

6UmYfb ' _i fn'j cf'Ghfca gWk Ufn'Ui Wk 'a]h Vcca YbXYa 'Gc`UfUi gVUi °

6UmYfb`Yf`YVh`Y]bYb`D\chcj c`hU]_Ui gVUi ž`XYf`XUg`Ghfca bYhn
[YZÄ`fXYh"8]g_i gg]cbYb`ØVYf`bchk YbX][Y`A U» bU`a Yb`ni f
BYhngHUV]`]hÄ`hg]bX`]a ; Ub[Y"



6UmYfb ž`8 Yi hgWk `UbX`!`†`6UmYfb`[Y`h`Yg`XYfnY]h`cWk `Yf`]b
XYf`D\chcj c`hU]_!GnYbY"9]b`k U`fYf`6cca `XYf`Gc`UfUb`U[Yb`Äggh
X]Y`NU`XYf`]bghU`YfhYb` ; YfÄ`hY`fUgUb`h`UbghY][Yb"8 cWk`XUg`\Uh
gY]bY`HØW`Yb.`8]Y`BYhVYhfY]VYf`_ca a Yb`a]h`XYa `bchk YbX][Yb
5i gVUi `XYf`Ghfca bYhnY`b]Wk`h`\]bhYf`Yf"8]Y`c`[Y3`l a `Y]bYb
Ni gUa a YbVfi Wk`XYg`Ghfca bYhnYg`ni`j Yf`]bXYfb ž`Xfc`Yb
Xf]b[YbX`VYbØh][hY`Ghfca UVgWk`U`hi b[Yb"8 Ug`VYf]Wk`hYb`X]Y
?c`Y[Yb`j cb`XYf`5i [gVi f[Yf`5`[Ya Y]bYb"

A Uhh`]Ug`N]a a Yfa Ubb ž`FYXU`_hYi f`ZØf`Dc`]h`_i bX`K]fhgWk`UZž
\YVh`X]Y`8]g_i gg]cb`fi bX`i a `X]Y`Ub[gUa Yb`c fhgWk`f]hY`VY]a
BYh!`i bX`GdY]Wk`Yf!5i gVUi `Yf] cf"6YgcbXYfg`Ui ZÄ`][.8]Y
_Y]bYb`D\chcj c`hU]_Ub`U[Yb`]b`8Yi hgWk`UbX`hfU[Yb`a U» [YV`]Wk

ni f'?'`ja UZFyi bX`jWk_Y]h'vY]ž`jYzYfb`YXcWk`Ui Wk`ja a Yf'k]YXYf
Ghfca ØVYfgWkØggY""8]Y`BYhnVYhfY]VYf'ghY\Yb`j cf`XYf
<YfUi gZcfXYfi b[ž`XUgg`ZØf`XYb`HfUbgdcfh`XYg', VYfgWki ggghfca g
cZh`X]Y`?UdUn]h`h`Zy\`hž`k]Y`X]Y`hUn`ZYghghY`h"

8]Y`NU\`Yb`gd fYWk Yb`ZØf`g]Wk

æ`'U\`f`&\$&(`k i fXYb`]b`8Yi hgWk`UbX`a Y\`f`D\`chc`j c`hU]_Ub`U[Yb
ni [YVUi h`U`g`Y`ni j cfž`a]h`Y]bYf'; YgUa h`Y]ghi b[`j cb`ØVYf`%\$\$
;][Uk Uhh`8Uj cb`YbhZU`Yb`*`';][Uk Uhh`Ui ZghYi YfVUfY
; fc» Ub`U[Yb`i bX`' +`;][Uk Uhh`Ui Z`_Y]bYfYž`X]Y`b]Wk`h`ghYi YfVUf
g]bX`"<]Yf`Yf[]Vh`g]Wk`Y]b`[fc» Yg`DfcV`Ya .`8]YgY`?`Y]bUb`U[Yb
gdY]gYb`XYfnY]h`V]g`ni `&&;][Uk Uhh`i b`_cb`hfc``]Yf`h`]bg`BYhn`Y]b`
; `Y]Wk`nY]h[``]Y[h`XYf`a]h`h`[``]Wk`Y`Ghfca j YfVfUi Wk`'\`h`i Z[`VY]
a]bXYghYbg`(\$`V]g`(`&`;][Uk Uhh`

- æ`ghU``]Yf`h`Y`DJ!5b`U[Yb.`%\$\$';][Uk Uhh
- &\$&(`ni [YVUi h`%+`;][Uk Uhh
- GhYi YfVUfY'; fc» Ub`U[Yb.`*`';][Uk Uhh
- B]Wk`h`ghYi YfVUfY`?`Y]bUb`U[Yb.`' +`;][Uk Uhh
- A Ui]a U`YffY]Wk`h`Y`5b`U[Yb`Y]ghi b[.`*`\$i
- ?`Y]bUb`U[Yb`]a`BYhn.`V]g`ni `&&;][Uk Uhh
- A]h`h`[``]Wk`Yf`Ghfca j YfVfUi Wk.`(`\$`V]g`(`&`;][Uk Uhh

