

@Y]Vb]n`l b]j Yfg]hÅh`< Ubbcj Yf. `@Y\fdFY]g
&\$&(`ZØf`]bbcj Uh]j Y`@Y\fYbXY`°

8]Y`@Y]Vb]n`l b]j Yfg]hÅh`< Ubbcj Yf`j Yf[]Vh`Ua `+"`A U]`&\$&)
XYb`@Y\fdFY]g`&\$&(`ZØf`\YfUi gfU[YbXY`@Y\fYbXY`]b`XfY]
?UhY[cf]Yb"

< Ubbcj Yfž`8Yi hgW`UbX`!`5a `+"`A U]`&\$&) `ZUbX`Ub`XYf`@Y]Vb]n
l b]j Yfg]hÅh`< Ubbcj Yf`f@ <Ł`XYf`HU[`XYf`@Y\fY`ghUhhž`Ub`XYa`XYf
@Y\fdFY]g`ZØf`XUg`>U\f`&\$&(`j Yf`]Y\Yb`k i fXY`"J]nYdfÅg]XYbh]b
ž`]U`;]`Yb`nY]W`bYhY`]bg[YgUa`higYW`g`@Y\fYbXY`Ui`gž`X]Y`ZØf`]fY
VYgcbXYfYb`@Y]ghi b[Yb`]b`XYf`@Y\fY`5bYf`_Ybbi b[`ZUbXYb`" , VYf
(\$\$`Bca]b]Yfi b[Yb`k i fXYb`ZØf`X]Y`5i gnY]W`bi b[`Y]b[YfY]W`hž
X]Y`ja`F`U`a`Yb`Y]bYf`ZYgh]W`Yb`J`YfUbghU`hi b[`ja`@]W`h\cZ`XYg
K`Y`ZYbgW`cgYg`ghUhhZUbX"

8]Y`J`Yf[UVY`XYg`@Y\fdFY]gYg`YfZc`[hY`]b`XfY]? UhY[cf]Yb.
A ch]j Uh]cb`i bX`&gd]fUh]cbž`GhfUhY[]Y`i bX`HfUbgyZf`gck]Y
DfcZYgg]cbU`]g]Yfi b[`i bX`@Y\f`_i`hi`f`>XY`Ui`g[YnY]W`bYhY`DYfgcb
Yf\]Y`h`Y]b`DfY]g[Y`X`j`cb`&"\$\$\$`9i`fc`ni`f`:`]bUbn]Yfi b[`k`Y]hYfYf
@Y\fa`U>b`U`a`Yb`"8`Ug`5i`gk`U`\`Vc`UfX`VYghUbX`Ui`g`j`]Yf
Ghi`X]YfYbXYbž`nk`Y]`@Y\fYbXYbž`nk`Y]`A`]hUfVY]hYbXYb`Ui`g
`Y\fi`bhYfghØ`hnYbXYb`6YfY]W`Yb`gck`]Y`XYa`DfÅg]XYbhYb`XYf`@ <
U`g`J`cfg]hnYbXYa`i`bX`XYf`J]nYdfÅg]XYbh]b`ZØf`6]`Xi`b[`U`g
VYfUhYbXYa`A`h[`]YX"

DfY]ghfÅ[Yf]bbYb`i`bX`DfY]ghfÅ[Yf

&`XYf`? UhY[cf]Y` A ch]j Uh]cb`i bX`&gd]fUh]cb`k i fXYb`j`]Yf
@Y\fYbXY`Ui`g[YnY]W`bYh
`< Ub]ZU`5VXi` ``<UggUbž`X]Y`]b`9fn]Y\i`b[gk`]ggYbgW`UZhYb
dfca`cj`]Yfhi`bX`XUg`H\Ya`U`i`bW`bgW]ci`g`V]Ug`i]b`]fY

@\fj YfUbgH`hi b[Yb`]bhY[f]Yfh"
`DfcZ`8f"!` ["GhYd\Ub`? UVY`UWZ`XYf`XUg``bgh]hi h`ZØf
H\Yfa`cXmbUa`[_`Y]hYh`i`bX`bUW\`U`h][Yg`@YfbYb`gck`]Y`U`_hi`Y`Y`
H\Ya`Yb`]b`XYf`@\fY`ZØfXYfh"
`D8`8f`"GhYZUb`? U`]Ygž`k`]ggYbgW\`UZh`]W\Yf`A`]hUfVY]hYf`Ua` `bgh]hi h`
ZØf`E`i`UbhYbcdh]_ž`XYf`]bhYfX]gn]d`]bÅfY`J`cf`Ygi`b[Yb`]b`6]c`c`[]Yž
A`YX]n]b`i`bX`D\mg]_`UbV]YhYh"
`DfcZ`8f`"9`_Y`GW\`]b[ž`DfcZYggc`f`ZØf`HfU[k`Yf`_Yž`XYggYb
]bbcj`Uh]j`Yf`i`bX`]bhYfU`_h]j`Yf`@\fUbgUhn`VYgcbXYfg`Yfj`c`fgh]W\h"

