

9\ fYbVi f [' [Y [Yb ' F chUfm ' 8 fc \ h'XYb 7`i Vg`X]Y ; Ya Y]bbØhn][_Y]h3

9fZU\ fYb`G]Yž`k]Y`XUg`l fhY]`XYg`6i bXYgZ]bUbn\cZg`Ua`&"
5i [i gh`&\$&'`X]Y ; Ya Y]bbØhn][_Y]h'XYi hgW\Yf`F chUfm`7`i Vg
VYY]bZi ggYb`_ØbbhY"



DZcfn\Y]a ž`8Yi hgW\`UbX`!`ϕ`C VYf_]fW\`gcf[h'XYf`9\ fYbVØf[Yf
DYhYf`≠`\Yf`a ca YbhUb`ZØf`5i ZfY [i b ["8Yf`F chUfm`7`i V`C VYf_]fW\
_ØbbhY`j cb`fYW\h]W\Yb`A U» bU\`a Yb`VYhfcZZYb`gY]bž`k Å\ fYbX`Yf
g]W\` [Y [Yb`X]Y`J cfk ØfZY`k Y\fhž`b]W\h]b`_`i gj]` [Ybi [`ni`gY]b`"K]Y
Vc`"XY`VYf]W\hYhž`\Uh`≠`\Yf`Ub [Y_ØbX][hž [Y [Yb`XYb`7`i V
j cfn [Y\Ybž`k Ug`X]Y`c`_U`Y ; Ya Y]bgW\UZh`i bX`X]Y`7`i Va]h [`YXYf
]b`5hYa`_`Å`h"

8Yf`<]bhYf[fi bX`X]YgYf`5i gY]bUbXYfgYhni b [`]ghj]Y`gW\]W\h][`i bX
fY]W\h`V]g`ni`Y]bYa`l fhY]`XYg`6i bXYgZ]bUbn\cZg`j ca`&"`5i [i gh
&\$&'`"ϕ`X]YgYa`l fhY]`k i fXYb`fY]b`a`Åbb`]W\Y`J`YfY]bYž`k]Y
df]bn]d]Y`Ui W\`X]Y`F chUfm`7`i Vgž`U`g`dchYbn]Y`b]W\h
[Ya Y]bbØhn][`Y]b [Yghi`Zh`8]YgY`9bhgW\Y]Xi b [`_ØbbhY` [fc» Yg

5i gk]f_i b[Yb'Ui Z'X]Y'Fi bX'&+) 'XYi hgW'Yb'F chUfm'7'i Vg'\UVYbž
X]Y'V]g\Yf'i bhYf'XYa 'GW'i hn'XYf'; Ya Y]bbØhm][_Y]h'cdYf]YfYb"
8 Ug'VYXYi hYh'ja '?`UfhYI hž'g]Y'j Yf'YfYb'b]W'h'bi f
GhYi YfYf'Y]W'hYfi b[Ybž'gcbXYfb'Ui W'X]Y'A Ø['W'Y]hž
GdYbXYbVYgW'Y]b][i b[Yb'Ui gni ghY''Yb"

8]Y'fYW'h'W'Yb'æa d`_]_Uh]cbYb

@Ui h'XYf'9bhgW'Y]Xi b['XYg'6i bXYgZ]bUbn\cZg'a ØggYb'J YfY]bYž
i a 'U'g[Ya Y]bbØhm]['UbYf_Ubbh'ni 'k YfXYbž'X]Y'5''[Ya Y]b\Y]h
Ui Z'a UhYf]Y''Yfž'[Y]gh][Yf'cXYf'g]hh]W'Yf'9VYbY'gY'Vgh'cg'ZØfXYfb"
GhYi YfVYfUhYf'; YcfX'<Y]bY'ghY''h'_Ufž'XUgg'Yf'_Y]bYb'XYi hgW'Yb
F chUfm'7'i V'_YbbYž'XYf'X]Y'6YX]b[i b[Yb'XUZØf'YfZØ''Yb'_ØbbY"
Gc'k]fX'XUg'7'i V'YVYb'U'g'YI '_i g]j 'k U\ f[Ybca a Ybž'k Ug'X]Y
; Ya Y]bbØhm][_Y]h']bZfU[Y'ghY''h"

