

GWk YfYf`GhfU» YbVU\b!| bZU``]b`@Y]dn][.
J Yf_Y\fgWk Ucg`Ua `K]\Y`a !@Yi gWk bYf!
D`Uhn°

5a `&) "\$ ("&\$&) `Ybh[`Y]ghY`Y]bY`GhfU» YbVU\b`]b`@Y]dn][`Ua
K]\Y`a !@Yi gWk bYf!D`Uhnž`k Ug`ni `Yf\YV`]Wk Yb
J Yf_Y\fgVY\]bXYfi b[Yb`ZØ\fhY"



K]\Y`a !@Yi gWk bYf!D`Uhnž`\$ (%\$' `@Y]dn][ž`8Yi hgWk`UbX`!
5a `: fY]hU[UVYbXžXYa `&) "'5dfj`&\$&) ž`_Ua `Yg`Ua `K]\Y`a !
@Yi gWk bYf!D`Uhn`]b`@Y]dn][`ni `Y]bYa `gWk YfYb`J cfZU``ž`U`g`Y]bY
GhfU» YbVU\b`Ybh[`]h`8]Y[YbUi Y`I fgUWk Y`XYf`9bh[`Y]gi b[`]gh
a ca YbhUb`bcW`i b`_Uf``@Ui h`XYb`ϕZcfa Uh]cbYb`]cb`@ N`g]bX
6Yf[i b[gUfVY]hYb`]a `; Ub[Yž`VY]`XYbYb`a Y`fYfY`A]hUfVY]hYf`XYf
@Y]dn][Yf`J Yf_Y\fgVYhf]YVY`f@J 6E`U`_hj` `g]bX"

8Yf`J cfZU``ZØ\fhY`ni `Yf\YV`]Wk Yb`6Y\]bXYfi b[Yb`]a
GhfU» YbVU\b] Yf_Y`f``ϕg[YgUa h`k UfYb`gYWk g`@b]Yb`VYhfc ZYbž
XUfi bhYf`X]Y`@b]Yb`, ž- ž`%ž`%(ž`*`i bX`` &`"8i fWk`X]Y

9bh[`Y]gi b[` _Ua `Yg`b]W`h`bi f`ni `J Yfgd`Åhi b[Ybž`gcbXYfb`Ui W`ni
5i gZ`Ä`Yb`Y]bnY`bYf` : U`fhYb`"6YgcbXYfg`X]Y`@]b]Y`-`]gh`V]g
j c fUi gg]W`h]W`&&" \$`I` \f`bi f`V]g`i bX`UV`XYf`<U`hYghY`Y
GdcfhZc fi a `C gh]a `9]bgUhm`"8]Y`@]b]Yb`%%`i bX`%*`ZU`fYb`]b`VY]XY
F]W`hi b[Yb`ØVYf`X]Y`Nk`j]W`_Ui Yf`GhfU`Yž`X]Y`D`\\]]dd!FcgYbh`U`!
GhfU`»Y`i bX`X]Y`DfU[Yf`GhfU`»Y"

K]W`h][Y`F c`Y`XYf`GhfU`»YbVU`bYb`]b Gh`X`hYb

GhfU`»YbVU`bYb`]b]bX`]b`8Yi hgW`UbX`Y]b`[fi bX`Y[YbXYg`9`Ya Ybh
XYg`i fVUbYb`J Yf`_Y`fg`"@Ui h`XYf`6i bXYgcfXbi b[`ZØf
GhfU`»YbVU`bYb`]b]C GhfUV`E`bi hmYb`hÅ[`]W`a Y`f`A YbgW`Yb`X]Y
GhfU`»YbVU`bYb`]b]ZØf`GW`i`!`i bX`5fVY]hgk`Y[Y`U`g`X]Y`9]gYbVU`bYb`"
I`!6U`bYb`i bX`GhUXhVU`bYb`hfU[Yb`Yf`YV`]W`ni f`9bhUghi b[`XYg
]bbYfgh`X`h]gW`Yb`J Yf`_Y`fg`VY]"

8]Y`6C GhfUV`Y`[h`ghfYb[Y`G]W`Yf`Y]hgUbZcfXYfi b[Yb`ZYghž`X]Y`j cb
XYb`Øfh]W`Yb`6Y`ØfXYb`i bX`J Yf`_Y`fgi bhYfbY`a Yb`i a [YgYmh
k YfXYb`a ØggYb`"Ni`XYb`5bZcfXYfi b[Yb`[Y`ØfYb`i bhYf`UbXYfYa
Ui gfY]W`YbX`HØfYb`ZØf`Y]bYb`nØ[][Yb` : U`f[Ughk`YW`gY`gck`jY
g]W`YfY`² Zzi b[g!`i bX`GW`]Y`»a YW`Ub]ga Yb`"5i`»YfXYa`a ØggYb
X]Y` : U`fnYi [Y`ØVYf`Ui gfY]W`YbXY` : Ygh`U`hYa Ø[`]W`_Y]hYb`i bX
BchZU`!9]b]W`hi b[Yb`k`j]BchVfYa`gYb`i bX`Bchfi ZgmghYa`Y
j YfZØ[Yb"

