

5_h]YbVcca 'VY]'7Ub[c.'%' ž) (i 'D`i g XUb_`bYi Yf`DUfhbYfgWÅ UZh°

7Ub[c`_ØbX][h'ghfUhY[]gWÅY`DUfhbYfgWÅ UZh`Ubž`i a `Xi fWÅ
hYWÅbc`c[]gWÅY` ðbcj Uh]cbYb`ja `:]bhYWÅ!6YfY]WÅ `K UWÅghi a
ni `ZØfXYfb"



5g]Ybž`@UbX`!'5a`%'%" ' ě '] & \$ &) ` \ Uh`7Ub[c` ðWž`Y]b`ZØ\ fYbXYg
:]bhYWÅ!! bhYfbY\`a Yb`ja `6YfY]WÅ`X][]hU`Y`? fYX]hj Yf[UVYž`ja
j c fVØfg`]WÅYb`< UbXY`Y]bYb`VYY]bXfi W_YbXYb`?i fgUbgh]Y[]j cb
%' ž) (i `j YfnY]WÅbYh`'8]Yg[]YgWÅ]Y\`h`ja `Ni [Y`Y]bYf`Ui ZfY[YbXYb
ghfUhY[]gWÅYb`DUfhbYfgWÅ UZh`a]h`Y]bYf`VYXYi hYbXYb`9!7ca a YfWÅ!
D`Uhhžcfa ž`X]Y`XUfUi Z`UVn]Y`hž`X]Y`?i bXYbVUg]g`ni `Yfk Y]hYfb`i bX
X]Y`? fYX]hX]Ybgh]Y]ghi b[Yb`ni `j YfVYggYfb`"K]Y`5]bj Ygh
VYf]WÅhYhž`k]fX`X]YgYf`GWÅf]h`XUg`K UWÅghi a `XYg`i bhYfbY\`a Ybg
Yf\`YV`]WÅ`Ub_i fVY`b`i bX`gY]bY`Z]bUbni]Y``Y`@U[Y`ghÅf`_Yb"

7Ub[c`]bj Ygh]Yfh`ni XYa`_fÅZh][]b`hYWÅbc`c[]gWÅY` ðbcj Uh]cbYbž`
]bgVYgcbXYfY`]b`X]Y`Zc fh[YgWÅ f]h`YbY`8UhYbUbU`mh]_`i bX
_Øbgh`]WÅY` ðhY``[]Ybn`'8]YgY` ðj Ygh]h]cbYb`gc``Yb`b]WÅh`bi f`XUg

F]g]_ca UbU[Ya Ybh'cdh]a]YfYbž'gcbXYfb`Ui W\`X]Y
?i bXYbgYfj]WZÀ\][_Y]hYb`Yf\YV`]W\`j YfVYggYfbž`k Ug`ZØf`Y]b
a cXYfbYg':]bhYW\!| bhYfbY\`a Yb`i bYf`Àgg`]W\`]gh"

9]b`6`]W_`Ui Z`X]Y` :]bhYW\!@UbXgW\UZh

8]Y`K Y`h`XYf':]bhYW\!| bhYfbY\`a Yb`j YfÀbXYfh'g]W\`fUgUbhž`i bX
7Ub[c`]gh'a]hhYbXf]b"8]Y` :]bhYW\!6fUbW\Y`i a ZUggh
HYW\bc`c[]Ybž`X]Y`XUfUi ZUVn]Y`Ybž`X]Y` :]bUnX]Ybgh`Y]ghi b[gk Y`h
ni`fYj c`i h]cb]YfYb"8Uni` [Y\`ÖfYb`6YfY]W\Y`k]Y`NU\`i b[Ybž
?fYX]hYž`J Yfg]W\Yfi b[Yb`i bX`&j Ygha Ybhg"HYW\bc`c[]gW\Y
: cfhgW\f]hhY`\UVYb`a U» [YV`]W\`XUni`VY][YhfU[Ybž`k]Y`A YbgW\Yb
a]h]\fYa` ; Y`X`i a [Y\`Ybž`i bX`X]YgY`9bhk]W_`i b[`nY][h`_Y]bY
5bnY]W\Yb`Y]bYf`J Yf`Ub[gUa`i b["7ca dUb]ghc` \YVh`\Yfj cfž`XUgg
_Øbgh`]W\Y`&hY`][Ybn`i bX`a UgW\]bY`Yg`@YfbYb`Y]bY
GW\`ØggY`fc`Y`]b`XYf`?fYX]h] Yf[UVY`Y]bbY\`a Yb`i bX`\Y`ZYbž
dYfgcbU`]g]YfhY` :]bUbndfcXi _hY`ni`Ybhk]W_Y`b"

