

< UVYW_`ghUfhYh`B Yi ghUfh`]b`8ÀbYa Uf_
5_UXYa]gWXY`D`ÀbY`Ybh\Ø`h°

F cVYfh<UVYW_`d`Ubh`UV`ž `]'&\$&) `Y]bY`]bhYfbUh]cbU`Y
U_UXYa]gWXY`?Uff]YfY`]b`8ÀbYa Uf_`i bX`gdf]W`h`ØVYf`gY]bY
Ni `i bZhg`ÀbY"



? cdYb\U[Ybž`8ÀbYa Uf_`!`F cVYfh<UVYW_ž`XYf`Y\Ya U`][Y
6i bXYgk]fhgW`UZhga]b]ghYf`i bX`dfca]bYbhY` ; fØbYb!Dc`]h_]Yfž
d`Ubh`Y]bYb`Ui ZfY[YbXYb`B Yi UbZUb[`]b`8ÀbYa Uf_`"K]Y` : i `XUYf
NY]hi b[`VYf]W`hYhž`k]fX`Yf`Ua `8Àb]gWXYb` ðgh]hi h`ZØf
ðhYfbUh]cbU`Y`Ghi X]Yb`]b`?cdYb\U[Yb`UfVY]hYb`"8 Ug`j Yfa]hY`h
XYb`9]bXfi W_ž`XUgg`<UVYW_`b]W`hibi f`gY]bY`dc`]h]gWYb`ÿa hYf
\]bhYf`g]W`"UggYbž`gcbXYfb`Ui W`bYi Y`<YfUi gZcfXYfi b[Yb`]b`XYf
U_UXYa]gWXYb`K Y`h`Ub[Y\Yb`a ØW`hY"

GY]b`U_UXYa]gWYf` : c_i g`]gh`j]Y`j YfgdfYW`YbXž`XYbb`<UVYW_`\Uh
VYfY]hg` ; Ygdf`ÀW`Y`ni f`5bbU\`a Y`Y]bYf` ; UghdfcZ`ggi f`Ub`XYf
fYbca`a]YfhYb`l 7`6Yf`_Y`Ym[YZØ`fh`"8]YgY`D`ÀbYž`X]Y`YVYbgc`j cb`
bUi `W`Ui Z[Y[f]ZZYb`k YfXYbž`nY][Ybž`XUgg`Yf`]bhYfbUh]cbU`Y

6Y_Ubbh\Y]h'UbgfhfYVh" B YVYb'gY]bYf'@Y\ fh\h][_Y]h'VYUVg]W\h][h'Yf
YVYbZU`gž'U'g'ZFY]VYfi Z]W\Yf'F YXbYf'Ui Zni hfYhYb'i bX'gc'gY]bY
ZUW\]W\Yb'9]bg]W\hYb'Y]bYa 'VfY]hYb'Di V`_i a 'bU\Yni Vf]b[Yb"

9]b'Z]Y» YbXYf', VYf[Ub['bUW\ '8ÀbYa Uf_

8]Y'9bhgW\Y]Xi b['ZØf'X]YgYb'GW\f]h'_ca a h'b]W\h'j cb'i b[YZ\`f"
< UVYW_`gdf]W\h'Z]Y» YbX'8Àb]gW\ž'XU'Yf'Y]bYb'HY]'gY]bYg
Ghi X]i a g']b'8ÀbYa Uf_`j YfVfUW\h'\Uh" 8]Yg'XØfZhY']\a 'XYb
9]bgh]Y['Ub'XYf'XÀb]gW\Yb'<cW\gW\i 'Y'Yf\YV`]W\Yf'Y]W\hYfb"
8UfØVYf'\]bUi g'nY][h'Yf'XUa]hž'XUgg'Yf'X]Y`_i 'hi fY`Yb'i bX
U_UXYa]gW\Yb'J YfV]bXi b[Yb'nk]gW\Yb'8Yi hgW\`UbX'i bX
8ÀbYa Uf_`bi hnYb'a ØW\hYž'i a 'bYi Y'DYfgdY_h]j Yb'ni '[Yk]bbYb"
8Yf'A Uf_h`\YVh\Yfj cfž'XUgg'X]Y`6i bXYgfY[]Yfi b['gY]bYb
K YW\gY`V]g`Ub['b]W\h'VY\]bXYfh'\Uhž'k Ug'ZØf'a Y\f': fY]fUi a ']b
gY]bYf'? Uff]YfY`gdf]W\h"