B UW` \ U`h][_Y]h`i bX`≠bcj Uh]cbgXfUb [

8]Y`Y`Y`_hf]gW`Yb`GhfU`»YbVU`bYb`]gd]Y`Yb`Y]bY`k`j]W`h][Y`F c`Y`ZØf
Y]bYb`VYXUfZg!`i bX`_]a U[YfYW`hYb`J Yf`_Y`f`"8]YgY`GmghYa`Y`g]bX
cZh`gY]h`j` \fnY`b`hYb`HY]`XYg`GhUXhV]`XYg`i bX`hfU[Yb`ni f
FYXi n]Yfi b[`j cb`GhUi`g`i bX`9a`]gg]cbYb`VY]"`≠j`j]Y`Yb`Gh`X`hYb
k`j]fX`X]Y`Bi hni b[`bYi Yf`hYW`b]gW`Yf`A Ø[`]W`_Y]hYb`Ub[YghfYVhž
]bgVYgcbXYfY`Xi fW`8][]hU`]g]Yfi b[`i bX`J YfbYhni b[ž`i a`X]Y
J Yf`_Y`fgUbV]YhYf`k`Y]hYfni`Ybhk`j]W`_Y`b"

8]Y`9bhk`j]W`_i b[Yb`]a`GhfU`»YbVU`b]j Yf`_Y`f`g]bX`Y]b`6Y]gd]Y`ZØf

X]Y`_cbh]bi]Yf`]WXY`5bdUggi b[`XYf`⊖ZfUghfi _hi f`Ub`a cXYfbY
 5bZcfXYfi b[Yb"8]Y`Ui ZYbXY` , VYfUfVY]hi b[`j cb`Bcfa Yb`i bX
 hYWXb]gWXYb`FY [Y`k Yf_Ybž`k]Y`]b`XYf`6CGhfUV`j cf[YgY\Ybž
 Yfa Ò[`]WX`h`Ygž`nY]h[Ya Å»Y` : U\fnYi [!`i bX`⊖ZfUghfi _hi fghUbXUfXg
 ni `YhUV`]YfYb"8]YgY`5gdY`_hY`g]bX`Yb`hgWXY]XYbXž`i a`XYb
 ni _ØbZh][Yb`5bZcfXYfi b[Yb`Ub`XYb`ÒZZYbh]WXYb`BU\j Yf_Y\ f
 [YfYWX`h`ni `k YfXYb"

8Yf`J cfZU``Ua`K]\Y`a !@Yi gW`bYf!D`Uhn`i bhYfghfY]W`h`X]Y
 <YfUi gZcfXYfi b[Ybž`a]h`XYbYb`XUg`GhfU»YbVU\bgmghYa
 _cbZfcbh]Yfh`]gh"8]Y`G]WXYf\Y]h`XYf` : U\ f[`ÀghY`V`Y]Vh`XUVY`]`ja a Yf
 X]Y`cVYfghY`Df]cf]h`hž`k `À\YbX` [`Y]W`nY]h][`X]Y`9ZZ]n]Ybn`i bX
 J YfZØ[VUf_Y]h`XYg`GhfU»YbVU\bbYhnYg`Ui ZfYWX`hYf\U`hYb`k YfXYb
 a ØggYb"K Y]hYfY`⊖Zcfa Uh]cbYb`ØVYf`X]Y`J cfG`W`f]ZhYb`i bX`XYb
 6Yhf]YV`j cb`GhfU»YbVU\`bYb`Z]bXYb`G]Y`Ui Z`XYf`K YVg]hY`XYg
 6i bXYga]b]ghYf]i a g`ZØf`8][]hU`Yg`i bX`J Yf_Y`fž`XUg`i a ZUggYbXY
 ⊖Zcfa Uh]cbYb`ni f`6CGhfUV`VYfY]hghY``h` \]Yf"

8]Y`GhUXh`@Y]dn][`i bX`X]Y`@ 6`UfVY]hYb`k Y]hYf\]b`XUfUbž`X]Y
 5i gk]f_i b[Yb`XYg`J cfZU``g`ni `a]b]a]YfYb`i bX`XYb`6Yhf]YV
 gW`bY``gha Ò[`]WX`k]YXYf`Ui Zni bY`a Yb"6`Y]VYb`G]Y`]bZcfa]Yfhž
 i a `U`_hi Y``Y`9bhk]W`_i b[Yb`ni `YfZU`fYb"

8YhU]`g	
J cfZU``	J Yf_Y`fgi bZU``
C fh	K]\Y`a !@Yi gW`bYf!D`Uhnž`\$(`%\$` `@Y]dn][ž 8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "j n"XY • k k k "Va Xj "Vi bX"XY

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