

@Ui fU'A Uf]U'F mdU'Vf]W\ h'X Ug'GW\ k Y][Yb.
GhfY]h'a]h'D]Yhfc '[Y_`Àfh°

@Ui fU'A Uf]U'F mdU'gd f]W\ h'ØVYf'GhfY]h'a]h'D]Yhfc '@ca VUfX]ž
Ybh_fÀZhYh'; Yk U'hj cfk ØfZY'i bX'hY]'h'9]bV`]W_Y`]b`]\fY
6Yn]Y\i b[gXmbUa]_"

7\Ya b]hnž'8Yi hgW\`UbX'!?'cbZ]_hY`]b'6Yn]Y\i b[Yb'g]bX
i bj Yfa Y]X`]W\ ži bX'X]Yg'[]'h'Ui W\`ZØf'@Ui fU'A Uf]U'F mdU'i bX
D]Yhfc '@ca VUfX]'8]Y'&- !>Àf][Y'\Uh'g]W\`]b`Y]bYa`U_hi Y`Yb
≠hYfj]Yk`ØVYf'XYb'GhfY]h'[Y'Ài » Yfhž'XYf`]a`C_hcVYf'&\$&('ZØf
5i ZgY\Yb'gc f[hY'"6Yf]W\hYb'ni Zc`[Y`_Ua`Yg'ni`Y]bYa
Dc`]nY]Y]bgUhm`]b`XYf'J`]'U`XYg'DUUFYgž'bUW\XYa`F mdU'a`h]`\fYa
UW\h'K`cW\Yb`U'hYb'6UVm]bg'?fUb_Yb\Ui`g'a`i`gghY'"8]Y
5i gY]bUbXYfgYhni b[`YbhghUbXž'U'g'F mdU'ni`f'K`ÀgW\Y`][`b[`i`bX
@ca VUfX]'X]Y`Zf]gW\`[Yk UgW\YbY`K`ÀgW\Y`Ui`Z'XYb'6cXYb`k`Ufž
k`Ug'ni`Y]bYa`Ya`ch]cbU`Yb`5i`gVfi`W\`j`cb`F mdU`ZØ\fhY'"`æ
F U\`a`Yb`Y]bYg`@j`Y!9j`Ybhg`]b`7\Ya`b]hn`Yf`_`ÀfhY`g]Yž'XUgg`]b]W\hg
<UbX[fY]Z]W\Yg'dUgg]Yfh`'gY]'i`bX`VYa`Ø\hY`g]W\ž'X]Y
gW\k`Yfk`]Y[YbXYb'; Yk U'hj cfk ØfZY'ni`Ybh_fÀZhYbž'X]Y
k`cW\Yb`Ub[`X]Y`Fi`bXY`a`UW\hYb'"`@ca VUfX]ž'`&ž[YghUbX
YVYbZU`gž: Y\`Yf'[Ya`UW\h'ni`'\UVYb`i`bX`XUgg`Yf`XUfUb`UfVY]hYb
a`ØggY'"9f`Ài`»`YfhY`g]W\`ni`'XYb`J`cfk`ØfZYbž`]bXYa`Yf`gU[hY.
>XYfž'XYf`gY]bY': fUi`'Ya`U`g`UbdUW_hž'XYf`]gh'XYf`[fØ» hY`<i`bX`ž
k`Ug`gY]bY`_UfY`5V`Y\bi`b[`j`cb`; Yk U'hj`YfXYi`h]W\h"

@Ui fU'A Uf]U'F mdU`\Uh'ni`XYa`Ub[YXYi`hYhž'XUgg`g]Y`XYb`K`i`bgW\
\Uhž'Yj`Ybhi`Y`Y]b`Xf]hYg'?]bX'ni`VY`_ca`a`Ybž'U`YfX]b[`g`bi`f
i`bhYf`VYgh]a`a`hYb`6YX]b[`i`b[`Yb'"`≠`]fYa`≠hYfj`]Yk`VYgW\`f]YV`g]Y
Ui`W\ž`k`]Y`XUg'DUUF`]bnk`]gW\Yb`a`h]?cbZ]_hYb`]b`]\fYf'6Yn]Y\i`b[
i`a`[Y\h'"8]YgY`5i`gY]bUbXYfgYhni`b[Yb`gW\Y]bYb`Y]bY
<YfUi`gZc`fXYfi`b[`ni`gY]bž'UVYf`g]Y`j`Yfgi`W\hž'Ui`g`X]YgYb

9fZU\fi b[Yb`ni ``YfbYb"

