

8 Yf '[fUi Y '? UfX]bU`. 'K]fX 'D]Yhfc 'DUfc`]b XYf`bYi Y 'DUdgh3

5a '+'A U] &\$&) 'VY[]bbh'XUg'?cb_`Uj Y`ja 'J Uh]_Ub`ni f'K U\`
Y]bYg`bYi Yb'DUdghYgžk cVY]'? UfX]bU`D]Yhfc 'DUfc`]b`U`g
: Uj cf]h' []`h"



J Uh]_Ub ž`hU`]Yb`!`5a`A]hkcWž`XYb`+'A U]`&\$&) ž`VY[]bbh`]b`XYf
G]i h]b]gWYb`? UdY`Y`ja`'J Uh]_Ub`XUg`a`]h`GdUbbi`b`'Yfk UfhYhY
?cb_`Uj Y`ni f'K U\`XYg`bYi Yb'DUdghYg"?' UfX]bU`D]Yhfc 'DUfc`]b` []`h
U`g`XYf`YfghfUb` []`Y` : Uj cf]h'Ui Z`X]Y`B UWX Zc` [Y`j`cb`DUdgh
: fUbn]g_i`g`'A`]h'gY]bYf`Ub` [`A`f]` [Yb`9fZU`fi`b` [`U`g
? UfX]bU`ghUUhgY`fYh`Af`i`bhYf` : fUbn]g_i`g`]gh`Yf`j`]Y`Yb`? UfX]b`A`Yb
k`c`VY`_Ubbh`'9i`dYfhYb`VYnY]W`bYb`DUfc`]b`U`g`dfU` [a`Uh]gWYb
GhfUhY` [Yž`XYf`X]Y`X]d`ca`Uh]gWYb` ; YgW`jW`Y`XYf`_Uh`c`]gWYb
?]fWY`gY]h`&\$%'`Yb`_hi`bX`ØVYf`Yfj`cffU` [YbXY`J`YfV]bXi`b` [Yb`ni
k`]W`h` [Yb` [`cVU`Yb`5`_hi`fYb`k`]Y`DY`_]b` [`i`bX`K`Ug` \]b` [hc`b
j`YfZØ` [hž`k`Ug`gY]bY`9` [bi`b` [`ZØf`XUg`DUdghUa`hi`bhYfa`Ui`Yfh"

DUfc`]bž`XYf`U`g`a`A`W`h` [ghYf`? UfX]bU`ja`'J Uh]_Ub`Ub` [YgY`Yb`k`]fXž

\ Uh'g]W\ 'gY]h@Ub[Ya 'U'g'Gd]hnYb_UbX]XUh'XYg''VYfU'Yb': \Ø[Y'g
YhUV`]Yfhž'k]fX'YXcW\ hfchn'gY]bYf'E i U`]Z_Uh]cbYb'a]h'_Y]bYfYb
?f]h]_di b_hYb'_cbZfcbh]Yfh"Gc'k UfbYb'Y]b][Y'6YcVUW\hYf
VYnØ[`]W\ 'gY]bYf'; Ygi bX\Y]hž'XU'Yf'']b'XYf'J Yf[Ub[Yb\Y]h'Y]bY
gW\k YfY'?fYVgYf_fUb_i b['ØVYfghUbXYb'\Uh''8]YgY'; YfØW\hY
gW\k]ffhYb'']b'XYf'K cW\Y'j cf'XYa '?cb_'Uj Y'i a \Yfž'k Å\YfYbX
?UfX]bU''; YfbUbXc':]cb]ž'Y]b'Yb[Yf'J YfhfUi hYf'j cb'DUfc`]bž
cdh]a]gh]gW\ 'Ui ZX]Y'I bhYfghØhni b['ZØf'\b'\]bk Y]gh''9f
dfc[bcgh]n]Yfhž'XUgg'VYfY]hg]a 'YfghYb'K U\`[Ub['k Y]»Yf'FUi W\
ni 'gY\Yb'gY]b'k]fX'i bX'DUfc`]b'U'g'XYf'bÅW\ghY'DUdgh\Yfj cffh]hž
gc``hY'XUg'?cb_'Uj Y'_i fn'j Yf\UbXY'b'a ØggYb''9]b'Åb[YfYf
DfcnYgg'_ØbbhY'YXcW\ ni 'Y]bYf'K YbXY'i bX'Y]bYa 'a Ø[`]W\Yb
I a XYb_Yb'VY]XYb'?UfX]bÅ'Yb'ZØ\YfYb"

