

GWX c W_ 'ZØf'9]gd]fUhYb. ' < Ui dhgdc b gcf 5i hUf_ghfca ']b ' ðgc`j Ybn°

5i hUf_ghfca ž' < Ui dhgdc b gcf 'XYf'9]gd]fUhYb'7f]a a]hgWUi ž
]gh'nU\`i b[gi bZ\`][" ' ðgc`j Ybnj YfZU\`fYb']b'7\`Ya b]hn
YfØZZbYh"

<]fgW ZY`Xž'8Yi hgW`UbX`!`5a ' &- " ' > Ubi Uf' &\$&) ` \ Uh`XUg
5a hg[Yf]W h'7\`Ya b]hn`XUg` ðgc`j Ybnj YfZU\`fYb'] Y[Yb`X]Y
Nk]W_Ui Yf':]fa U`5i hUf_ghfca '9fbYi YfVUfY'9bYf[]Yb`YfØZZbYh"
8]YgYg'9fY][b]g`]gh`Y]b`gW`k YfYf`GW`U['ZØf`X]Y'9]gd]fUhYb
7f]a a]hgWUi ž`XYfYb`< Ui dhgdc b gcf`5i hUf_ghfca `gY]h`&\$&' `k Uf"
ð`Y]bYf`cZZ]n]Y`Yb`A]hY]`i b[`XYf'9]gd]fUhYb`k i fXY
VY_Ubbh[Y[VYbž`XUgg`XYf`J Yf`i gh`XYg`Gdc b gcf`g`U`g` k Y]hYfYf
FØW_gW`U[`Ya dZ`bXYb`k]fX"8Yf`J YfY]b`_Aa dZi`VYfY]hg`a]h
Z]bUbn]Y`Yb`GW`k]Yf][_Y]hYb`i bX`ghY`h`i bhYf`8fi W_ž`X]YgY
G]hi Uh]cb`ni `a Y]ghYfb"

8]Y'5i hUf_ghfca `; a V< `a]h`G]hn`]b`<]fgW ZY`X`k Uf`Ui ZX]Y`D`Ubi b[
i bX`9ff]W`hi b[`j`cb`D\`chc]c`hU]_Ub`U[Ybž`Gc`Ufghfca`gdY]W`Yfb
i bX`K`Àfa Ydi a dYb`gdYn]U`]g]Yfh"8]YgY`ðgc`j Ybn`ghY`h`b]W`h`bi f
Y]bY`< YfUi gZcfXYfi b[`ZØf`X]Y'9]gd]fUhYb`XUfž`gcbXYfb`\`Uh`Ui W
5i gk]f_i b[Yb`Ui ZX]Y`c`_U`Y`Gdcfh`UbXgW`UZh"8Yf
; YgW`ÀZhgzØ\`fYf`XYf'9]gd]fUhYbž`Øf[`6i gW`a Ubbž`k i fXY
dYfgØb`]W`j`cb`: fUb`_:]gW`Yfž`XYa `; YgW`ÀZhgzØ\`fYf`j`cb
5i hUf_ghfca ž`ØVYf`X]Y`Z]bUbn]Y`Yb`DfcV`Ya Y`]bZcfa]Yfh"8Yf
[Yk`À\`hY`j`cf`Ài Z][Y`ðgc`j Ybnj Yfk U`hYfž`XYf`Nk]W_Ui Yf
FYW`hgUb`k U`h`C`j] Yf`š b[\`AbY`ž`k]fX`X]Y`k Y]hYfY`J`cf[Y\`Ybgk Y]gY
`Y]hYb"

:]bUbn]Y`Y`< YfUi gZcfXYfi b[Yb`i bX`c`_U`Y
5i gk]f_i b[Yb

DfYggYgdFYWXYf'5Ufcb': f]Y» 'Ai » YfhY'gY]b'6YXUi Yfb'ØVYf'XYb
J Yf'i ghY]bYg'gdcfhVY[Y]ghYfhYb'DUfhbYfg'Ui g'XYf'FY[]cb"9f
VYhcbhYž'XUgg'5i hUf_ghfca']a a Yf'Y]b' ni j Yf'Àgg][Yf'DUfhbYf
[Yk YgYb'gY]"8]Y'Z]bUbn]Y''@U[Y'XYf'9]gd]fUHyb']gh'Ub[YgdUbbhž
ni a U'XYf'7'i V']b'XYf'89@&'U'g'HUVY''Yb'YhnhYf'bch]Yfh]gh'i bX
Ui W' a]h'XYb'Z]bUbn]Y''Yb'5bZcfXYfi b[Yb'XYf'GhUXh'_Àa dZh": f]Y»
_ØbX][hY'Ubž'XUgg]b'bU\Yf'Ni _i bZh'k Y]hYfY' ðZcfa Uh]cbYb'ni f
G]hi Uh]cb'XYf'9]gd]fUHyb'j Yf'ØZZYbh]W'h'k YfXYb'gc''Yb"

