

5 W hi b [ž; YZU \ f ° 9]W Y b d f c n Y g g] c b g g d] b b Y f ' V f Y] h Y h ' g] W X '] b 6 U a V Y f [' U i g °

6 U a V Y f [' k U f b h j c f ' 9] W Y b d f c n Y g g] c b g g d] b b Y f . ' 6 f Y b b \ U U f Y
[Y Z \ f X Y b ' ; Y g i b X \ Y] h ' G W X ' X Y f '] b ' V Y h f c Z Y b Y b ' 6 Y f Y] W X Y b
Y f _ ' Ä f h "



6 U a V Y f [ž ' 8 Y i h g W X ' U b X ' ! ' ð ' 6 U a V Y f [ž ' C V Y f Z f U b _ Y b ž ' a U W X h ' X Y f
9] W Y b d f c n Y g g] c b g g d] b b Y f ' X Y f n Y] h j c b ' g] W X ' f Y X Y b " ' 8] Y
G h U X h j Y f k U ' h i b [' \ U h ' Y] b X f] b ['] W X ' j c f ' X Y b ' F U i d Y b [' Y k U f b h ž ' X] Y
g] W X '] b ' X Y b ' ' Y h h Y b ' K c W X Y b ' j Y f g h Ä f _ h '] b ' X Y f ' Ÿ i » Y f Y b ' B Ø f b V Y f [Y f
G h f U » Y ' i b X ' f i b X ' i a ' X Y b ' G d] Y ' d ' U h n ' U b ' X Y f ' ; f Y] Z Y b V Y f [g h f U » Y
U i g V f Y] h Y b " ' K U f b g W X ' X Y f ' g] b X ' V Y f Y] h g ' U b [Y V f U W X h ' k c f X Y b ž ' i a
X] Y ' 6 Ø f [Y f .] b b Y b ' U i Z X] Y ' ; Y Z U \ f ' U i Z a Y f _ g U a ' n i ' a U W X Y b ž ' X] Y ' j c b
X] Y g Y b ' H] Y f Y b ' U i g [Y \ h ž ' k] Y ' A Y f _ i f ' V Y f] W X h Y h "

8 Y f ' 9] W Y b d f c n Y g g] c b g g d] b b Y f '] g h ' Y] b ' \ Y] a] g W X Y f ' G W X a Y h h Y f '] b [ž
X Y g g Y b ' F U i d Y b ' j c f ' U ' ' Y a ' 9] W X Y b V Ä i a Y ' V Y Z U ' ' Y b " ' 5 V ' X Y a ' X f] h h Y b

@Ufj YbghUX]i a `V]XYb`X]YgY`H]YfY`6fYbb\UUFYž`X]Y`XUg`BYggY`[]Zh
H\Ui a YhcdcY]b`Ybh`U`hYb"?"cbhU_h`a`]h`XYb`6fYbb\`ÄfW`Yb`_Ubb
[Ygi bX\Y]h`]W`Y`DfcV`Ya` Y`j`Yfi fgUW`Ybž`X]Y`j`cb`ž`W`fY]n`ØVYf
<Ui hYbhnØbXi b[Yb`V]g`\]b`ni`5hYa` VYgW`k`YfXYb`fY]W`Yb
_ÖbbYb"5i W`H]YfY`g]bX`VYhfcZYbž`k`Yg\U`V`Y]b`gcf[Z`Ä`h][Yf
I a [Ub[`a`]h`XYb`F`Ui`dYb`i`bX`]`fYb`BYghYf`i`bVYX]b[h`Ub[YfUhYb
]gh`Gc`gc`h`Y`a` Ub`g]Y`Ui`Z`_Y]bYb`i`U`V`YfØ`fYb`i`bX`bUW`Y`Y]bYa
?cbhU_h`i`bVYX]b[h`gcZcfh`Xi`gW`Ybž`i`a` `X]Y`6fYbb\UUFY`j`cb`XYf
<Ui`h`ni`Y`bhZYfbYbž`k`]Y`Yg`Ui`W`Gd]Y[Y`Yf`_`Äfh"

; Ygi bX\Y]h`]W`Y`F`]g]_Yb

8]Y`Gma`dhca`Y`_ÖbbYb`ni`XYa`U`Yf[]gW`Y`F`YU_h]cbYb`Ui`g`ÖgYbž
k`Y`W`Y`g]W`]b`5hYa`k`Y[gfY]ni`b[Yb`cXYf`gc[Uf`5i [YbfY]ni`b[Yb
Äi »Yfb`_ÖbbYb"GY`hYb`g]bX`Ui`W`i`]YVYf`i`bX`?fY]g`Ui`ZfYU_h]cbYb
ni`VYcVUW`hYb"8Ug`I`a`k`Y`hVi`bXYgUa`h`\Uh`VYfY]hg`Ui`Z`X]Y
; YZU`fYb`\]b[Yk`]YgYb`i`bX`_`UfY`9a`dZY`\`i`b[Yb`Ui`g[YgdfcW`Yb"
6Y]`<Ui`h`cXYf`5hYa`k`Y[gdfcV`Ya`Yb`gc`h`Y`i`a`[Y\YbX`Y]b`5fnh
Ui`Z[Ygi`W`h`k`YfXYb"6YhfcZYbY`?`Y]Xi`b[`gc`h`Y`VY]`a`]bXYghYbg
*`\$`; fUX`[Yk`UgW`Yb`k`YfXYbž`i`a`U`Y`F`ØW`gh`ÄbXY`ni`Y`bhZYfbYbž
gc`X]Y`bZcfa`Uh]cb`Ui`g`XYf`K`YVgY]hY`XYg
I`a`k`Y`hVi`bXYgUa`hYg"

