

6`i h][Y`HUh`]b`B ØfbVYf[.` , !>À\ f][Yf
bUW`A cfXj YfXUW`h`ZYgh[Ybca a Yb`°

⊕`B ØfbVYf[`k i fXY`Y]b`" , !>À\ f][Yf`k Y[Yb`XYg`J YfXUW`hg
Ui Z`HchgW`U[`ZYgh[Ybca a Ybž`bUW`XYa`Y]b`" \$!>À\ f][Yf`hch
]b`gY]bYf`K c\bi b[`Ui Z[YZ`bXYb`k i fXY`"



B ØfbVYf[ž`8Yi hgW`U`bX`!`⊕`B ØfbVYf[`]gh`Y]bY`K cW`Y`bUW`
XYa` [fUi g][Yb`i bX`XYf`@]W`Y`Y]bYg`" \$!>À\ f][Yb`Y]b
HUj YfX`W`h][Yf`ZYgh[Ybca a Yb`k cfXYb`"8Yf`a i ha U»`]W`Y`H`hYfž
Y]b`" , >À\ fY`U`hYf`A Ubbž`k i fXY`Ua` `8cbbYfghU[bUW`a`]hU[ž`XYa
&&"A U] &\$&) žj cb`XYb`9fa`]h`i b[gVY\`ØfXYb`]b`<UZh`[Ybca a Yb`
9]b`9fa`]h`i b[gf]W`hYf`Yf`]Y»`Y]bYb`<UZhVYZY\`k Y[Yb`XYg
J YfXUW`hg`Ui Z`HchgW`U[ž`k]Y`X]Y`DBD`VYf]W`hYh`"

8]Y`Dc`nY]`k Uf`Ua` `8cbbYfghU[a cf[Ybž`XYa` %) "A U] &\$&) ž
U`Ufa`]Yf`h`k cfXYbž`bUW`XYa`Y]b`5bk c\`bYf`[Y[Yb`\$) .` \$!` \ f
j YfX`W`h][Y` ; Yf`Ai gW`Y`Ui g`XYf`K c\bi b[`gY]bYg`B UW`VUfb`]b`XYf
: Y`X[UggY`#9W`Y`Fi Xc`d`ghfU»`Y`a` Y`XYhY`"8]Y`Dc`nY]]bgdY`_h]cb
B ØfbVYf[!CghghY`hY`]b`XYf`K c\bi b[`XYb`YV`cgYb`?ØfYf`XYg

A UbbYg'ZYghz'XYf'Xi fW ; Yk U'hY]bk]f_i b['ni 'HcXY'[Y_ca a Yb
k Uf''8]Y'BØfbVYf[Yf'A cfX_ca a]gg]cb'ØVYfbU\ a 'i a [Y\YbX'X]Y
9fa]hh'i b[Yb']b'Ni gUa a YbUfVY]h'a]h'XYf'GhUUhgUbk U'hgW UZh
BØfbVYf[!: Øfh\"

9fa]hh'i b[Yb' i bX'CVXi _h]cb

B UW X'XYf'9bhXYW_i b['XYg'J Yfghc fVYbYb'cfXbYhY'X]Y
GhUUhgUbk U'hgW UZh'Y]bY'CVXi _h]cb'Ubž'X]Y'Ua 'gY'VYb
B UW a]hhU['ghUhhZUbX''8]YgY'VYghÅh][hY'XYb'J YfXUW h'Y]bYg
HØhi b[gXY`_hg'i bX']XYbh]Z]n]YfhY'XYb'J Yfghc fVYbYb'U`g'XYb
' \$!Å\ f][Yb'6Yk c\ bYf'XYf'K c\ bi b[''5i Z[fi bX'j cb'gcf[ZÅ'h][Yb
9fa]hh'i b[Yb' i bX'Gdi fYbg]W Yfi b['k i fXY'gW`Y»`]W'XYf
' , !Å\ f][Y'U'g'HUj YfXÅW h][Yf']XYbh]Z]n]Yfh''K]Y']b: fUb_Yb
VYf]W hYhž'k]fX'XYf'HUj YfXÅW h][Y'bi b'XYa '9fa]hh'i b[gf]W hYf
ni f'9fØZbi b['XYg'< UZhVYZY\`g'j cf[YZØ\ fh\"