8Yf'8fi W'_Ui Z'X]Y'9]gd]fUHyb'fYZY_h]YfhY]bYb'[fØ» YfYb'HfYbX']a
GdcfhVYfY]W'"8]Y'DUbXYa]Y'\UhhY'VYfY]hg']a' ð\ f'&\$&\$'a Ugg]j Y
5i gk]f_i b[Yb'Ui ZXUg'Gdcfhgdc bgc f]b[ž'XUg'Y]bYb'FØW_[Ub['j cb
' \$'V]g(\$'DfcnYbh]a' J Yf['Y]W'ni a' J cf'U\ f'Yf'YVhY'"Gdc bgc fYb
k UfYb[Ynk i b[Ybž']\fY'A Uf_Yh]b[Vi X[Yhg'ni' _ØfnYbž'k Ug'j]Y'Y
Gdcfhcf[Ub]gUh]cbYb']b'Y]bY'dfY_ÀfY'G]hi Uh]cb'VfUW'hY'"8 Ug
U_hi Y''Y' ðgc'j Ybn[YgWY\Yb'j YfXYi h]W'h'X]Y
< YfUi gZcfXYfi b[Ybž'j cf'XYbYb'Gdc bgc fYb' i bX'Gdcfhj YfY]bY
ghY\Yb"

8]Y'Ni _i bZh'XYg'Gdcfhgdc bgc f]b[g

8]Y'5bU'mgY'XYf'Ni _i bZh'XYg'Gdcfhgdc bgc f]b[g'nY][hž'XUgg
ghfUHy[]gWY'5bdUggi b[Yb'bc h k YbX]['g]bXž'i a' XYb'j YfÀbXYfhYb
A Uf_hVYX]b[i b[Yb'[YfYW'h'ni' k YfXYb'"HYW'bc'c[]gWY
9bhk]W'_i b[Ybž'k]Y'J]fhi U'#5i [a YbhYX'FYU']hmi bX'<c'c[fUa a Yž
gck]Y'bYi Y'J Yfhf]YVg_UbÀ'Y'\UVYb'XUg'?cbgi a j Yf\U'hYb'j cb
GdcfhZUb'g'j YfÀbXYfh"8][]hU'Y'D'UhhZcfa Yb' i bX'Gcn]U'Y'A YX]Yb
Yfa Ò[']WYb'Yg'A Uf_Ybž'Y]bY'VYggYfY'FY]W'k Y]hY'i bX
G]W'hVUf_Y]h'ni' Yfn]Y'Ybž'k À\ fYbX' ['Y]W'nY]h]['X]Y'6YXYi hi b[
_'Ugg]gWYf'Gdc bgc fYbVYn]Y\ i b[Yb'V'Y]Vh"8]YgY'HfYbXg'_ØbbhYb
]b'Ni _i bZh'Ui W'9]bZi gg'Ui Z'X]Y'9]gd]fUHyb'\UVYbž'ZU'g'g]Y'bYi Y
Gdc bgc fYb'[Yk]bbYb'k c''Yb"

ð'5bVYhfUW'h'XYf'U_hi Y''Yb'G]hi Uh]cb'k]fX'XYi h]W'ž'XUgg'X]Y
9]gd]fUHyb'7f]a a]hgW'Ui 'b]W'h'bi f'Y]bYb'K Y['Z]bXYb'a ØggYbž'i a
X]Y'Z]bUbn]Y''Yb'< YfUi gZcfXYfi b[Yb'ni' VYk À'h][Ybž'gcbXYfb'Ui W'
]\fY'ghfUHy[]gWY'5i gf]W'hi b[']a' bUW'\U'h]['YfUi gZcfXYfbXYb
I a Z'X'XYg'Gdcfhgdc bgc f]b[g'ØVYfXYb_Yb'a ØggYb"

8YhU]`g	
J c f Z U ``	⊕gc`j Ybn
C fh	<]fgW\ZY`Xž'8Yi hgW\`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "hU[&("XY • k k k "fUX]cnk]W_Ui "XY • k k k "k \i "YXi

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