

GWX`YWX hY`@i Zh`ja`5i hc. : Ugh`(\$i`XYf`
: U\ fYf`g]bX`i bk]ggYbX`[YZÀ\ fXYh`

9]bY`U_hi Y`Y`l a ZfU[Y`nY][hž`XUgg`j]Y`Y`5i hc ZU\ fYf`]b
8Yi hgW\`UbX`]\fY`ϕbYbfUi a`i ZhZ`hYf`j YfbUW\`Àgg][Ybž`k Ug
5`Yf[]Yb`ZØfXYfb`_Ubb"



8Yi hgW\`UbX`!`A]h`XYa` : fØ\`]b[`VY[]bbh`ZØf`j]Y`Y`5`Yf[]_Yf`Y]bY
\YfUi gZcfXYfbXY`NY]h`6YgcbXYfg`5i hc ZU\ fYf`gc`hYb`g]W\`VYk`i ggh
gY]bž`XUgg`X]Y`@`Zhei`U`]h`A`h`ja`5i hc`Y]bY`YbhgW\`Y]XYbXY`F`c`Y
gd]Y`h`@Ui`h`Y]bYf`l`a`ZfU[Y`j`cb`M`ci` ;`cj`ja`5i ZhfU[]`cb`Y`6Um
A`chc`fg`j`ca`)`"V]g`+`"A`U]`&\$&)& ž`Ub`XYf`&\$) +`DYfgcbYb
hY]`bU\`a`Ybž`\UVYb`" -`i`XYf` : U\`fnYi` [Y`]b`8Yi hgW\`UbX`Y]bYb
j`YfU`hYhYb`cXYf`j`Yfi`bfY]b][`hYb`ϕbYbfUi`a`i`ZhZ`hYf`"8]YgY
ϕZcfa`Uh]cb`k`i`fXY`j`cb`XYf`**GWX`k`ÀV]gW\`Yb`VYfY]h[`YghY`h`**

8f`6Yfb\`UfX`ž`b[Y!`<Ø`g]b[`k`Ufb`h`j`cf`XYb` ;` Ygi`bX\`Y]hg[YZU\`fYbž
X]Y`Xi`fW\`gW\`YWX`hY`ϕbYbfUi`a`i`Zh`Yb`hghY\`Yb`_ØbbYb`"J`Yfg`hc`d`ZhY
:]`hYf`_ØbbYb`5hYa`k`Y[`gfY]ni`b[Yb`i`bX`=a`a`i`bfYU`_h]cbYb
\Yf`j`cffi`Zyb`"9]bY`U`Ufa`]YfYbXY`9f`_Ybb`hb]g`XYf`l`a`ZfU[Y`]g`hž`XUgg

bi f' ' i 'XYf'5i hcVYg]hnyf']\fyb' ðbYbfUi a 'i Zh]`hYf']b`XYb`Yhnyb
nk Y]`j\fyb'[Yk YWgY`h`UVYb"8 UfØVYf'\]bUi g`\Uh`Y]b`8 f]hhY`
XYf'6YZfU[hYb`XYb`Dc`YbZ]`hYf'gY]h'a Y`f`U`g`nk Y]`j\fyb`b]W h
[Yk YWgY`h`k`À`fYbX`ZUgh`Y]b`k`Y]hYfYg`8 f]hhY`_Y]bY`5b[UVYb
ni a `K YWgY`XYg':]`hYfg'a UWYb`_cbbhY"

I fgUWYb`ZØf`gW`YW hY` ðbYbfUi a `i Zh

8]Y` ðbYbfUi a `i Zh`_Ubb`Xi fW`j YfgW]YXYbY`GWUXghcZY`Ui g
j YfgW]YXYbYb`E i Y`Yb`VY`UghYhik YfXYb" @Ui hXYa
6i bXYg[Ygi bX\Y]hgnYbhfi a `[]Vh`Yg`WYa]gWY`GhcZY`ž`X]Y
]bgVYgcbXYfY`VY]`FYbcj]Yfi b[Yb`cXYf`Xi fW`A ØVY`i bX
FY]b][i b[gdfcXi`_hY`ZfY][YgYmh`k YfXYb"8 Uni` [Y`ØfYb
Gi VghUbnYb`k]Y` : cfa U`XY`mX`i bX`5gVYghž`X]Y
[Ygi bX\Y]hggW`AX`W`g]bX"5i W`5V[UgY`i bX` : Y]bghUi V`Ui g`XYf
5i » Yb`i Zh] Yfi bFY]b][Yb`X]Y` ðbYbfUi a `i Zhž]bgVYgcbXYfY`]b
9fX[YgW`cggk c\bi b[Yb`]b`XYf`B`À`Y`VY`VhYf`GhfU» Yb"

