

A U[]Y`XYf`F cgY `VY[Y]ghYfh`]a `6UX
?]gg]b[Yf`F cgYb[UfhYb. `B Yi YfV`]W_ `Ui Z
DfUW h°

9bhXYW_Yb`G]Y`X]Y`bYi Y`6YUa Yf!G\ck ` A U[]Y`XYf`F cgY
i bX`XYb`A i `h]a`YX]U!6fi bbYb`]a `F cgYb[UfhYbž`6UX
?]gg]b[Yb` `Y]b`i bj Yf[Ygg`]WYg`9f`YVb]g`UV`&+''đ b]`&\$&)



Hci f]gh! ðZcfa Uh]cb`5f_UXYbVUi ž? i f[UfhYbž`- +* , `6UX
?]gg]b[Ybž`8Yi hgW`UbX`!`a`k i bXYfgW`ObYb`6UX`?]gg]b[Yb
gcf[h`Y]bY`bYi Y`6YUa Yf!G\ck `]a `VYY]bXfi W_YbXYb`F cgYb[UfhYb
Z0f`5i ZgY\Yb`"A]h`XYa`H]hY` A U[]Y`XYf`F cgY `hf]h`g]Y`bi b`Ub`X]Y
GhY`Y`XYf`V]g\Yf][Yb`G\ck ` F cgY `i bX`j Yfk UbXY`h`XYb
? i f[UfhYb`]b`Y]b`ZUfVYbZfc\Yg`GWUi gd]Y`"8]YgY`Z`g]cb]YfhY
8UfV]Yhi b[`Ui g`ZUbhUg]Yj c`Yb`6`XYfbž`Yi W`hYbXYb` : UfVYb`i bX
gh]a a i b[gj c`Ya`A i g]_a UW`h`XUg`9f`YVb]g`i bj Yf[Ygg`]W`i bX
`Àggh`X]Y`Ni gWUi Yf`]b`X]Y`[Y\Y]a b]gj c`Y`K Y`h`XYf`F cgYb
Y]bhUi WYb`"6UX`?]gg]b[Yb`VYf]W`hYhž`XUgg`X]Y`G\ck`XUfUi Z
UVn]Y`hž`X]Y`G]bbY`Ubni gdfYWYb`i bX`[`Y]W`nY]h][`DcYg]Yž?`Ub[

i bX j]gi Y`Y`9ZZY_hY`Y]bXfi W_gj c``ni `ca V]b]YfYb"

8]Y`J c fghY`i b[Yb`Z]bXYb`bUW`9]bVfi W`XYf`8 i b_Y`Y]h`ghUhh`i bX
g]bX`dYfZY_h`Ui Z`XYb`bUhØf`]W`Yb`F`m`h`a i g`XYg
GcbbYbi bhYf[Ub[g`UV[Ygh]a a h`8Yf`VYghY`D`Uhnž`i a`X]YgYg
GdY_hU_Y`ni`[Yb]Y»Ybž`VYZ]bXYh`g]W`Ui Z`XYf`@`Xk`][ghfU»Yž]b
<Ø`Y`XYg`F`Y[YbhYbVUi`g`J`YfUbghU`hYh`k`]fX`X]YgYg`VYgcbXYfY
9j`Ybhj`cb`XYf`6UmYf`GhUUhgVUX`6UX`?`]gg]b[Yb`;`a`V<ž`X]Y`]a
@`]hdc`XdUf`_`fYg]X]Yfh"

A i `h]a YX]U!6fi bbYb`U`g`k`Y]hYfY`5 hhfU_h]cb

8cW`XUg`]gh`b]W`h`X]Y`Y]bn][Y`BYi`Y]h`]a`F`cgYb[UfhYb``9]b`bYi`Yf
A i `h]a YX]U!6fi bbYbž`XYf`hÅ[`]W`j`cb`5df]`V]g`9bXY`C`_hcVYf
6Yhf]YV`U`hž`gc f[h`ZØf`ni`gÅh`]W`Y`i`bhYf`U`hi`b[``HÅ[`]W`_`ÖbbYb
X]Y`6Ygi`W`Yf`Y]Yf`a`i`g]_U`]gW`Y`K`UggYfW`cfYc[fUZ]Yb`Yf`VYbž
VY]`XYbYb`K`UggYfZcbhÅbYb`a`]hj`YfgW`]YXYbYb`A`i`g]_ghØW`Yb
gmbW`fcb`hUbnyb``Ni`XYb`VY`]YVhYb`K`Yf`Ybž`X]Y`X]Y`;`ÅghY
YfZfYi`Ybž[Y`ØfYb`i`bhYf`UbXYfYa`XYf`<]h`8cb`h`ghcd`VY`]Yj`]b
j`cb`æ`i`fbYmi`bX`X]Y`nY]h`cgY`A`cbXgW`Y]bgcbUhY`j`cb
6YYh`cj`Yb``6UX`?`]gg]b[Yb`Yf[Åb`nhž`XUgg`X]Y`K`UggYf!
K`i`bXYfk`Yf`Y`hÅ[`]W`i`a`-`ž`%&ž`%)`ž`%,`i`bX`]a`Gca`a`Yf
ni`gÅh`]W`i`a`&%`i`f`ni`VYghUi`bYb`g]bX"

