

B]j Y`XY`U`Ufa U`fc`U. `t`cg`< cfbYhg
Ug]½h]Wc g`]bi bXUb`GWX`Ygk][!< c`ghY]b °

@cg`Uj]gdc bYg`Ug]½h]Wc g`gY`Ygh½b`YI hYbX]YbXc`Yb`<YggY`m
chfcg`YghUXcg`ZYXYfU`Yg" @cg`YI dYfhcg`UXj]YfhYb`gcVfY`c`g
dY`][fcg`dUfU`Ug`Wc`cb]Ug`XY`UVY`Ug`m`U`V]cXj] Yfg]XUX"



@ØVYW_ž`8Yi hgWX`UbX`!`@cg`< cfbYhg`Ug]½h]Wc g`Wc b]bÖUb
YI hYbX]ÅbXcgY`Yb`5`Ya` Ub]U`m`bc`gc`c`gY`UgY[i fU`Yb`U
Ud]W`hi fUž`g]bc`hUa`V]Åb`dUfU`c`g`Ua` UbhYg`XY`U`b`Uhi fU`YnU`9ghU
YgdYW]Y`]bj UgcfU`Zi`Y`j]ghU`dcf`Ö`h]a`U`j`Yn`Yb`GWX`Ygk][!< c`ghY]bž
Wc b`]bZcfa`Yg`XY`@ØVYW_`m`H]Y`Yb`Yb`Y`X]ghf]hc`XY`GWX`Ygk][!
: `YbgVi f["F U]bYf`6cfWX`YfX]b[`XYgXY`Y`6i bX`m`7UfghYb`Di`gWX`XY
BUVi`dfcdcfW]cbUb`]XYUg`j`U`]cgUg`gcVfY`Y`Wca`dcfhUa`]Ybhc`m`c`g
dY`][fcg`XY`YghU`YgdYW]Yž`ei`Y`Y`[Ufcb`U`9i`fcdU`Yb`&\$\$(
hfUbgdcfhUbXc`dfcXi`Wc`g`XYgXY`Y`gi`XYghY`Ug]½h]Wc`"OA`Yf`_i`fO
]bZcfa`U`ei`Y`c`g`< cfbYhg`Ug]½h]Wc`gž`W]YbhÉ]WUa`YbhY`Wc`bcW]Xcg
Wca`c`j`YgdU`j`Y`i`h]bU`ž`Yg`a`½`g`d`Yei`Y`I`c`ei`Y`gi`dUf]YbhY
Yi`fcdYcž`h]YbY`i`b`W`Yfcd`a`½`g`cgW`fc`m`b`chUV`Y`U`hfUj`Åg`XY`gi`g
d]Yg`Ua`Uf]`cg"

·@U`dfcdU[UW]i b`XY`cg`Uj]gdc bYg`Ug]½h]Wc`g`Ui a YbhU
f½d]XUa YbhY`"5XYa ½g`XY`GW`Ygk][!<c`ghY]bž`U`YgdYW]Y`mU`gY
di YXY`cVgYfj Uf`Yb`YghUXcg`ZYXYfU`Yg`Wc`a c`6UXYb!K ØfhY a VYf[ž
GUUf`UbXž`F` \]bY`UbX!DU`Uh]bUhYž` < YggY`m`B`c`fh` \ `F` \]bY!K YghZU`]Už
Wc`b`W]Ybhc`g`XY`Uj]ghUa]Ybhc`g`mU`gY` \ `Ub`]bZc`fa` UXC`Yb`Y` `bc`fh`Y`XY
F` \]bY!K YghZU`]U`" @U`Wf]g]g`W]a ½h]WU`hUa V]Āb`Wc`bhf]Vi mY`U`YghY
Ui a Ybhc`g]b`c`Vgh½W` `cg`"9ghc`g`Uj]gdc bYg`WUg]`bc`h]YbYb
YbYa][cg`bUhi fU`Yg`m`UhUWU`b`Wc`c`b]Ug`XY`UVY`Ugž`c`ei Y`di YXY
dfcj`cWUf`i`b`XU`i`c` [fUj`Y`Yb`U`Ud]W`hi fUž`Wc`a`c`ON8: QYbZUh]nĭ`"

·DY`][fcg`m`Wc`a`dc`fhUa]Ybhc`XY` `<c`fbYh
Ug]½h]Wc`

·HUb`U[fUXUV`Y`Wc`a`c`di YXYb`dUfYWf`f`cg`Uj]gdc bYg`Ug]½h]Wc`gž`cg
dY`][fcg`XY`gi`d`fYgYbW]U`bc`XYVYb`gi`VYgh]a`UfgY`" @cg`Uj]gdc bYg
Ug]½h]Wc`g`bc`gc`c`UhfUdUb`]bgYW`hc`g`m`UfU`i`Ugž`g]bc`hUa V]Āb`U`Ug
UVY`Ug`"GY[Öb`Ug`Yj`U`i`UW]cbYgž`U`U`hU`XYbg]XUX`XY`Yghc`g
Uj]gdc bYg`di`YXY`Wc`bXi`W]f`U`g`Yf]Ug`d`ĀfX]XUg`Yb`Ug`Wc`c`b]Ug`XY
UVY`Ugž`YgdYW]U`a`YbhY`U`Z]bYg`XY`c`hc`i`c`W`UbXc`WUdhi`fUfcb
 \ UghU`+) `UVY`Ug`d`c`f`X`Ē`"05; 9QYI`d`]WU`ei`Y`c`g`<c`fbYhg`Yb`j`i`Y`c
Ygh½b`YgdYfUbXc`i`bU`UW`W`U`d`UfU`Ug`UVY`Ugž`c`W`U`Yg`i`bU
Ua`YbUnU`g][b]Z]WU]j`U`d`UfU`cg`Ud]W`hc`fYg`"