K U\`Yb']a '?cb_'Uj Y'i bX'5bZcfXYfi b[Yb'Ub
XYb'bYi Yb'DUdgh

5a 'YfghYb'HU['XYg'?cb_'Uj Yg'Z]bXYh'Y]b'K U\`[Ub['ghUhhž[YZc`[h
j cb'a Y\YfYfYb'k Y]hYfYb'K U\`[Åb[Yb'hÅ[`]W\''ϕg[YgUa'h]g]bX'V]g
ni 'j]Yf'K U\`[Åb[Y'dfc'HU['a Ø[`]W\''8Yf'ZØbZhY'K U\`[Ub['ghY'h
XYb'5VgW\ 'i gg'XYg'YfghYb'j c''Yb'?cb_'Uj Y!HU[g'XUf''Ni XYa
\UVYb'X]Y'?UfX]bÅ'Y]b'XYb'HU[Yb'j cf'XYf'K U\`X]Y'A Ø[`]W_'Y]hž
XUg'5bZcfXYfi b[gdfcZ]'ZØf'XUg'bYi Y'?]fW\YbcVYf\Ui dh
ZYghni 'Y[Yb''8UVY]'k]fX'X]g_i h]Yfhž'cV'X]Y'?]fW\Y'Y]bYb' nk Y]hYb
: fUbn]g_i g 'VfUi W\hž'XYf'g]W\ 'i a 'X]Y'GW\k ÅW\ghYb'_Øa a Yfhž
cXYf'Y]bYb'DUdghž'XYf'Xc[a Uh]gW\Y'?Uf\Y]h]b'XYb'J cfXYf[fi bX
fØW_h"

8]Y', VYf'Y[i b[Yb'XYf'?UfX]bÅ'Y'g]bX'XUVY]j]Y'gW\]W\h][''i bhYf
XYb'H\Ya YbgW\k Yfdi b_hYb'VYZ]bXYh'g]W\ 'Ui W\X]Y': fU[Yž'cV'X]Y
Uh\c`]gW\Y'?]fW\Y'Y]bY'a i h][Y'K Y]hYfYb'hk]W'i b[']\YfYf
Ghfi _hi fYbž'Yhk U'Xi fW\ 'Y]bY'ghÅf_YfY'GmbcXU']hÅhž'UbghfYVYb
gc``hY''?f]h]gW\Y'Gh]a a Yb'k Y]gYb'XUfUi Z'\]bž'XUgg'DUfc`]b'nk Uf
U'g[YY][bYhYf'?UbX]XUh'ZØf'X]Y'j Uh]_Ub]gW\Y'8]d`ca Uh]Y
[Y\UbXY'h'k]fXž'\a 'YXcW\ 'Y]bY'dYfgØb']W\Y'5i gghfU\ 'i b['ZY\hž
X]Y'ZØf'XUg'DUdghUa hij cb'6YXYi hi b['gY]b'_ØbbhY''8Yf'- &! Å\ f][Y
?UfX]bU''K U'hYf'?UgdYf'Åi »YfhYž'XUgg'V]g\Yf'_Y]bY
YbhgW\Y]XYbYb'FYXYb']a '?c''Y[]i a '[Y\U'hYb'k i fXYbž'k Ug

a Ô[`]WXYfk Y]gY`X]Y`F]W]hi b[`XYf`K U\`VYY]bZi ggYb`_Ubb"

9]b`5i gV`]W_`Ui Z`X]Y`a Ô[`]WXY`DUdghk U\`

8]Y`cZZbYb`K i bXYb`Ui g`XYa`Dcbh]Z]_Uh]j cb` : fUbn]g_i gž`k]Y
: A``Y`j cb`A]ggVfUi W`i bX`X]Y` :]bUbng_`UbXU`Y`]bbYf\U`V`XYg
J Uh]_`Ubgž`k YfZYb`Y]bYb`GW UhhYb`Ui Z`X]Y`VYj c fghY\YbXY`K U\`"
9]b][Y`? UfX]b`A`Y`Zc fXYfb`Y]bYb`DUdghž`XYf`b]W`h`bi f`W`Uf]ga Uh]gW
]gž`gc bXYfb`Ui W`fYW`h]W`Y`?`Uf\Y]h`V]YhYh` : ð`XYf`8]g_i gg]cb
g]bX`bYVYb`DUfc`]b`Ui W`UbXYfY`? UbX]XUhYbž`k]Y`? UfX]bU`A Uf]c
; fYW`ž`XYf`ZØf`X]Y`k]W`h][Yb` : fU[Yb`fi bX`i a`A]hVYgh]a a i b [
]bbYf\U`V`XYf`?]fW`Y`Y]bY`@Øgi b[`V]YhYb`_ØbbhY"

ðg[YgUa`h]gh`X]Y`5i g[Ub[gdcg]h]cb`j cb`? UfX]bU`D]Yhfc`DUfc`]b
ghUf_ž`XcW`X]Y`8 mbUa]_`]a`?cb_`Uj Y`_ØbbhY`i bj cf\YfgY\VUfY
K YbXi b[Yb`Vf]b[Ybž`k A`fYbX`X]Y`K U\`XYf`bYi Yb` : Ø\fi b[gZ][i f
Ui ZXYa`D`UbYhYb`fYdf`ÄgYb`hUh]j Y`6YXYi hi b[`ZØf`X]Y`_Uh\c`]gW`Y
?]fW`Y`\Uh"

: Øf`k Y]hYfY`8YhU]`g`ØVYf`XUg` ; YgW`Y\Yb`]a`?cb_`Uj Y`i bX`X]Y
? UbX]XUhYbdfcZ]`Y`VYgi W`Yb`G]Y`V]hY`Zf`"XYž`h!`cb`]bY`"XY`i bX`
_Uh\c`]gW`"XY"

8YhU]`g	
J c fZU``	Gc bgh][Yg
C fh	J Uh]_`Ubž` ðU`]Yb
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Zf"XY • k k k "h!`cb`]bY"XY • k k k "_Uh\c`]gW`"XY

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