

6`i h][Y`5i gY]b UbXYfgYhni b[Yb`]b`Gmf]Yb.
8 fi gYb`i bX`A i g`]a Y`]a`?cbZ`]_h°

GWk YfY`?Àa dZY`]b`Gmf]Yb. `8 fi gYb`i bX`A i g`]a Y`?cbZ`]_hž
%` `HchY`bUW`A c`Ua a YX!6Y`Y]X][i b[``FY[]Yfi b[`ghY`h`]b
XYf`?f]h]_"



8gW UfUa Ub Už`Gmf]Yb`!`b`Gmf]Yb`UVYb`[Yk U`hgUa Y
5i gY]b UbXYfgYhni b[Yb`nk]gWYb`8 fi gYb`i bX`A i g`]a Yb`Y]b
bYi Yg`5i ga U»`YffY]W`h`6Y]`XYb`?Àa dZYbž`X]Y`]b`XYf`B UW`h
VY[UbbYbž`k i fXYb`a Y`f`U`g`Y]b`8 i hnYbX`A YbgWYb`[Yh`Òh`h"
5i g`ÒgYf`XYf`6fi hU`]h`h`k Uf`Y]b`Y`i a ghf]hhYbY`5i X]cUi ZbU`a Yž`]b
XYf`Y]b`8 fi gY`XYb`Dfcd`YhYb`A c`Ua a YX`VY`Y]X][h`UVYb`gc`""
@c`_U`Y`FYhhi b[g`f`ÀZhY`VYf]W`hYbž`XUgg`a]bXYghYbg`%` `A YbgWYb
VY]`XYb`; YZYW`hYb`i a g`@VYb`_Ua Ybž`XUfi bhYf`nk Y]`A]h[`]YXYf
Y]bYf`bYi`[Y[fØbXYhYb`G]WYf`Y]hghfi ddYž`X]Y`Ui g`Y`Y`a U`][Yb
FVYV`Y`b`VYghY`h`8]YgY`hfU[]gWYb`9fY][b]ggY`k YfZYb`Y]b
GW`U[`]W`h`Ui Z`X]Y`Ub[YgdUbbhYb`]bhYffY`][]ÒgYb`6Yn]Y`i b[Yb`]b
XYf`FY[]cb`": 5 N`VYf]W`hYhž`XUgg`

6Yk UZZbYhY`Ui g`XYf`gi bb]h]gWXYb`GhUXh`A U`]\U`XfUb[Yb
ni gUa`a`Yb`a`]h`UbXYfYb`A`]`nYb`]b`X]Y`j`cb`8fi`gYb`VYk`c`b`hY
GhUXh`8`gW`UfUa` UbU`Y]b`"8]Yg`Z0\fhY`ni` \YZh][Yb`?`Åa`dZYb`a`]h
GW`i`ggk`UZZYb`ž`X]Y`j`]Y`Y`C`dZYf`Zc`fXYfhYb`" `b`hYfYggUb`hYfk`Y]gY
VYghf]h`h`Y]b`Gd`fYW`Yf`XYg`gmf]gWXYb` `b`Yba`]b]ghYf]i`a`g`ž`XUgg`Yg
g]W`i`a` `Y]bYb`5b[f]ZZ[Y`UbXY`h`\UVY`"J]Y`a`Y`f`VYnY]W`bYhY`Yf
X]Y`J`cfZ`Å`Y`U`g`n]j`]Y`DfchYghYž`X]Y`]b` ; Yk`U`h`i`a`gW`i` [Yb`"
8Yb`bcW`k`YfZYb` ; Ya`Y]bXYj`YfhfYhYf`XYf`FY[]Yfi`b[]j`cfž`XYb
5b[f]ZZ`b]W`h`fYW`h`nY]h][]j`Yf`\]bXYfh`ni` \UVYb`ž`k`Ug`X]Y
J`YfUb`hk`cfhi`b[g`cg][_Y]h`XYf`6Y\`0fXYb`]b`XYb`J`cfXYf[fi`bX`f0W`h`

F`Y`][]0gY`Gd`Ubbi`b[Yb`i`bX`\]ghcf]gWXY
?`cbZ`]_hY`

6YfY]hg`ni`j`cf`[UV`Yg`Gd`Ubbi`b[Yb`]b`8`gW`UfUa` UbUž
]bgVYgcbXYfY`ja` `A`Åfnž`U`g`Y]b`0fh`]W`Yf`6Yk`UZZbYhYf`Y]bYb`A`Ubb
Ui`g`Y]bYa` `bYi`Yb`A`]`h`Åf`h`0hYhY`"8`Ug`A`]gghfUi`Yb`nk`]gWXYb`XYb
8fi`gYb`i`bX`XYf`FY[]Yfi`b[]b`8`Ua`Ug`_i`g`k`ÅW`ghž`i`bX`X]Y`8fi`gYb
Z0\`Yb`g]W`ni`bY`a`YbX`Xi`fW`X]Y`\YffgWXYbXYb`A`UW`h`\UVYf
VYXfc`\h`"Ni`XYa` `a`0W`hYb`g]Y`]\fY`K`UZZYb`VY`U`hYb`ž`i`a` `]\fY
G]W`Yf`Y]h`ni` [Yk`Å`f`Y]ghYb`"8]YgY`8`mbUa`]_`]gh`b]W`h`Y]bn][Ufh][
Z0f`X]Y`8fi`gYb`/Ui`W`UbXYfY`FY`][]0gY`A`]bXYf`Y]hYb`k`]Y`7`\f]ghYb
i`bX`5`Uk`]hYb`\Y[Yb`Å`b`]W`Y`Y`b[ghY`"