`b`XYf`?`UhY[cf]Y` GhfUhY[]Y`i`bX`HfUbgZYf` `[Yk`Ubb`F`YVY`__U
K`UbXhž`A`"GW`j`ca` `bgh]hi h`ZØf`9`bhk`YfZYb`i`bX`GhÅXhYVUi`ž`X]Y
U`_UXYa`]gW\Y`@\fY`a`]hidfU`_h]gW\Yf`5`bk`YbXi`b[`j`YfV]bXYh`8f`
@YbU`<Y]XYa`Ubbž`k`]ggYbgW\`UZh`]W\Y`A`]hUfVY]hYf]b`Ua` `bgh]hi h`ZØf`
6`Yfi`ZgdÅXU[c`[]_`i`bX`9`fk`UW\gYbYbV]`Xi`b[ž`Yf\]Y`h`XYb`DfY]g`]b
XYf`?`UhY[cf]Y` DfcZYgg]cbU`]g]Yfi`b[`i`bX`@\f`_i`h`i`f`ZØf`]fY
a`U»[YV`]W\Y`DfÅ[i`b[`XYg`Ghi`X]Yb[Ub[g
6]Xi`b[gk`]ggYbgW\`UZhYb"

`b`X]YgYa` `š\`f`k`i`fXY`XYf`@\f`dfY]g`]b`Y]bYa` `[fØ»`YfYb`F`U\`a`Yb
j`Yf`]Y\`Ybž`XYf`Ui`W`C`b`]bY!`:`cfa`UhY`i`a`ZUgghY`"Gc`ZUbX`VYfY]hg
Ua`*`"A`U]Y]bY`cb`]bY`Xi`fW\`[YZØ\`fhY`?`YmbchY`i`bX`j`YfgW\]YXYbY
K`cf`_g\`cdg`ghUhhž`X]Y`g]W\`a`]h]bbcj`Uh]j`Yb`@\f`a`Yh\cXYb`i`bX
XYa`9]bgUhn`X][]hU`Yf`Hcc`g`]b`XYf`@\fY`VYgW\`ÅZh][hYb`"8]Y
J`YfUbgH`hi`b[`f]W\hYhY`g]W\`b]W\h`bi`f`Ub`X]Y`@\fYbXYb`XYf`@`<`ž
gcbXYfb`Ui`W`Ub`Ghi`X]YfYbXY`i`bX`@\fYbXY`j`cb
DUfhbYfi`b]j`Yfg]hÅhYb"

: Øf`k`Y]hYfY``b`Zcfa`Uh]cbYb`k`YbXYb`G]Y`g]W\`V]hY`Ub`A`YW\h]X
: fY]]b`j`cb`A`ØbW\`Ui`gYbž`DfYggYgdfYW\Yf]b`XYf`@`<`ž`i`bhYf`XYf
HY`Y`Zcbbi`a`a`Yf`Ž`(-`')`%%`+`*`&`')`'`(&`cXYf`dYf`9!A`U]`Ub
j`cbA`i`YbW\`Ui`gYb4`ni`j`"i`b]!\`Ubbcj`Yf`XY"

8]YgY`5i`gnY]W\bi`b[`i`bX`X]Y`XUa`]hj`YfVi`bXYbYb
J`YfUbgH`hi`b[Yb`j`YfXYi`h]W\Yb`XYb`GhY`Ybk`Yfh`XYf`[i`hYb`@\fY
Ub`XYf`@Y]Vb]n`i`b]j`Yfg]hÅh`<`Ubbcj`Yf`i`bX`i`bhYfghfY]W\Yb`X]Y
_cbh]bi`]Yf`]W\Yb`6Ya`Ø`i`b[Yb`i`a`X]Y`J`YfVYggYfi`b[`XYf`@\f!`
i`bX`@YfbVYX]b[i`b[Yb`Ub`XYf`<`cW\gW\i`Yž`k`]Y`Ui`W`XUg`C`b`]bY!

DcfhU`XYf'I b]j Yfg]hÀhVYf]W hYh"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	< Ubbcj Yfž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none">• bUW f]W hYb"]Xk !cb`]bY"XY• k k k "i b]!\Ubbcj Yf"XY

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