9]b'VYgcbXYfg'gdUbbYbXYf'5gdY_h]ghž'XUgg'bUW\`XYa
6i bXYga]b]ghYf[YgYhn'Y\Ya U'] [Yb'A]b]ghYfb']bbYf\U`V'j cb'%,
A cbUhYb'bUW\`XYa '5i ggW\Y]XYb'Ui g'XYa '5a h'bYi Y'H\h][_Y]hYb
i bhYfgU[h'k YfXYb'_ØbbYbž'k Ybb'ØZZYb'h]W\Y`b'hYfYggYb'[YZ\`fXYh
g]bX" `a ': U`j cb'< UVYW_`gW\Y]bh'Yg'YXcW\`_Y]bY'9]bk ÀbXY'ni
[YVYbž'k Ug']\a 'XYb'K Y[']b'X]Y'bYi Y'Fc`Y'YVbYh"

Ni _i bZhgdYfgdY_h]j Yb' i bX'9b[U[Ya Yb hg

C V`< UVYW_`gY]b'6i bXYghU[ga UbXUh'ZØf'XYb'K U\`_fY]g': `YbgVi f[!
GW\`Ygk]['VY\U`hYb'k]`ž'V'Y]Vh'i b_`Uf" B UW\`XYa `YhnhYb
Ybhh\i gW\YbXYb'K U\`Yf[YVb]g'XYf': fØbYbž'X]Y'VY]'XYf
6i bXYghU[gk U\`bi f'%%ž* `DfcnYbh'XYf'Gh]a a Yb'Yf\]Y'hYbž
_ØbX][hY'Yf'nk Uf'gY]bYb'F ØW_ni ['Ui g'XYf'DUfhY]gd]hnY'Ubž'\Uh
YXcW\`gY]b'A UbXUh'bUW\`]bhYbg]j Yb', VYf'Y[i b[Yb'gW\`Y]» `]W\
Ub[Ybca a Yb" `9g]gh'VYa Yf_Ybgk Yfhž'XUgg'ØVYf' (\$\$\$`\$`6Øf[Yf
]\b'XUni 'Yfa i h][h'\UVYbž'k Y]hYf\]b'U_h]j ']b'XYf'Dc`h]_ni
V`Y]VYb"

8Ybb'Ui W\`k Ybb'Yf']b'Ni _i bZh'\Ui dhg\W\`]W\`]b'XYf
U_UXYa]gW\Yb'K Y'h'U[]YfYb'a ØW\hYž'd`Ubh'< UVYW_`UV`C`_hc VYf

Y]bY'; YgdfÅWgfY]\Y'i bhYf'XYa 'H]hY'' <UVYW_`j] Y 'Ua '6Yf']bYf
 9bgYa V`Y"'8]YgY'J YfUbgH`hi b[Yb`_ÖbbhYb'Y]bY'D`UhhZcfa 'V]YhYbž
 Ui ZXYf'Yf'gY]bY'dc`h]gWXYb'i bX'k]ggYbgWUZh]WXYb'5bg]WXYb
 a]hY]bYf'VfY]hYb'² ZZYbh]W_XY]h'hY]'hi bX'XUa]h'XYb'5i ghUi gW
 ZÖfXYfh"

A]h'U`X]YgYb'9bhk]W_`i b[Yb`nY][h'g]W`F cVYfh'<UVYW_`U`g'A Ubb
 XYf'J]Y`ZU`hž'XYf'hfc'h'gY]bYf'dc`h]gWXYb'J YfÅbXYfi b[Yb'k Y]hYf\]b
 Y]b'9b[U[Ya Ybh'ZÖf'6]'Xi b['i bX'5i ghUi gW`gi W'h"GY]bYb
 , VYf[Ub[']b'X]Y`U_UXYa]gWXY`K Y`h'_ÖbbhY`Ui W`XYb'GhY]b'ZÖf
 bYi Y'A Ö[']W_XY]hYb']b'gY]bYf'? Uff]YfY']bg'F c`Yb'Vf]b[Yb"'8]Y
 _ca a YbXYb'A cbUhy`XÖfZhYb'XU\Yf'Äi » Yfgh'gdUbbYbX'ZÖf']\b
 k YfXYb"

8YhU]`g	
C fh	?cdYb\U[Ybž'8ÄbYa Uf_
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Zi`XUYfnY]hi b["XY • k k k "bUi "W • XYf!a Uf_h"bYh

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