

: f]YX\cZgk Y[`]b` < Ui]b[Yb. 'GUb]Yfi b[
VY[]bbh'&\$&* `!`≠f` ; Y`X`Z`]Y» h°

8]Y`GhUXh`@ÖffUW`d`Ubh`UV`†`]'&\$&) `X]Y`i a ZUggYbXY
GUb]Yfi b[`XYg` : f]YX\cZk Y[g`]b` < Ui]b[Ybž`i a `G]WYf\Y]h
i bX`6Uff]YfYZfY]\Y]h`ni `j YfVYggYfb"



< Ui]b[Ybž`8Yi hgW\`UbX`!`†`< Ui]b[Ybž`Y]bYa `GhUXhhY`]`j cb
@ÖffUW\ž`ghY\Yb`[fi bX`Y[YbXY`J YfÅbXYfi b[Yb`VYj`cf`"8]Y
GhUXhj Yfk U`hi b[`d`Ubh`Y]bY`i a ZUggYbXY`9fbYi Yfi b[`XYg`ghUf_
gUb]Yfi b[gVYXØfZh][Yb` : f]YX\cZk Y[g`"8]YgY`GhfU» Y`]gh`VY`_Ubbh
ZØf`]\fY`nU\`fY]WYb`G\`U[`ÖWYfž`XUg` : Y\`Yb`j`cb`6Y`Yi`W`hi`b[
i bX`i`bni`fY]WYbXY`9bhk`ÄggYfi`b[ga`Ö[`]W`_Y]hYb`"6YfY]hg`gY]h
»\fYb`ZcfXYfh`XYf`C`fhgW`UZhgfUh`< Ui]b[Yb`XYb`5i`gVUi`i`bX`Y`hnh
gWY]bh]g]W`YbX`]W`Yhk`Ug`ni`hi`b"

8]Y`[Yd`UbhYb`A U» bU\`a Yb`VYhfYZYb`XYb`5VgW`b]h`h`nk`]gW`Yb`XYf
GhY]bYbghfU» Y`i bX`XYf`F`YW`VYf[ghfU» Y`g`ck`]Y`XYb`Gh]W`k`Y[`ni`f
6fØW`_Y`ØVYf`XYb`Gccfa`Uhh`UW`"9]b`nYbhfU`Yf`Di`b`h`XYf
BYi`[YghU`hi`b[`]gh`X]Y`J`YfVYggYfi`b[`XYf`DUf`_d`Uhng]hi`Uh]cb.`J`cf

XYa ' <Ui dhY]b[Ub['XYg': f]YX\cZg'gc`Yb'nY\b'DUf_d`ÀhnYž
XUfi bhYf'nk Y]VUff]YfYZfY]YžYb'ghY\Yb"'5i W\Y]b'bYi Yf'; Y\k Y[
k]fX'j cb'XYf'FYW.VYf[ghfU»Y'V]g'ni a ' <Ui dhY]b[Ub['XYg
: f]YX\cZg'Y]b[Yf]W.hYh"'Ni XYa 'g]bX'X]Y' ðghU`Uh]cb'bYi Yf
GhfU»YbVY'Yi W\hi b['i bX'Y]b[fØbX`]W\Yg'9bhk ÀggYfi b[ggmghYa
j cf[YgY\Yb"

I a ZUggYbXY'D`Ubi b[Yb'ZØf'X]Y ðZfUghfi _hi f

I a 'X]Y'[Yd`UbhYb'5fVY]hYb'Xi fW\ ni ZØ\ fYbž'g]bX'i a ZUggYbXY
@Y]hi b[gUfVY]hYb'b'chk YbX]["'; Yd`Ub'h]g]bX'X]Y'BYi j Yf'Y[i b['j cb
A]gW\! 'i bX'FY[Ybk UggYf_UbÀ`Yb'gck]Y'X]Y'9fbYi Yfi b['j cb
Hf]b_k UggYf!ž; Ugl' i bX'6fi bbYb`Y]hi b[Yb"'9f[ÀbnYbX'k]fX'Ui W
; `UgZUgYf'j Yf'Y[hž'k Ug'X]Y'a cXYfbY'ðZfUghfi _hi f'XYf'; Ya Y]bXY
Ui Zk YfhYh"

