

F Uj YbgVi f['gcf[h'ZØf'5i ZfY[i b[.
F Y]W\ gZ`U[[Y`]a `J cf[UfhYb `[Y\]ggh°

⊕`F Uj YbgVi f[`k i fXY`Y]bY`F Y]W\ g_f]Y[gZU[[Y`]a `J cf[UfhYb
[Y\]gghž`k Ug`ni `ÖZYbh]W\ Ya `i bX`dc`nY]`]W\ Yb`⊕hYfYggY
ZØ\ fh"



F Uj YbgVi f[ž`8Yi hgW\ `UbX`!`⊕`XYf`F Uj YbgVi f[Yf`C ghghUXh`\Uh
Y]b`5bk c\bYf`Y]bYg`F Y]\Yb\Ui gYg`]b`gY]bYa `J cf[UfhYb`Y]bY
F Y]W\ g_f]Y[gZU[[Y` [Y\]ggh`8]YgY`:`U[[Y`]gh`j cb`XYf`GhfU»Y`i bX
BUW\ VUf[YVÄi XYb`[i hig]W\ hVUf`8 Ug`Dc`nY]fYj]Yf`]b`F Uj YbgVi f[
Yf\Y`h`a Y\ fYfY`<]bk Y]gY`Ui Z`X]Y`:`U[[Yž`k]Y`Dc`nY]gd fYW\ Yf
7\ f]gh]Ub`Gi [[`a]hhY`hY`5i Z`gcn]U`Yb`A YX]Yb`k]Y`: UWVcc`_i bX
⊕ghU[fUa `k]fX`X]Y`:`U[[Y`U_h]j `h\Ya Uh]g]Yfh`K Ä\ fYbX`Y]b
⊕ghU[fUa `!Bi hnYf`_ca a Ybh]YfhYž`XUgg`X]Y`:`U[[Y`XUfUi Z
\]bk Y]gYž`XUgg`Y]b`B Un]`Xcfh`k c\bhž`Äi »YfhY`Y]b`UbXYfYf`Nk Y]ZY`
XUfUbž`XUgg`X]Y`Gma`Vc`Y`hUhgÄW\`]W\`j YfVchYb`g]bXž`k Ug`_cffY`_h
]gh"

8]Y`F Y]W\ g_f]Y[gZU[[Y`ghUa a h`Ui g`XYf`NY]h`XYg`? U]gYffY]W\ g

i bX`nY][h`i]b`5`hXYi hgW`XYb`GWf]Zni [`8Yi hgW`UbX``A Y]bY
<Y]a Uh`gck]Y`Y]bYb`5X`Yf`a]h`Y]bYa`9]W`Yb`fUbn`i bX`Y]bYa
9]gYfbYb`?fYi n``<]ghcf]gW`i [YgY`Yb`k Uf`g]Y`V]g`%, - &`X]Y`cZZ]n]Y`Y
: `U[[Y`XYf`?U]gYf`]W`Yb`A Uf]bY`i bX`V]g`%- &`%X]Y`?f]Y[gZU[[Y
XYg`8Yi hgW`Yb`F Y]W`Yg``Ni XYa`k i fXY`g]Y`gd`AhYf`j cb
BUh]cbU`gc n]U`]ghYb`j]bghfi a`YbhU`]g]Yfhi bX`[]h`h`Yi hY`U`g`Gma Vc`
fYW`hgYI hfYa`Yf`; fi dd]Yfi b[Yb``8]Y`A ch]j Y`h`]bhYf`XYa`<]ggYb
XYf`: `U[[Y`]b`F Uj YbgVi f[`g]bX`V]g`Ub[`i b`_`Uf"

F YW`h`]W`Y` , VYfd fØZi b[`XYf`: `U[[Y

8 Ug`Dc`]nY]fYj]Yf`F Uj YbgVi f[`dfØZhY`X]Y`: `U[[Y`]b`5Vgh]a a i b[
a]h`XYf`5VhY]i b[`GhUUhgW`i m`XYf`?f]a]bU`dc`]nY]ž`_`cbbhY
`YXcW`_Y]bYb`5b`U`hgd i b`h`ZØf`Y]bY`GhfUZhUh`ZYghghY`Yb``@Ui h
Y]bYf`6fcgW`ØfY`XYg`6i bXYgUa`hYg`ZØf`J YfZUggi b[ggW`i m`]gh`XUg
<]ggYb`XYf`F Y]W`g`_f]Y[gZU[[Y`[Ya`À»`XYa`GhfUZ[YgYhnVi W`b]W`h
ghfUZVUfž`Yg`_Ubb`UVYf`]b`VYgh]a a hYb`: `À`Yb`ni`Y]bYf
6YgW`U[bU`a Y`_ca`a Yb``8]Y`?ca`V]bUh]cb`X]YgYf`: `U[[Y`a]h
Y]bYa`[Y`VYb`K UfbgW`]Xž`XUg`Ua` ; UfhYbhc`f`Àb[hi bX`a]h`XYb
K`cfhYb`J`cf]g]W`h; UgVYfY]W`°6YhfYhYb`Xi fW`i bVYŽ [hY
j YfVchYb`° j YfgY`Yb`]ghž`k i fXY`j cb`XYf`Dc`]nY]`U`g
[YgW`a UW`_cg`VYnY]W`bYhž`c`bY`YXcW`fYW`h]W`Y`GWf]hY
Y]b`Y]hYb`ni`_`ØbbYb"