: Øf`X]Y`BYhnVYhfY]VYf`k]fX`Yg`ni bY\`a YbX`_ca`d`n]Yf`h`Yfž
, VYf`Ughi b[Yb`ni `j Yfa`Y]XYb`"5_hi`Y``k`YfXYb`[fc»Y`DJ!5b`U[Yb
UV[YfY[Y`hž`i a`9b[d`h`ggY`]a`J`Yf`h`Y]`bYhn`ni`VY\`YVYb`"8]Y
G]hi`Uh]cb`\`Uh`Ui`Wk`d`c`h]g]Wk`Yg'; Yk]Wk`h`Yf`Ub[h`9]b`bYi`Yf
; YgYhnYgYb`hk`i`fZ`ni`f`Y`bXYfi`b[`XYg`9bYf[]Yk`]f`hgWk`U`Zhg`f`Y`Wk`hg
k`i`fXY`j`cb`GD8`i`bX`; fØb`Yb`j`cf[Y`Y[h`i`bX`_Øb`bhY`[fi`bX`Y[YbXY
Y`bXYfi`b[Yb`Vf]b[Yb`"@Ui`h`hUn`gc``X]Y`GhYi`YfVUf`_Y]h`j`cb`DJ!
5b`U[Yb`UV`'+`?`]`ck`Uhh`]b`XYf`Ni`_i`bZh`Y]bYb`k`]Wk`h[Yb`GWk`f]h`h
XUfghY`Yb`"

8]Y`Ni`_i`bZh`XYf`9bYf[]Yj`Yfgcf[i`b[

8cWk`b]Wk`h`bi`f`VY]`XYb`BYhnZfU[Yb`[]Vh`Yg`<ØfXYb`"æ`'<]bV`]W_
Ui`Z`X]Y`K`]f`hgWk`U`Zh`]Wk`_Y]h`a`ØggYb`6YhfY]VYf`_Y]bYfYf`5b`U[Yb

Ui ZdUggYb. '8]Y`GhfY]Wli b[`XYf`99; !: ÒfXYfi b[`VY]`bY[Uh]j Yb
 DfY]gYb`_ÒbbhY`]\fY`; YgWÀZhY`[YZÀ\FXYb"5_hi Y``k]fX`X]g_i h]Yfhž
 Y]bYb`?ca dYbgUh]cbga YWU]b]ga i g`Y]bni ZØ\FYbž`XYf`X]Y
 J Yf[Øhi b[`VY]`bY[Uh]j Yb`DfY]gghi bXYb`j Yf`Àb[Yfh"

8]Y` : fU[Y`V`Y]Vhž`k]Y`X]Y`Ni _i bZh`XYf`9bYf[]Yj Yfgcf[i b[`]b
 6UmYfb`Ui ggY\Yb`k]fX" : Ygh`ghY`hž`XUgg`X]Y`9fbYi YfVUfYb
 9bYf[]Yb`]a a Yf`k]W]h][Yf`k YfXYb" `a `]U\F`&\$&&`a UW`hYb`g]Y
 VYfY]hg`%+ž(`Dfc`nYbh`XYg`K`Àfa Y!`i bX`?`À`hYbYf[]YVYXUfZg`]b
 8Yi hgW`UbX`Ui g"8]Y` ; fUZ]_Yb`XYg`Dfc`^Y`hg` : cfi a
GmbYf[]Yk YbXY`nY][Ybž`XUgg`6]cYbYf[]Y`XYb`[fØ» hYb`6Y]hfU[
 ni f`YfbYi YfVUfYb`K`Àfa Yj Yfgcf[i b[``Y]ghYhi bX`XUVY]
 j YfgW`]YXYbY` : cfa Yb`k]Y`ZYghYž`[UgZØfa] [Y`i bX`ZØgg][Y
 6]ca UggY`gck]Y`Gc`Ufh\Yfa]Y`i bX` ; Ych\Yfa]Y`i a ZUggh"

8]Y`VUmYf]gW`Yb`6Øf[Yf.]bbYb`XØfZYb`[YgdUbbh`gY]bž`k]Y`g]W
 X]YgYf`9bYf[]Ya Uf`_h`k Y]hYfYbhk]W`Y`b`k]fX`i bX`cV`X]Y
 <YfUi gZcfXYfi b[Ybž`X]Y`Xi fW`X`Yb`5i gVUi `XYf`D\`chc]c`hU]_!
 5b`U[Yb`YbhghY`Ybž`[Ya Y]ghYfh`k YfXYb`_ÒbbYb"

8YhU]`g	
C fh	6UmYfbž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "Ui [gVi f[Yf!U``[Ya Y]bY"XY • hUn"XY • k k k "i bYbX`]W!j]Y`!YbYf[]Y"XY

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