8]Y'D`Ubi b[Yb'k YfXYb'Ua ' , "'ž `']ja 'C fhgW\UZhgfUh'dfÀgYbh]Yfh
i bX'Y]bY'ðZcfa Uh]cbgj YfUbghU`hi b['ZØf'5b`]Y[YbXY'\Uh'VYfY]hg
Ua '&"ž `']ghUhh[YZi bXYb"'8]Y'6YgW\`i ggZUggi b['ja '5i ggW\i ggZØf
I a k Y`hi bX'HYW\ b[_]gh'ZØf'XYb'%"ž `']Ub[YgYhn"'6Y]
Ni gh]a a i b['ni 'XYb'9bhk ØfZYb'gc`Yb']ja 'nk Y]hYb' <U'V'U\ f'&\$&)
X]Y'5i gZØ\ fi b[gd`Ubi b[Yb'gck]Y'X]Y'j Yf[UVYj YfZU\ fYb'Zc`[Ybž
gcXUgg'X]Y'6Ui UfVY]hYb']ja ' : fØ'U\ f'&\$&*'VY[]bbYb'_ØbbYb"'8Yf
5VgW\`i gg'XYf'A U»bU\ a Yb'k]fX'ZØf'9bXY'&\$&*'Ub[YdY]`h"

? cghYb' i bX'6Y]hfÀ[Y

K Ug'_cghYh'XYf'GdU»3'8]Y'; YgUa h_cghYb'ZØf'X]Y
GhfU»YbVUi UfVY]hYb'VY'Ui ZYb'g]W\`Ui ZYhk U'+&) "\$\$\$'9i fcž'k cj cb
%&\$"\$\$\$'9i fc'Ui ZD`Ubi b[gl' i bX'BYVYb_cghYb'YbhZU`Yb"' : Øf'X]Y
bYi Yb'DUf_d`ÀhnY'k YfXYb'ni gÀhn`]W\Y' (*"\$\$\$'9i fc'j YfUbgW\`U[h"
8]YgY'?cghYb'a ØggYb'hY]'k Y]gY'Ui Z'X]Y'5b`]Y[Yf'UV[Yk À`nh
k YfXYb"' ; Ya À»'XYa '? ca a i bU`UV[UVYb[YgYhn'6UXYb!
K ØfhhYa VYf['g]bX'X]Y'9fgW\`]Y»i b[gVY]hfÀ[Y'ZØf'X]Y'5b`]Y[Yf
j YfdZ]W\hYbX'i bX'VYhfU[Yb' -) `DfcnYbh'XYf'VY]hfU[gZÀ\][Yb
9fgW\`]Y»i b[g_cghYb"

8]Y'6Y]hfU[gZÅ\][_Y]h'XYg': f]YX\cZk Y[g'k i fXY'gck c\`']bhYfb'U`g
 Ui W\`YI hYfb'Ui Z<Yfn'i bX`B]Yfyb' [YdfØZh'i bX`X]YgYf' []`h'U`g
 VY]hfU[gdZ]W\h]["8]Y'5VfYW\bi b[`XYf'9fgW\`]Y» i b[gVY]hfÅ [Y
 YfZc`[h'bUW\`XYf'?cghYbZYghghY`i b[`]a `đ\`f`&\$&+ž'a]h'Y]bYf
 9f\YVi b[`]a `đ\`f`&\$&, "GY`V][Y`F`Y[Y`i b[`VYhf]Zh'Ui W`UbXYfY
 GhfU» Yb`k]Y`X]Y`đn`]b[Yf`GhfU» Y`i bX`X]Y`7Uf`!A Uf]U!j cb!K YVYf!
 GhfU» Yž`X]Y`YVYbZU`g`j cf`Y]bYf`Yfgha U`][Yb`YbX[Ø`h][Yb
 <YfghY`i b[`ghY`Yb"

9]b`6!D`Ub!9fgUhnj YfZU\`fYb`k]fX`bchk YbX][`gY]bž`XU`U_hi Y``_Y]b
 6YVUi i b[gd`Ub`j cf`]Y[h"8U\Yf`ghY`h`X]Y`; Ya Y]bXY`]b`XYf
 J YfUbnk cfhi b[ž`bchk YbX][Y`9bhgW\Y]Xi b[Yb`ØVYf`X]Y
 8i fW\ZØ\fi b[`XYf`A U» bU\`a Yb`i bX`X]Y`5bZcfXYfi b[Yb`Ub`X]Y
 9fgW\`]Y» i b[gUb`U[Yb`ni `hfYZZYbž`k]Y`]a `6Ui [YgYhnVi W\
 ZYgh[Y`Y[h"

9]b`GW\f]h`h`]b`X]Y`f]W\h][Y`F]W\hi b[`ZØf`X]Y`8cfZ[Ya Y]bgW\UZh
 <Ui]b[Yb`8i fW\`XYb`5i gVUi `k YfXYb`b]W\h`bi f`X]Y
 GhfU» Ybj Yf\`À`hb]ggY`j YfVYggYfhž`gcbXYfb`Ui W\`X]Y`@YVYbgei U`]h`h
]b`XYf`I a [YVi b[`Yf\`YV`]W\` [YghY][Yfh"

8YhU]`g	
C fh	<Ui]b[Ybž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`cYffUW\`"XY • k k k "Yfk]b!fi ZZ"XY • k k k "VYf`]b"XY

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