9g`]gh`k]W`h][`ni`Yfk`À`bYbž`XUgg`X]Y`F Y]W`g`_f]Y[gZU[[Y`j`cb
%-`')`V]g`%-`(`) j cb`XYb`BUh]cbU`gc n]U`]ghYb`j Yfk`YbXYh`k i fXY`i bX
XUg`<U`_Yb`fYi n`nY][h`X]YgY`: `U[[Y`]gh`ghfUZVUf``BUW`DUFU[fUZ
,`*U`XYg`GhfUZ[YgYhnVi W`Yg`_Ubb`XUg`<]ggYb`cXYf`X]Y
J YfVfY]hi b[j YfVchYbYf`Gma Vc`Yž`DUfc`Yb`cXYf`@]YXYf`a]h`V]g`ni
XfY]`>U`fYb`: fY]\Y]hgghfUZ`cXYf`; Y`XghfUZ`[YU`bXYh`k YfXYb"

Gma Vc`_]`XYg`F YW`hgYI hfYa]ga i g

F YW`hgYI hfYa`Y`nY][Yb`]\fY`; Yg]bbi b[`Ài Z[`Xi fW`gdYn]Z]gW`Y
Gma Vc`Yž`7cXYg`i bX`Gmbcbma`Yž`k Ug`Yg`5i » YbghY`YbXYb
YfgW`k Yfž`X]YgY`U`g`Ufa`cg`cXYf`fYW`hgYI hfYa]gh]gW`
Y]bni`cfXbYb``6Y]gd]Y`Y`gc`W`Yf`Gma Vc`Y`g]bX`i bhYf`UbXYfYb`XUg
9]gYfbY`?fYi nž`X]Y`: UfVYb`i bX`: `U[[Y`XYg`8f]hYb`F Y]W`g`gck]Y

X]Y`F Y]W\g_f]Y[gZU[[Yž`X]Y`U`g`9fgUhn`ZØf`j cb`XYb`6Y\ØfXYb`U`g`
j YfVchYb`Yf`_`ÀfhY`BG!Gma Vc`Y`X]Ybh`"J]Y`Y`X]YgYf`NY]W\Yb`g]bX`
b]W\hi bVYX]b[h`ghfUZVUFž`XU`g]Y`cZi`Ui g`i bj YfZÀb[`]W\Yb`
?cbhYI hYb`ghUa a Yb"

8Yf`J YfZUggi b[ggW\i hn`VYhc`bhž`XUgg`XUg`GW\k Y][Yb`i bX`
K Y[gY\Yb`i]b`X]YgYf`H\Ya Uh]_`U`g`Ni gh]a a i b[`] Yk YfhYh`k YfXYb`
_Ubb`"9]bY`YZZY`_hj] Y`6Y`_Àa dZi b[`X]Yg`FYW\hgYI hfYa]ga i g`
YfZcfXYfh`X]Y`5i Za Yf_gUa _Y]hi bX`XUg`9b[U[Ya Ybh`XYf`
6Yj Ò`_Yfi b[" `bZcfa Uh]cbYb`ØVYf`fYW\hgYI hfYa Y`Gma Vc`Yž`]fY`
J Yfk YbXi b[`i bX`X]Y`[Y`hYbXYb`i[YgYhn`]W\Yb`6Ygh]a a i b[Yb`
_ÒbbYb`i]b`6fcgW\ØfYb`X]Yg`J YfZUggi b[ggW\i hnYg`Y]b[YgY\Yb`
k YfXYb"

: Øf`Y]b`VYggYfYg`J YfghÀbXb]g`X]Yg`H\Ya Ug`i bX`ni f`k Y]hYfYb`
5i Z`_Àfi b[`g]bX`Zc`[YbXY`@]b_g`\`]ZfY]W\.`GW\k`ÀV]gW\Y`
VYf]W\hYhž`XUgg` ž`? UhUdi `h`Yf`_Ài hYfh`X]Y`Gma Vc`Y` `gck]Y`
J YfZUggi b[ggW\i hn`]bZcfa]Yfh`ØVYf`fYW\hgYI hfYa]ga i g`
"

8YhU]`g`	
J c f Z U ``	Gc b g h][Y g
C f h	F U j Y b g V i f [ž`8Yi hgW\`UbX
E i Y ``Y b	<ul style="list-style-type: none"> • k k k "gW\k UYV]gW\Y"XY • _UhUdi `h!a j "XY • k k k "j YfZUggi b[ggW\i hn"XY

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