·I`b`b]Xc`XY`Uj]gd`i`b`Ug]½h]Wc`mU`di`YXY`U`WUbnUf`i`b`X]½a`Yhfc`XY
(`\$`U`*`\$`W`a`m`U`a`Ybi`Xc`gY`a`i`Yj`Y` \ `UW]U`½fVc`Yg`a`½g`U`hc`g`Yb`cg
a`YgYg`XY`j`YfUbc`"7ca`dfYbXYf`gi`Zc`fa`U`XY`j`]XU`Yg`Wfi`W]U`d`UfU
`U`i`W`U`YI`]hc`gU`U`d`YgUf`XY`gi`hUa`U`i`c`ž`cg`Uj]gc`cg`Ug]½h]Wc`g`bc
gcb`U[fYg]j`cg`g]Ya`dfY`ei`Y`bc`gY`UW`fei`Y`U`gi`b]Xc`"Gi`j`YbYbc
Yg`a`Ybcg`dY`][fcg`c`ei`Y`Y`XY`i`bU`UVY`Už`d`Yfc`di`YXY`WU`i`gUf
fYUW]cbYg`U`Āf[]WUgž`Wc`a`c`Yg`Y`WUgc`Wc`b`Y`Uj]gd`i`b`Xca`Āgh]Wc`"

·~ E`i`Ā` \ `UW`f`Yb`WUgc`XY`Uj]ghUa]Ybhc`3`

·I`b`Yffc`f`Wc`a`Öb`Yg`ei`Y`cg`Uj]ghUa]Ybhc`g`gY`]bZc`fa`Ub
]bWc`ffY`WUa`YbhY`Wc`a`c`Uj]gdc bYg`Ug]½h]Wc`g`/A`i`W`cg`XY`Yghc`g
]bZc`fa`Yg`fYgi`hUb`gYf`YgdYW]Yg`Xca`Āgh]WUg`"G]b`Ya`VUf[c`ž`d`UfU
[UfUb]nUfž`cg`b]Xc`g`XYVYb`]bZc`fa`UfgY`U`Ug`Ui`hc`f]XUXYg`XY

WcbgYfj UWj b'XY`U`bUhi fU`YnU`]bZYf]cf`Wcb`Zchcg`"GY`UXj]YfhY`Wcb
 i f[YbW]U`U`UXj YfhYbW]U`WcbhfU`W`U`ei]Yf`Ui hcYI dYf]a Ybhc`Yb`U
 Y`]a]bUWj b'XY`cg`b]Xcgz`dcfei Y`XYVYb`hfUhfYg
 dfcZYg]cbU`a YbhY`"Q8: Q5`a]ga c`h]Ya dc`gY`fYWca]YbXU`XY`Uf
 `cg`b]Xcg`YI]ghYbhYg`Yb`dUn`UbhYg`XY`gi`fYa`cWj b`dfcZYg]cbU`
 dUfU`bc`dfcj`cWUf`cg`Ub]a U`Yg`]bbYW`gUf]Ua YbhY`"

`@U`I`9`mU`]b]Wj`a`YX]XUg`dUfU`Wca`VUh]f`U`cg`Uj`]gUbcg`Ug]`h]Wcg
 Yb`&\$%,`"GY`Ud`]WU`U`Ua`YbUnU`XY`bi`YghfU`V]cX]j`Yfg]XUX`"7UXU
 j`Yn`a`%g`h]dcb]bj`Ug]j`cg`dcbYb`Yb`dY`][`fc`U`ZUi`bU`Xca`Ågh]WU`m`i`U
 ZcfUz`m`Y`<`cfbYh`Ug]`h]Wc`XY`b]b[`i`bU`a`UbYfU`Yg`Y`Öb]Wc`"Q8: Q
 @cg`XYgU`Zcg`gcb`X]j`Yfgcgz`dYfc`UXYa`%g`XY`Ug`dfYcW`dUW]cbYg
 gcVfY`Ug`UVY`UgzhUa`V]Åb`U`m`YbZcei`Yg`dcb]h]j`cg.`cg`Ud]W`hcfYg
 di`YXYb`dfchY[`Yf`gi`g`dU`cg`U`hfUj`Åg`XY`dYei`YÍ`Ug`VUffUg
 XYU`hUXUg`"

`@U`dfcdU[`UWj`b`UX]W]cbU`XY`cg`<`cfbYhg`Ug]`h]Wcg`migi`g`dY`][`fcg
 g][`i`Y`g]YbXc`i`b`hYa`U`XY`[`fUb`]bhYfÅg.`XYgXY`U`i`W`U`UghU`U
 dfchYW]Wj`b'XY`U`Ud]W`hi`fU`UghU`cg`YZYWhcg`Yb`bi`Yghfcg
 YWcg]ghYa`Ug.`U`m`a`i`W`c`ei`Y`X]gW`h]f`Uei`É`G]`XYgW`VfYg`i`b
 <`cfbYh`Ug]`h]Wc`ža`]fU`Yb`dUn`Y`]bZcfa`U`U`Ug`%fYUg`fYgdcbgUV`Yg
 dUfU`dfchY[`Yf`U`bUhi`fU`YnU`m`ibi`Yghfc`Ybhc`fbc`"

8YhU]`g	
Cfh	@VYW_z'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "nXZ\Yi hY"XY • k k k "U[Yg"Uh

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