?cbZ]_hVYk Å`h][i b[`i bX`Ya ch]cbU`Y
=bhY``][Ybn

8]Y`5fhi bX`K Y]gYž`k]Y`DUUFY`?cbZ]_hY`VYk Å`h][Ybž]gh
YbhgWXY]XYbX`ZØf`X]Y`Ni Zf]YXYb\Y]h`b`XYf`6Yn]Y\i b["
DgmWk`c`c[]gWXY` : cfgWki b[`nY][hž`XUgg; Yk U`hZFY]Y
?ca`a`i`b]_Uh]cb`i`bX`?c[b]h]j Y`J`Yf\U`hYbgh\YfUd]Y`\`ZFY]WXY
5bgÅhnY`ni`f`8YYg_U`Uh]cb`j`cb`?cbZ]_hYb`XUfghY``Yb"; Yk U`hZFY]Y
?ca`a`i`b]_Uh]cb`ZØfXYfh`Ya`dUh\]gWXYg`J`YfghÅbXb]gž`k`Å`fYbX
_c[b]h]j Y`J`Yf\U`hYbgh\YfUd]Y`XmgZi`b`_h]cbU`Y`8Yb`_a`i`ghYf
]XYbh]Zn]Yfhž`X]Y`?ca`a`i`b]_Uh]cb`gdV`Ya`Y`j`Yfi`fgUWXYb`_ØbbYb"
8]Y`6YhY]][hYb`YfbYbž]\fY`Y][YbYb`9a`ch]cbYb`Ui`gni`XfØW_Yb
i`bX`6YXØfZb]ggY`_`Uf`ni`VYbYbbYbž`k`Ug`ni`Y]bYa`VYggYfYb
J`YfghÅbXb]g`ZØ`fh"

9a`ch]cbU`Y`=bhY``][Ybn`gd]Y`h`Y]bY`nYbhfU`Y`F`c``Y`]b`XYf
?cbZ]_h`Øgi`b["`8]Y` : Å\][_Y]hž`Y][YbY`i`bX`ZfYa`XY`9a`ch]cbYb
k`U\`fni`bY`a`Yb`i`bX`ni`ghYi`Yfbž`Yfa`Ø[`]Wk`h`Yg`DUUFYbž
A`]ggj`YfghÅbXb]ggY`ni`j`Yfa`Y]XYb`i`bX`Y]bY`d`cg]h]j`Y
; Ygd`fÅW`gUha`cgd`ÅfY`ni`gW`UZZYb"FY[Y`a`Å»][Y`7`Y\W`!]bg
_ØbbYb`Y`ZYbž`?cbZ]_hY`ZfØ`nY]h][`ni`Yf`_YbbYb`i`bX`_cbghfi`_h]j
Ubni`[Y`Yb"

8]Y`Ni`_i`bZh`j`cb`@Ui`fU`A`Uf]U`F`mdU`i`bX
D]Yhfc`@ca`VUfX]

C`V`k`c`\`X]Y`5i`gY]bUbXYfgYhni`b[Yb`]b`XYf`J`Yf[Ub[Yb\Y]h`ZØf`j`Y`
GW`U[nY]Yb`gc`f[hYbž`gWXY]bh`XUg`DUUF`Ui`ZY]bYa`K`Y[`XYf
6YggYfi`b[`ni`gY]b"FY`mdU`i`bX`@ca`VUfX]`g]bX`VY]XY`[Yk`j`hž`Ub
]\fYf`6Yn]Y\i`b[`ni`UfVY]hYbž`i`a`]\fY`ZUa`j]ÅfY`G]hi`Uh]cb`ni
j`YfVYggYfb"8]Y`H`Y`a`Uh]g]Yfi`b[`]\fYf`?cbZ]_hY`i`bX`X]Y`F`YZYI`]cb
ØVYf`Y][YbY`; YZØ`Y`_ØbbhY`]bYb`Y`ZYbž`ni`_ØbZh][Yb
GhfY]h][_Y]hYb`VYggYf`ni`VY[Y[bYb"9g`V`Y]Vh`UVni`k`UfhYbž`k`jY
g]Wk`]fY`6Yn]Y\i`b[`]b`XYf`Ni`_i`bZh`Yb`hk`j]W`Y`b`k`]fXž
]bgVYgc`bXYfY`\]bg]Wk`h]Wk`XYg`K`i`bgWXYg`bUW`Y]bYa`k`Y]hYfYb

?]bX"

8]Y'8mbUa]_`nk]gWXYb'F mdU'i bX'@ca VUfX]'nY][hž'k]Y'k]W h][
cZZYbY'?ca a i b]_Uh]cb'i bX'J YfghAbXb]g'ZØf'Y]bY' [Ygi bXY
6Yn]Y\i b['g]bX"'5b[Yg]W h g'XYf'< YfUi gZcfXYfi b[Ybž'X]Y'g]Y
[Ya Y]ghYfh\UVYbž'_ÖbbhYb'g]Y'Ui ZY]bYa '[i hYb'K Y['ni 'a Y\ f
GhUV]'hÄhi bX'Ni Zf]YXYb\Y]h'i]b']\fYf'DUfhbYfgWUZhi'gY]b"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'_ÖbbYb'G]Y'X]Y'6Yf]W hY'Ui Z; U`Už'J ⇒
i bX'XUg!k]ggYb"XY' bUW`YgYb"

8YhU]'g	
J c f Z U ``	? c b Z]_h
I f g U W X Y	G h f Y] h ž ' , V Y f Z c f X Y f i b [
C f h	7 \ Y a b] h n ž ' 8 Y i h g W X ` U b X
J Y f ` Y h n h Y	%
E i Y ` ` Y b	<ul style="list-style-type: none"> • k k k "[U`U"XY • k k k "j]d"XY • XUg!k]ggYb"XY

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