

GWk YfY`J Yf`Yhni b[Yb`VY]a`5bbUZYgh.
5b\Àb[Yf`ØVYffc`h`9\YdUUf`]b
: cfW\Y]a

GWk YfYf`I bZU`VY]a`5bbUZYgh]b`: cfW\Y]a`9]b
J Yf_Ui ZgUb\Àb[Yf`j Yf`Yhnh`Y]b`À`hYfYg`9\YdUUf`gWk Yf`
F Yhni b[g_fÀZhY`]a`9]bgUhn"



: cfW\Y]a ž`8Yi hgW`UbX`!`9]b`gWk YfYf`I bZU`ØVYfgW UhhYh
X]Y`J cfVYfY]hi b[Yb`ni a`VY`YVhYb`5bbUZYgh]b`: cfW\Y]a`5a
%&"'ž`]'&\$&) ž`[Y[Yb`%, .&\$`I` \fž`[Yf]Yh`Y]b`J Yf_Ui ZgUb\Àb[Yf
k`À`fYbX`XYg`5i ZVUi`g`Ui » Yf`?cbhfc`Y`i bX`fc`hY`Y]bY`ghY`Y
GhfU» Y`cVYf\U`V`XYg`: Ygh[Y`ÀbXYg`\]bi bhYf`<]YfVY]`k`i fXYb`Y]b
, &!`À`f][Yf`A`Ubb`i bX`gY]bY`+)!`À`f][Y`: fUi`gWk Yf`j Yf`Yhnh`i bX
nk`]gWYb`XYa`5b\Àb[Yf`i bX`Y]bYa`bU\Y[Y`Y[YbYb`GWk`X
Y]b[Y`_Ya`a`hž`k`]Y`XUg`6UmfYi`h\Yf`HU[V`Uhh`VYf]W`hYh"

8Yf`J Yf_Ui ZgUb\Àb[Yf`k`c[`Yhk`U`%ž)`HcbbYb`i bX`fc`hY
gW`Àhni b[gk`Y]gY`(\$`A`YhYfž`VYj`cf`Yf`ni`a`Gh]`ghUbX`_Ua`8`Ub`_

XYf'gW\ bY`Yb`F YU_h]cb`j`cb`9fgh\Y`ZYfb`_cbbhY`XUg`DUUf`bcW\`j`cf`
XYa`'9]bhfYZZYb`XYf`:`Yi`Yfk`Y\`f`VYZfY]hi`bX`i`a`[`Y\`YbX`]b`
i`a``]Y[`YbXY`?`fUb`_Yb\`Åi`gYf`[`YVfUW`h`k`YfXYb`" `ϕg[`YgUa`h`k`UfYb`
fi`bX`+`\$`'9]bgUhn_f`ÅZhY`j`cb`:`Yi`Yfk`Y\`f`ž`F`Y`hi`b`[`gX]Ybghž`Dc`]nY]ž`
H<K`i`bX`B`chZU`g`YY`gcf[`Y`j`cf`C`fhž`i`a`X]Y`J`Yf`Y`hnhY`b`ni`
VYhfYi`Yb`i`bX`X]Y`G]hi`Uh]cb`ni`VYk`Å`h][`Yb`"

9a`ch]cbU`Y`I`bhYfghØhni`b`[`ZØf`X]Y` 9]bgUhn_f`ÅZhY`

8]Y`VYhfcZZYbYb`9]bgUhn_f`ÅZhY`gck`]Y`XYf`:`U\`fYf`XYg`
J`Yf`_Ui`Zgk`U[`Ybg`Yf\`]Y`hYb`g`YY`gcf[`Yf]gW\Y`6YhfYi`i`b`[`ž`i`a`i`a`]h`
XYb`hfUi`a`Uh]gW\Yb`9f`YVb]ggYb`XYg`i`bZU`g`i`a`ni`[`Y\`Yb`"
5b[`Yg]W\hg`XYf`GW`k`YfY`XYg`J`cfZU`g`V`Y]Vhi`b`_Ufž`cV`i`bX`
]bk`]YZYfb`X]YgYf`XYb`5V`Ui`Z`XYg`[`Yd`UbhYb`5bbUZ`Yghg`
VYY]bZi`ggYb`k`]fX`"5i`»`YfXYa`V`Y]Vh`X]Y`VYhfcZZYbY`GhfU»`Y`V]g`Ui`Z`
K`Y]hYfYg`[`YgdYffh`"

8]Y`HfU[`_]`XYg`i`bZU`g`k`]fZh`Ui`W`@]W`h`Ui`ZU`[`Ya`Y]bY`
G]W\Yf\Y]hgj`cf`_Y\`fi`b`[`Yb`VY]`J`YfUbghU`hi`b`[`Yb`"8]Y`8;`I`J`
ϕZcfa`Uh]cb`&%`!`%\$ž`X]Y`i`a`ZUggYbXY`ϕZcfa`Uh]cbYb`ni`f`
G]W\Yf\Y]h`VY]`J`YfUbghU`hi`b`[`Yb`V]YhYhž`_ØbbhY`XYa`
Cf[`Ub]gUh]cbghYUa`k`Yfhj`c`Y`<]bk`Y]gY`[`YVYb`"8]YgY`F`]W`h`]b]Yb`
g]bX`YggYbn]Y`ž`i`a`XUg`F`g]_c`j`cb`i`bZ`Å`Yb`ni`i`a`]b]a`]YfYb`i`bX`
Y]bY`g]W\YfY`8i`fW`ZØ\`fi`b`[`YfZc`[`fY]W\Yf`:`YghY`ni`[`Yk`Å`f`Y]ghYbž`
k`]Y`Ui`Z`XYf`GY]hY`8;`I`J`VYhcb`h`k`]fX`"

8Yf`i`bZU`[`_ca`a`h`ni`Y]bYa`i`b`[`Øbgh][`Yb`NY]hdi`b`_hž`b]W`h`bi`f`ZØf`
X]Y`VYhfcZZYbYb`:`Ua`_]Ybž`gcbXYfb`Ui`W`ZØf`X]Y`Cf[`Ub]gUhc`fYb`
XYg`5bbUZ`Yghgž`X]Y`a`]h`XYb`i`bYfk`UfhYhYb`?`cbgYe`i`YbnYb`
i`a`[`Y\`Yb`a`ØggYb`"K`Å`fYbX`X]Y`c`_U`Y`:`Ya`Y]bgW\UZh`g]W`i`a`X]Y`
;`YbYgi`b`[`XYf`J`Yf`Y`hnhY`b`gcf[`hž`V`Y]Vh`X]Y`J`cfZfYi`XY`Ui`Z`XUg`:`Ygh`
XYbbcW`gdØfVUf`i`]a`a`Yf`a`]h`Y]bYa`k`UW`gUa`Yb`6`]W`_Ui`Z`X]Y`
G]W\Yf\Y]h`U`Yf`HY]`bY\`a`Yf`"

8YhU]`g	
Cfh	: cfW\`Y]a ž'8Yi hgW\`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "VUmYi h\Yf!hU[V`Uhh"XY • k k k "bcfXVUmYfb"XY • di V`_Uh]cbYb"X[i j "XY

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