8cW'Yg'[]Vh'Y]bYb'@]W'hV`]W_.' : ØfXYfj YfY]bY'j cb'F chUfm'7'i Vg
_ØbbhYb'U'g[Ya Y]bbØhm]['[Y'hYbž'k Ybb'g]Y'U''Yb'; YgW'YW'hYfb
cZYbghY\Yb''F =8]fY_hcf'æ'\Yf'g]Y\h']b'XYf'U_hi Y''Yb'G]hi Uh]cb
Y]bY'7\UbW'ZØf'X]Y'K Y]hYfYb'hk]W_'i b['XYf'7'i Vg''9f'\cZzh'Ui Z'Y]b
I a XYb_Ybž'k Ug'X]Y'5i ZbU\ a Y'j cb': fUi Yb'VYhf]Zh"

F YU_h]cbYb'Ui g'XYf'7ca a i b]hm

æ'CVYf_]fW' i bX'XYf'i a 'Y[YbXYb'FY[]cb']gh'X]Y'G]h]a a i b[
Ub[YgdUbbh''8Yf'F chUfm'7'i Vž'XYf']b'XYf'J Yf[Ub[Yb\Y]h
nU\ 'fY]W'Y'gcn]U'Y'Dfc'Y_hY'i bhYfghØhnh'\Uhž'g]Y'h'g]W'bi b'a]h
Y]bYf'b]Y'XU[Yk YgYbYb'<YfUi gZcfXYfi b['_cbZfcbh]Yfh''A]h['Y]XYf
nY][Yb'g]W'VYgcf[h'ØVYf'X]Y'fYW'h]W'Yb'GW'f]hhY'i bX'X]Y
I bg]W'Yf\Y]h'ØVYf'X]Y'ni _ØbZh][Y'; Ya Y]bbØhm][_Y]h'XYg'7'i Vg"

8]Y'^ ZZYbh]W'Y]h'VYcVUW'hYh'[YgdUbbhž'k]Y'g]W'X]Y'G]hi Uh]cb
Ybhk]W_Y'b'k]fXž'i bX'X]Y'8]g_i gg]cb'ØVYf'æ'_i g]cb']b'gc'W'Yb
J YfY]bYb'b]a a h'Ub': U\ fh'Ui Z''8]Y'9I dYfhYbfi bXY'\Uh'VYfY]hg
VY[cbbYbž'i bX'X]Y'9f[YVb]ggY'X]YgYf'; YgdfÅW'Y'_ØbbhYb'VU'X
k Y]hfY]W'YbXY'?cbgYei YbnYb'ZØf'X]Y'F chUfm'7'i Vg']b
8 Yi hgW'UbX'\UVYb"

8]Y`G]hi Uh]cb`]b`C VYf_]fW`V`Y]Vh`U`gc`_f]h]gW`"CV`≠`\Yfg
 ≡]h]Uh]j`Y`ni`Y]bYa`l`a`XYb_Yb`i`bX`Y`hnh`]W`ni`a`Y`f`8]j`Yfg]h`h`b
 XYb`7`i`Vg`ZØ`fYb`k`]fXž`]gh`ZfU[`]W`"8]Y`_ca`a`YbXYb`K`cW`Yb
 XØfZhYb`U`Y`fX]b[`g`_`ÀfYbXY`5bhk`cfhYb`]YZYfb`"K`Y]hYfY
 ≡Zcfa`Uh]cbYb`Y`gYb`G]Y`Ui`W`Ui`Z`cfhYbUi`!`^`i`fbU`"XY`i`bX`Ui`Z
 XYa`F`chUfm`6`c[`"

8YhU]`g	
Cfh	DZcfn\Y]a`ž`8Yi`hgW`U`bX
Ei`Y`Yb	<ul style="list-style-type: none"> • Vc"XY • k k k "cfhYbUi`!`^`i`fbU`"XY • fchUfmV`c[`XY"cf[

6Ygi`W`Yb`G]Y`i`bg`Ui`Z`bU[`!`V`k`"XY