYf]Yb`Ui`Z`XUg`GhfY]ZYbZU\fnYi [` [YnØbXYh
\UVYbž`k`À\fybX`g]W`k`Y]hYfY`DYfgcbYb`a`]h`Y]bYa`) &!`À\ f][Yb
gc`]XUf]g]YfhYbž`XYf`k`Y [Yb`ÒZZYbh]W`Yb`i`f]b]YfYbg`_`cbhfc``]Yfh
k`i`fXY`"8Yf`) &!`À\ f][Y`k`]fX`YVYbZU`g`k`Y [Yb`@UbXZf]YXYbgVfi`W`
j`cf` ; Yf]W`h`[YghY`h`"

5i`gk`]f`_i`b`[Yb`i`b`X`d`c`]h]gW`Y`F`YU`_h]cbYb

8]Y`J`cfZ`À`Y`]b`XYf`G]j`YghYfbUW`h`g]bX`b]W`h`]gc`]Yfhi`bX`ghY`Yb
]a`'9]b`_`Ub`[`a`]h`Y]bYf`VYgcf`[b]gYffY [YbXYb`'9bhk`]W`_`i`b`[`]b
8Yi`hgW`_`UbX`"i`#bYba`]b]ghYf]b`B`UbWm`i`UYgYf`j`Yfi`fhY`]hY`X]Y
; Yk`U`h`[Y [Yb`Dc`]nY]`i`bX` : Yi`Yfk`Y`f`i`bX`Zc`fXYfhY`Y]bY`ghfYb [Y
6YghfUZ`b`[`XYf`H`À`hYf`"8]Y`6i`bXYgfY []Yfi`b`[`nY][`h`g]W`_`Yb`hgY`hnh
ØVYf`X]Y`[Yk`U`hgUa`Yb` , VYf [f]ZZY`i`bX`VYhcbh`X]Y`B`chk`YbX][`Y]hž
VYghY`YbXY`GhfUZ`c`fgW`f]ZhYb`_`cbgYe`i`Ybh`Ubni`k`YbXYb`"8]YgY
J`c`fgW`f]ZhYb`[Y`hYb`gY]h`&`\$`%`+`i`bX`Yfa`Ò [`]W`_`Yb`<`UZghfUZ`Yb`j`cb
V]g`ni`ZØbZ`>\`fYb`ZØf`5b`[f]ZZY`Ui`Z`G]W`Yf`Y]hg`_`f`À`ZhY`ž`VYf]W`hY`h`
hU [YggW`Ui`"XY"

#`XYf`G]j`YghYfbUW`h`&`\$`&`(#`&`\$`&) `k`i`fXYb`X]Y`'9]bgUhn`_`f`À`ZhY`]b
6Yf`]b`a`]h`6`Ò`Yfb`i`bX`F`U`_`YhYb`a`Ugg]j`_`Ub`[Y [f]ZZYb`"8UVY]
k`i`fXYb`" ` '9]bgUhn`_`f`À`ZhY`j`Yf`Y`hnh`"8]Y`5b`[f]ZZY`i`a`ZUgghYb`b]W`h
bi`f` : Yi`Yfk`Yf`_`g`_`ØfdYfž`gcbXYfb`Ui`W`_`XUg`K`YfZYb`j`cb`6]Yf`_]ghYb
i`bX` : Yi`Yf`_`ØgW`Yfb`Ui`Z` : U`f`nYi`[Y`"8]Y` : Yi`Yfk`Y`f`!`i`bX
Dc`]nY][Yk`Yf`_`gW`UZhYb`Zc`fXYfhY]b`i`a`ZUggYbXYg`6`Ò`Yfj`YfVchž`i`a
gc`W`Y` , VYf [f]ZZY`ni`j`Yf`]bXYfb`"

?`f]a`]b`U`ghUh]gh]_`i`b`X`'9`bhk`]W`_`i`b`[Yb

8]Y`6Yf`]bYf`Dc`]nY]`fY []ghf]YfhY`ni`>\`fYgVY []bb`%"`(` `'
g]j`YghYfhmd]gW`Y`GhfUZhUhYbž`k`Ug`Y]bYb`5bgh]Y []j`cb`%&) ` : `À`Yb
]a`J`Yf [`Y]W`_`ni`a`J`cf`U`f`XUfghY`h`"Ni`XYb`_`À`i`Z []ghYb`8Y`_]hYb
n`À`Yb`G`UW`VYgW`À`X][i`b`[Ybž`J`Yfgh`Ø»`Y`[Y [Yb`XUg`K`UZZYb [YgYhn
gc`k`]Y`?`ØfdYfj`Yf`Y`hni`b`[gXY`_]hY`" #`6`Ò`Yfj`YfVch`gnc`bYbž`k`]Y`Ua
5`YI`UbXYfd`Uhnž`k`i`fXYb`a`Y`f`YfY`GhfUZhUhYb`j`YfnY]W`bYhž`i`bX
*`+`\$`J`YfX`À`W`h][Y`k`i`fXYb`[YZUgghž`gc`**fVV&`("XY"**

#`g [YgUa`h`k`i`fXYb`VY]`XYb`) , `5b`[f]ZZYb`Ui`Z`Dc`]nY]!`i`bX

F Yhi b[g_fÀZhY`%+`J Yf`YhnhY`j YfnY]W\ bYhž`k cVY]`UW\ hij`cb`]\ bYb
 Xi fW\ `DmfchYW\ b]_`j Yf`Yhnhk`i fXYb" `5b[Yg]W\ hg`X]YgYf
 U`Ufa`]YfYbXYb`J cfZÀ`Y`g]bX`X]Y`:`cfXYfi b[Yb`bUW\ `k Y]hYfYb
 G]W\ Yf\Y]hga U» bU\ a Yb`i bX`Y]bYa` `ghfYb[YfYb`I a [Ub[`a]h
 : Yi Yfk Yf_gj Yf_Ui Zi bX`!VYg]hm`Ui hYf`[Yk cfXYb" `8Yf`ÖZYbh`]W\ Y
 8fi W_`k ÀW\ ghž`YbX`]W\ `YZZY_h]j YfY`?`cbnYdhY`ni f`G]W\ Yf\Y]h`Ub
 G]j YghYf`ni `Ybhk`]W_Y`b"

8YhU]`g	
J cfZU``	5b[f]ZZY
C fh	A Uf_h\Y]XYbZY`Xž`8Yi hgW\ `UbX
J Yf`YhnhY) \$
: YghbU\ a Yb	* +\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "hU[YggW\ Ui "XY • k k k "fVV&("XY

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