CVk c\`X]Y'Dc`nY]i bX'GhUUhgUbk U'hgW UZh'ni bÅW gh'_Y]bY
k Y]hYfYb' ðZcfa Uh]cbYb'ni a 'A ch]j 'ZØf'X]Y'6'i hhU'hVYfY]hghY`hYbž
]gh'_Ufž'XUgg'XYf': U``i a ZUggYbX' i bhYfgi W h'k]fX''8]YgY'5fhj cb
; Yk U'hj YfVfYW Yb'`Ågghj]Y'Y': fU[Yb'cZYb' i bX'\Uh'XUg
G]W Yf\Y]hg[YZØ\``]b'XYf'F Y[]cb'VYY]bhfÅW h][h\"

? cbhYI h'XYf'? f]a]bU`hÅh']b'8 Yi hgW`UbX

8]Y'U_hi Y`Yb'; YgWY\ b]ggY']b'BØfbVYf['fY]» Yb'Y]bYb'h]YZb
9]bV`]W`]b'X]Y'DfcV`Ya Uh]_XYf'? f]a]bU`hÅh']b'8 Yi hgW`UbX'Ui Z'
@Ui h'GhUh]ghU`]gh'Yg'gW k]Yf][žX]Y'? f]a]bU`hÅhgYbhk]W`i b['_Uf
ni 'VYk YfhYbž'XU'j YfgW]YXYbY' ðX]_Uhc fYb'ni 'VYfØW_g]W h][Yb
g]bX''Gc'nY][h'X]Y'dc`nY]`]W Y'? f]a]bU`ghUh]gh]_XYg
6i bXYg_f]a]bU`Ua hg'Y]bYb``Y]W hYb'F ØW_[Ub['XYf'? f]a]bU`hÅhž
k Å\ fYbX'XUg'; YZØ\`XYf'i bg]W Yf\Y]h']b'XYf'6Yj Ø`_Yfi b[
UbghY][Yb'_Ubb''J YfVfYW Yb' [Y[Yb'XUg'@YVYbž'k]Y'A cfX'cXYf
HchgW`U[ž'a UW Yb'nk Uf'bi f'Y]bYb'_Y]bYb'Dfc nYbhgUhn'XYf
fY[]ghf]YfhYb'GhfUZhUhYb'Ui gž'XYb bcW`V`Y]Vh'X]Y' [YgY`gW UZh]W Y
K U\fbY\ a i b['j cb'; Yk U'hj YfVfYW Yb'Y]bXf]b[`]W\"

ðg[YgUa h'a Y'XYhY'X]Y'Dc`nY]`]W Y'? f]a]bU`ghUh]gh]_ZØf'&\$&(

Yhk U'&,) '9fa cfXYhYž'k Ug'%('k Yb][Yf'U'g]a 'J cf'U\ f'Ybhgd f]W\h"
 Hfchn'U``[Ya Y]bYf'F ØW_[Àb[Y']b'XYf'?'f]a]bU']hÀh']gh'X]Y
 5i Z_Àfi b[gei chY'j cb'GhfUZhUhYb''Y]W\h'[Ygi b_Yb'"8 Ug'nY][hž
 XUgg'XYf'?'Ua dZ'[Y[Yb'; Yk U'hj YfVfYW\Yb'i bX']bgVYgcbXYfY
 HØhi b[gXY`_hY'k Y]hYf\]b'Y]bY'<YfUi gZcfXYfi b['XUfghY''h"

8 YhU]`g	
J cfZU``	Hc hgW\`U[
C fh	B ØfbVYf[ž'8 Yi hgW\`UbX
J Yf`Y hnhY	%
: YghbU\ a Yb	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "]bZfUb_Yb"XY • XY"ghUh]ghU"WŁa

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