

⇒b`8fYgXYb`VfYbbYb`HYg`Ug.
@]b_gYI hfYa Y`nØbXYb`Dfc hYghZYi Yf°

⇒b`8fYgXYb`VfUbbhYb`HYg`U!: U\fnYi [Yžk Å\fybX
`]b_gYI hfYa Y`DfchYghY`[Y[Yb`9`cb`A i g_`ni bY\`a Yb"
9fa]hhi b[Yb`Ui ZYb"

5`Ui bd`Uhnž`\$%\$- - `8fYgXYbž`8Yi hgWk`UbX`!`⇒XYf`8fYgXbYf
BYi ghUXh`_Ua`Yg]b`XYb`j Yf[Ub[YbYb`BÅWk hYb`ni`nk Y]
6fUbXUbGw`Å[Yb`Ui ZHYg`U!9`Y_hfcZU\fnYi [Yž`X]Y`j c`ghÅbX][
nYfghØfh`k i fXYb""8]Y`c`_U`Y`DfYggY`j Yfa i hYhž`XUgg`X]YgY`HUhYb
j cb`DYfgcbYb`j YfØVh`k i fXYbž`X]Y`[Y[Yb`XYb`HYg`U!; fØbXYf`9`cb
A i g_`g]bX""8]Y`6fÅbXY`YfY][bYhYb`g]Wk`]b`Y]bYa`_]b`_Yb
GnYbYj]YfhY`ž`k Ug`X]Y`GdY`_i`Uh]cbYb`i a`X]Y`HÅhYf`ni`gÅm`]Wk
VYZi Yfh" ⇒XYf`B UWk h`ni`GUa`ghU[`VfUbbhY`Y]b`HYg`U`Ua
5`Ui bd`Uhnž`k Å\fybX`Ua`GcbbhU[`Y]b`k Y]hYfYf`HYg`U`Ui Z`XYf
9VYfgk U`XYf`GhfU»Y`]b`:`Ua`a Yb`Ui Z[]b[ž`k cVY]`XUg`i: Yi Yf`Ui Wk
Y]bYb`XUbYVYb`[YdUf`_hYb`J c`j c`YfZUgghY""8]Y`Dc`nY]`Uh`X]Y
9fa]hhi b[Yb`k Y[Yb`6fUbXgh]Zi b[`Ui Z[Ybca`a Ybž`YXcWk`[]Vh`Yg
V]g`Ub[`Y]bY`<]bk Y]gY`Ui Z`X]Y`HÅhYf""8]Y`5b[f]ZZY`n]Y`Yb`Ui Z
i bVYhY]] [hY`:`U\fnYi [\U`hYf`UV`i bX`nY][Ybž`XUgg`A i g_
ni bY\`a YbX`ni a`:`Y]bXV]`X`XYf`YI hfYa Yb`@]b`_Yb`k]fX""8Yg`U`V
[]Vh`Yg`fY[Y`a`Å»][Y`8Ya`cbghfUh]cbYb`[Y[Yb`XUg`HYg`U!K Yf`_]b
; fØb`Y]XY`gck]Y`6cm`_chUi Zfi ZY`[Y[Yb`A i g_`g`gcn]U`Yg`BYhnk Yf_
Lž`k]Y`7ca dUWh`VYf]Wk hYh"

8Yf`?cbhYI h`X]YgYf`J cfZÅ`Y`k]fX`Xi fWk`Y]bY`Ui Z`_ca`a YbXY`K Y`Y
j cb`DfchYghYb`i bX`a`Ö[`]Wk Yfk Y]gY`hYffcf]gh]gWk Yb`< UbX`i b[Yb
[Y[Yb`X]Y`HYg`U!K c`bghÅhYb`j YfghÅf`_h`5a`i) ""A`Åfn`&\$&(`Z]Y`XYf
Ghfca`]b`HY]Yb`6fUbXYbVi f[g`Ui gž`k Ug`Ui Wk`ni`Y]bYf`Gh]`Y`[i b[
XYf`DfcXi`_h]cb`]a`HYg`U!K Yf`_]b`; fØb`Y]XY`ZØ`fhY""8Yf`J cfZU`
k i fXY`j cb`XYf`_]b_gYI hfYa Yb`; fi ddY`J i`_Ub[fi ddY`U`g