5`Yf[YbY`k]Y`<Ui gghUi Va]`VYb`i bX`H]Yf\UUFY`gd]Y`Yb`YVYbZU`g
Y]bY`Fc`Y`i bX`_ØbbYb`5`Yf[]Yb`i bX`5hYa k Y[gYf`fUb`_i b[Yb
j Yfi fgUWYb"Ni XYa`k]fX`VY]ni` \c`Yf`@ ZhZYi W`h][`_Y]h`X]Y
GW]a a Y`V]`Xi b[]`[YZØfXYfh"8]YgY` : U`hc`fYb`hfU[Yb`a U» [YV`]W
XUni`VY]ž`X]Y`ZØf`j]Y`Y`A YbgWYb`VY`UghYbXY`@ Zhe i U`]h`h]b
ðbYbf`Ài a Yb`ni`j YfgW`YW hYfb" ðZcfa Uh]cbYb`ni`XYb
j YfgW]YXYbYb`GWUXghcZYb`g]bX`]a` **6i bXYg[Ygi bX\Y]hgV`Uh**
bUW`ni`YgYb"

: c`[Yb`XYf`gW`YW hYb`@ Zhe i U`]h`h

8]Y` ð bcfUbn[Y[YbØVYf`XYf`@ Zhe i U`]h`h]a`5i hc`i bX`XYb`XUa`]h
j YfVi bXYbYb`F]g]_Yb`_Ubb`gW`k Yfk]Y[YbXY` : c`[Yb`UVYb"
GW`YW`h`VY`U`b`XY`hY`5hYa k Y[gYf`fUb`_i b[Yb`_ØbbYb`]b
gW`k YfYb` : À`Yb`ni`_UbXYfYb`[Ygi bX\Y]h]WYb`DfcV`Ya Yb`ZØ`fYbž
k]Y`Yhk U`Y]bYa`GW`U[UbZU`ž`XYf`\`Ài Z][`Xi fW`Y]b` ; Yf]bbgY`
j Yfi fgUW`h`k]fX"8]Y`fYW`hnY]h][Y`6Y`U`b`X`i b[]Y]bYg`GW`U[UbZU`g
_Ubb`Yb`hgW`Y]XYbX`ZØf`X]Y`FYhhi b[]`j`cb`@VYb`i bX`X]Y
6Y[fYbni b[]`j`cb` : c`[YgW`AXYb`gY]b"K]W`h][`]ghž`XUgg`DUh]Yb`hYb
ZfØ`nY]h][`]b`Y]bY`?`]b]_`[YVfUW`h`k YfXYbž`i a` [Y]Y][bYhY

6Y\UbX`i b[ga Yh\cXYb`k]Y`H\fca Vc`mgY`cXYf`H\fca VY_hca]Y
 Ubni k YbXYb" `ϕZcfa Uh]cbYb`ni f`GW\U[UbZU``VY\UbX`i b[`g]bX`Ui Z
 XYf`K YVgY]hY`XYg`6i bXYg[Ygi bX\Y]hgnYbhfi a g`ni `Z]bXYb`\]Yf"

5i Z[fi bX`XYf`5b[UVYb`j cb`Y6UmA chc fg`gc``hY`YXYf`5i hcVYg]hYf
 XUfØVYf`bUW\XYb_Ybž`gY]bYb`ϕbYb fUi a `i ZhZ]`hYf`fY[Y`a Å»][`ni
 k YW\gY`b" `Fi bX`* +i `XYf`6YZfU[hYb`k YW\gY`b`]fYb`:]`hYf`b]W\h
 fY[Y`a Å»][`cXYf`k]ggYb`b]W\hž`k Ubb`X]YgYf`ni `Yhnh[Yk YW\gY`h
 k i fXY" , VYf`% , i `XYf`ϕhYfj]Yk hYb`[UVYb`gc [Uf`Ubž`XUgg`]\f
 Dc``YbZ]`hYf`À`hYf`U`g`%\$`ϑ\`fY]gh`cXYf`bcW\`b]Y`[Yk YW\gY`h`k i fXY"
 9]bY`fY[Y`a Å»][Y`K Ufhi b[ž]bgVYgcbXYfY`a]h
 <cW\`Y]ghi b[gZ]`hYfb`k]Y`<9D5ž`_Ubb`XUni `VY]hfU[Ybž`X]Y
 @ Zhei U`]hÅh`ja `5i hc`Yf\YV`]W`ni `j YfVYggYfb`i bX`gca]h`X]Y
 ; Ygi bX\Y]h`XYf`ϕgUggYb`ni `gW\ØhYb"

8YhU]`g	
J c f Z U ``	; Ygi bX\Y]hg_f]gY
I f g U W \ Y	5``Yf[YbYž`GW UXghc ZYž`ϕZY_h]ØgY`5Yfcgc`Y
C f h	8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gW\k UYV]gW\Y"XY • [Ygi bX"Vi bX"XY • [Ygi bX"Vi bX"XY

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