Ni`f`6Y`_Äa`dZi`b[`XYg`9]W`YbdfcnYgg]cbggd]bbYfg`gYhnh`X]Y`GhUXh
6Ua`VYf[`U_h]j`Y`A`U»`bU`a`Yb`Y]b"i`bhYf`UbXYfYa`_`ca`a`Yb
5gVYghgUi`[Yf`ni`a`9]bgUhmž`i`a`X]Y`BYghYf`g]W`Yf`ni`VYgY]h][Yb"
5i`W`V]c`c`[]gW`U`VVUi`VUFYf`?`YVYf`k`]fX`j`Yfk`YbXYhž`i`a`XYb
6YZU`Y]bni`XÄa`a`Yb"8]Y`8Ui`Yf`XYf`GdYffi`b[Yb`Ub`XYb
VYhfcZYbYb`C`fhYb`]gh`YXcW`bcW`cZYb`XUg`\Äb[h[Ub`n`j`ca
5i`ga`U»`XYg`6YZU`g`i`bX`XYb`K`]hYfi`b[gVYX]b[i`b[Yb`UV"

DfÄj Ybh]cb`i`bX`6Y`_Äa`dZi`b[

I`a`XYb`9]W`YbdfcnYgg]cbggd]bbYf`]b`XYb`i`f]Z]ni`VY`_ca`a`Ybž`]gh
Yg`k`]W`h][ž`XUgg]b`ghUf`_`VYhfcZYbYb`i`YV]YhYb`K`UfbgW`]XYf`i`bX
5VgdYffi`b[Yb`Ub[YVfUW`h`k`YfXYb"9g`k`]fX`Ya`dZc`\`Ybž`g]W`j`cb
XYb`BYghYf`ZYfbni`\`UhYb`i`bX`X]Y`6Y`_Äa`dZi`b[ga`U»`bU`a`Yb
gcf[Z`Ä`h][`bUW`XYb`9a`dZY`\`i`b[Yb`XYf`i`UW`Y`i`hY`Xi`fW`ni`ZØ`fYb"

8 UVY]`gc`Yb`]bgVYgcbXYfY`Ui W`i a k Y`hZfYi bX`]WXY`DfcXi _hY`i bX
 A Yh\cXYb`Y]b[YgYhnh`k YfXYbži a `X]Y`[Ygi bX\Y]h`]WXYb`F]g]_Yb
 ZØf`A YbgW`i bX`H]Yf`ni `a]b]a]YfYb"; YbYfY`gc`hY`VY]
 gW`k UW`Ya `6YZU`Ui Z`W`Ya]gW`Y`ϕgY`_h]n]XY`j Yfn]W`hY`h`k YfXYb`
 Gc`hY`Y]bY`dfcZYgg]cbY`Y`GW`ÅX`]b[gVY`_Åa dZ`b[`b`Øh][`gY]bži]gh
 g]W`Yfni ghY`YbžiXUgg`X]Y`[YgYh`n]W`XYb`6Ygh]a a i b[Yb`VYUW`hY`h
 k YfXYbži a `BYVYbk]f_i b[Yb`Ui ZX]Y`i a k Y`hini `j Yfa`Y]XYb`"

I a `XYb`9]W`XYb`ni `gW`UXYbži]gh`Yg`k]W`h][ž`XUgg`g]Y`b]W`h
 ØVYfa`Å»][`Xi fW`k]YXYf\c`hY`F`Ui dYbUb[f]ZY`[YgW`k`ÅW`h
 k YfXYb`"ϕ`XYf`BUhi`f`[]Vh`Yg`UVYf`Ui W`dcg]h]j`Y`9ZY`_hY`. `9]b
 ?U`\ZfU»`_Ubb`Ui Z`bYi`Yf`]W`XYb`5i`ghf]YV`XYf`9]W`XYb`\]bk`Y]gYb`"
 8U`Yf`a`ØggYb`dfÅj`Ybh]j`Y`A`U»`bU`a`Yb`[i`h`Xi`fW`XUW`h`gY]bži`a
 X]Y`K`U`X`Ø`_cgmg]hYa`Y`b]W`hini`[YZÅ`fXYb`"

A]h`X]YgYf`Y]bXf]b[`]W`XYb`K`Ufbi`b[`gc`hY`Y`XYf`]a`i`a`[Ub[`a`]h
 XYf`BUhi`f`Y]b`[i`hYg`<`ÅbXW`XYb`\UVYb`i`bX`Yb`hgdYfW`XYb`XY
 J`c`fg]W`h`k`U`hYb`U`ggYbži`a`X]Y`Y][YbY`;`Ygi`bX\Y]h`b]W`hini
 [YZÅ`fXYb`"

8YhU]`g	
Cfh	6Ua VYf[ž8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "gd]Y[Y`"XY • k k k "i a k Y`hVi bXYgUa h"XY

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