5bgW`U[`Ui Z`X]Y`Ghfca j Yfgcf[i b[`XYf` : UVf]_`VY_Ubbh[Y[YVYb"
8]YgY` ; fi ddY` \UhhY`VYfY]hg`ni j cf`ja `J YfXUW`h[YghUbXYbž`Y]bYb
À\b`])W`Yb`6fUbXUbgW`U[`Ui Z`X]Y`Ghfca j Yfgcf[i b[`XYf`6Ui ghY`Y
j YfØVh`ni ` \UVYb`"8]Y`6fUbXYbVi f[Yf`Dc`nY]i bX`XUg
@UbXYg_f]a]bU`Ua h` \UVYb`X]Y`9fa]h`i b[Yb`ni `X]YgYa `J cfZU`
Ui Z[Ybca a Yb`"8UVY]k i fXYb`6fUbXgh]Zhi b[Yb`U`g
j cf\YffgW`YbXYg`A ch]j `]XYbh]Z]n]Yfhž`i bX`6fUbXYbVi f[g
≠bYba]b]ghYf`A]W`UY`GhØV[Yb`VYnY]W`bYhY`XYb`J cfZU`U`g
dYfZ]XYb`5bgW`U[`Ui Z`X]Y`Ghfca]bZfUghfi _hi f`HYg`U!7\YZ`9`cb
A i g_`Yf_`ÀfhY`]b`Y]bYa `6Y]hfU[`Ui Z`L`ž`XUgg`X]Y`HÀhYf` XØa a ghY
² _chYffc]ghYb `gY]Ybž`k Ug`X]Y`NU\`XYf`Yi d`n]hYb`8fc\i b[Yb
[Y[Yb`DYfgcbYb`]b`gY]bYa `l a ZY`X`j YfXYi h]W`hž`k]Y`
HU[YggW`Ui `VYf]W`hYh`

5_hi Y`Y`G]W`Yf\Y]hg`U[Y

8Ug`6i bXYg_f]a]bU`Ua h`k Ufbh`a]hh`Yfk Y]`Y`j cf`6YXfc\i b[Yb`Ui g
XYa `]b_Yb`GdY`hfi a `[Y[Yb`9]bf]W`hi b[Yb`i bX`DYfgcbYb`]a
Ni gUa a Yb`Ub[`a]h`XYa `HYg`U!K Yf`"8]YgY`9]bgW`Àhni b[
j YfXYi h]W`h`X]Y`VYgcf[b]gYffY[YbXY`@U[Yž`j cf`U`Ya `Ub[Yg]W`hg
XYf`_cbh]bi]Yf`]W`Yb`5b[f]ZZY`[Y[Yb`HYg`U`i bX`X]Y`XUa]h
j YfVi bXYbYb`6YgW`ÀZh[hYb`"8]Y`G]W`Yf\Y]hgVY\ØfXYb`bY`a Yb
X]Y`G]hi Uh]cb`gY`f`Yfbgh`≠XYb`YhnhYb`K cW`Yb` \UVYb`Yhk U` , \$
V]g`%\$`\$`l a k Y`hU`_hj]ghYb`Y]bYb`HY]`XYg`@UbXYgk U`XYg`]b
6fUbXYbVi f[`VYgYhnhž`k Ug`Ui Z`X]Y`ghY][YbXYb`GdUbbi b[Yb`]b`XYf
FY[]cb`\]bk Y]gh`8]Y`5b[f]ZZY`i bX`Dfc`hYghY`g]bX`5i gXfi W`_Y]bYf
k Y]hfY]W`YbXYb`5V`Y`bi b[`[Y[Yb`l bhYfbY`a Yb`i bX`XYfYb
DfU`_h]_Ybž`X]Y`ja `J YfXUW`h`ghY`Ybž`bY[Uh]j Y
l a k Y`hUi gk]f_i b[Yb`ni ` \UVYbž`k]Y`Gd]Y[Y`VYf]W`hYh`

8]Y`?ca V]bUh]cb`Ui g`6fUbXUbgW`À[Yb`i bX`dc`]h]gW`Yb`DfchYghYb
nY][hž`XUgg`X]Y`YVYbgbU`Y`?cbZ]_hY`i a `9bYf[]Yž`l a k Y`hi bX
HYW`bc`c[]Y`_cbh]bi]Yf`]W`ni bY`a Yb`"8]Y`9bhk]W`i b[`k]fX
[YbUi `VYcVUW`hYhž`XU`g]Y`b]W`h`bi f`c`_U`Y`5i gk]f_i b[Yb`\Uhž
gcbXYfb`Ui W`bUh]cbU`Y`8]a Ybg]cbYb`YffY]W`Yb`_ØbbhY`

8YhU]`g	
J c fZU``	6fUbXgh]Zhi b[
I fgUWXY	dc`]h]gWXYf`DfchYghz``]b_gYI hfYa]ga i g
C fh	5`Ui b d`Uhnz`\$%\$- - `8fYgXYbž`8Yi hgWx`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Wca dUWh!c b`]bY"XY • k k k "hU[YggWx Ui "XY • k k k "gd]Y[Y`"XY

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