8]YgY`bYi`Yb` ; Yk`U`h`Ui`gVf0WXY`]b`Gmf]Yb`g]bX`HY`]`Y]bYg
VYi`bfi`\][YbXYb`HfYbXgž`XYf`FY`][]0g`a`ch]j`]YfhY`?`cbZ`]_hY
ni`bY`a`YbX`]b`XYb`J`cfXYf[fi`bX`f0W`h`"8Yf`J`cfZU`"gd]Y[Y`h`XUg
k`UW`gYbXY` ; YZ0\`XYf`6YXfc`\i`b[`k`]XYfž`XUg`j`]Y`Y`fY`][]0gY
 ; Ya`Y]bgW`UZhYb`]b`Gmf]Yb`Ya`dZ]bXYbž`]bgVYgcbXYfY`Ub[Yg]W`hg
XYg`A`UW`hj`U`_i`i`a`g`ž`XUg`gY]h`XYa` `Ghi`fn`j`cb`6`Ug`\Uf`U`!5ggUX
Yb`hghUbXYb`]gh`"9I`hfYa`]gh]gWXY` ; fi`ddYb`i`bX`]g`Ua`]gh]gWXY
F`VY`Y`b`\UVYb`gY]hXYa` `I`bg]W`Yf`Y]h`i`bX` ; Yk`U`h`[YZ0fXYfhž`k`Ug
XUg`[YgY`"gW`UZh]W`Y`?`]a`U`k`Y]hYf`XYghUV`]g]Yfh`"9I`I`dfYgg
Yf[Åb`nhž`XUgg`

8]Y`F`c`Y`XYf`FY`][]cb`]b`?`cbZ`]_hYb`

F Y`][]ÖgY`?cbZ]_hY`Ui Z[`cVU`Yf`9VYbY`g]bX`Y]b`H\Ya U`j cb
k UW`gYbXYa` `hYfYggY``8 UhYb`nY][Ybž`XUgg`fY`][]Ög`_cbbch]YfhY
6Øf[Yf`_f]Y[Y`gY]h`XYb`%- +\$Yf`\$U`fYb`g][b]Z]_Ubh`ni [Ybca`a Yb
\UVYb``8]YgY`; Yk U`hU`_hY`g]bX`cZi`b]W`h`bi`f`X]Y`:`c`[Y`j cb
h\Yc`c[]gW`Yb`8]ZYfYbnYbž`gcbXYfb`k YfXYb`Ui W`j cb`dc`h]gW`Yb
9`hYb`]bgfhi`a YbhU`]g]Yfhž`i`a`]\fY`N]Y`Y`ni``Y[]h]a`]YfYb`"
K]ggYbgW`UZi]W`Y`Ghi`X]Yb`j`YfXYi`h]W`Ybž`XUgg`?cbZ]_hYž`X]Y
fY`][]ÖgY`8]a`Ybg]cbYb`Ui`Zk`Y]gYbž`hYbXYbn]Y``]bhYbg]j`Yf`i`bX
`Ub[`YV][Yf`g]bX``8U`Yf`]gh`Yg`YbhgW`Y]XYbXž`XUgg`VY]`XYf`
5bU`mgY`gc`W`Yf`G]hi`Uh]cb`X]Y`?ca`d`YI`]h`h`XYf`?cbZ]_hY
VYfØW_g]W`h][h`k`]fX``VdV`k`Y]gh`XUfUi`Z`]\]bž`XUgg`

8]Y`U`_hi`Y``Y`G]hi`Uh]cb`]b`Gmf]Ybž`]bgVYgcbXYfY`X]Y`[Yk U`hgUa`Yb
5i`gY]bUbXYfgYhni`b[Yb`nk`]gW`Yb`8fi`gYb`i`bX`A`i`g`]a`Ybž`nY][hž
k`]Y`gW`bY``fY`][]ÖgY`GdUbbi`b[Yb`]b`cZZYbY`; Yk U`h`i`a`gW`U[Yb
_ÖbbYb``C`bY`Ub[Ya`YggYbY`hYfj`Ybh]cbYb`i`bX`8]U`c[Y
nk`]gW`Yb`XYb`; Ya`Y]bgW`UZnYb`_ÖbbhYb`X]Y`?cbZ]_hY`k`Y]hYf`
Yg_U]YfYb`i`bX`X]Y`g]W`Yf`Y]hgd`c`h]gW`Yb`F`U`a`YbVYX]b[i`b[Yb
]b`XYf`fY`[]cb`Yf`YV`]W`X`YghUV`]g]YfYb`"

8YhU]`g	
J`c`f`ZU``	?`ØfdYfj`Yf`Yhni`b[
I`f`g`U`W`Y	5i`X]cUi`ZbU`a`Yž`fY`][]ÖgY`GdUbbi`b[Yb
C`f`h	8`g`W`UfUa`UbUž`Gmf]Yb
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • YI I dfYgg"Uh • k k k "VdV"XY

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