9]bYg`XYf`VY`]YVhYghYb`;`chca`chj`Y`]gh`X]Y`Yi`W`hYbXY
: ÅW`YfZcbhÅbYž`X]Y`]b`XYb`Gca`a`Yfa`cbUhYb`UVYbXg`]b`Vi`bhYb
: UfVYb`YfghfU`h`i`bX`VYfY]hg`UV`+`.\$`i`f`g]W`hVUf`]gh``8]Y
?ca`V]bUh]cb`Ui`g`A`i`g]_ž`hUbnybXYb`K`UggYfZcbhÅbYb`i`bX
gh]a`a`i`b[gj`c`Ya`@]W`h`gW`UZZh`Y]bY`Y]bn][Ufh][Y`5ha`cgd`ÅfYž`X]Y
gck`c`9]b`Y]a`]gW`Y`U`g`Ui`W`Hci`f]ghYb`Ubny`Y`h"

HYW`b]gW`Y`9I`dYfh]gY`Ui`g`XYf`F`Y[]cb

: Øf`X]Y`VY]bXfi W`YbXYb`A`i`h]a YX]U!6ghU`Uh]cbYb`i`bX
J`YfUbghU`hi`b[Yb`nY]W`bYh`X]Y`;`UW`d`Ubi`b[j`cb`WfYU`]bY
j`YfUbhk`cfh`]W``8]Y`9I`dYfhYb`_Øa`a`Yfb`g]W`i`a`U`Ygž`j`cb`XYf
ÆYYbZ]bXi`b[ØVYf`X]Y`D`Ubi`b[V]g`ni`f`i`a`gYhni`b[gc`W`Yf
gdY_hU`i`ÅfYb`i`bXYfghUhYa`Ybh!9j`Ybhg``ÅfY`8]Ybgh`Y]ghi`b[

i a ZUgghib]W\h'bi f'X]Y`8i fW\ZØ\fi b['j cb`J YfUbgghU`hi b[Ybž
 gcbXYfb`Ui W`X]Y`6YfY]hghY``i b['j cb`5i X]chYW\ b]_`i bX`a cV]`Yf
 5i gfØghi b[`ZØf` : Y]Yfb`U``Yf`5fh`6Y] : fU[Yb`cXYf`ni f`?`Àfi b['j cb
 8YhU]`g`ghY\Yb`g]Y`XYb` ðhYfYgg]YfhYb`ni f`J YfZØ[i b["

A]h`XYf`bYi Yb`6YUa Yf!G\ck`i bX`XYb`ZUbhUgh]gW\Yb
 K UggYfW\cYc[fUZ]Yb`]a`FcgYb[UfhYb`\Uh`6UX`?]gg]b[Yb`Y]ba U`
 a Y\`f`VYk]YgYbž`XUgg`Yg`g]W\`c`\bhž`X]YgY`W\Ufa UbhY`GhUXh`ni
 VYgi W\Yb" K c`Y]bY`gc`W\Y`J]Y`ZU`h`Ub`9]bXfØW`Yb
 Ui ZY]bUbXYfhfYZZYbž`XU`V`Y]Vh`_Y]b`5i [Y`hfcW`Yb`i bX`_Y]b`<Yfn
 i bVYfØ\fh°

8YhU]`g	
C fh	Hci f]ghl ðZcfa Uh]cb`5f`_UXYbVUi ž`?i f[UfhYbž - + * , , `6UX`?]gg]b[Ybž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VUX_]gg]b[Yb"XY • k k k "VUX!_]gg]b[Yb"XY • WfYU`]bY"bYh

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