9]b`k Y]hYfYf`YbhgW\Y]XYbXYf`HfYbX`]b`XYf`6fUbW\Y`]gh`X]Y
6`cW_W\U]b!HYW\bc`c[]Yž`X]Y`g]W\YfY`i bX`hfUbgdUfYbhY
HfUbgU_h]cbYb`Yfa Ö[`]W\h"8]Y`5i gg]W\h`Ui Z`8Y:]ž`cXYf
XYnYbhfU`Y` :]bUnYbž`nY][hž`XUgg':]bUnX]Ybgh`Y]ghi b[Yb`]a a Yf
ni [Àb[`]W\Yf`k YfXYb` ` [Un`c`bY`hfUX]h]cbY`Y`6Ub_Yb"8]YgY
J YfÀbXYfi b[Yb`V]YhYb`Ybcfa Y`7\UbW\Wb`ZØf`I bhYfbY\`a Yb`k]Y
7Ub[cž`X]Y`g]W\`UXUdh]j`i bX`]bbcj Uh]j`nY][Yb"

7Ub[c`g`K UW\ghi a`i bX`< YfUi gZcfXYfi b[Yb

7Ub[c`ØVYffUgW\h`b]W\h`bi f`a`h'gY]bYb`9bhk]W_`i b[Yb`]b`XYf
?fYX]h] Yf[UVYž`gcbXYfb`\Uh`Ui W\`gY]bYb` : i » UVXfi W_`]a`6YfY]W\
?fmdhck À\fi b[Yb`[YgYhnh"à`8YnYa VYf`&\$&(`j Yfa Y`XYhY`XUg
I bhYfbY\`a Ybž`XUgg`Yg`&) *`A`j`]cbYb`8c`Uf`]b`A`]b]b[!A UgW\]bYb
]bj Ygh]Yfh`\Uh`i bX`Y]bY`< Ug\ fUhY`j cb`' &`9I U\Ug\`dfc`GY`_i bXY
YffY]W\h`\Uh"8UXi fW\`_cbbhY`7Ub[c`]a`Bcj Ya VYf`' *`ž`6]hW\]b
UVVUi Yb`i bX`\À`h`X]Y`?fmdhck À\fi b[Yb`XYfnY]hž`i a`Ub[Zf]gh][Y
; Yk]bbY`ni`Yfn]Y`Yb"8]YgY`8]j Yfg]Z]n]Yfi b[`Uh`XUni` [YZØ\fhž
XUgg`X]Y`5_h]Y`i a`%+ž) `i`gh]Y[`i bX`Y]bYb`f]W\h][Yb`5i Zk]bX`]a
A Uf_h`YfnYi [hYž`k]Y`H]a`ch\m`Gm_Yg`VYf]W\hYh"

Hfchn'X]YgYf'dcg]h]j Yb'9bhk]W_ i b[Yb']gh'X]Y'6fUbWXY'j cb
 <YfUi gZcfXYfi b[Yb'[YdfÀ[h''K À\fybX'7Ub[c'Y]bY'c\Y'7Ug\!
 FYgYfj Y'j cb'ØVYf'%A]''UfXY'8c''Uf'i bX'; YgUa hj Yfa Ò[Yb'j cb
 ØVYf'(ž*('A]''UfXYb'8c''Uf'Ui žk Y]ghž[]Vh'Yg'Ui W\ 'bY[Uh]j Y
 5gdY_hY'ni 'VYfØW_g]W\ h][Yb''8]Y'ni fØW_[Y\U'hYbYb'; Yk]bbY'g]bX
 VY]'Yhk U'' ') 'A]''cbYb'8c''Uf'bY[Uh]j žk Ug'Ui ZFØ\YfY'J Yf'i ghY
 \]bk Y]gh''5i W\ 'X]Y'fY[i 'Uhc]f]gW\Yb'5bZcfXYfi b[Yb'i bX'X]Y
 8UhYbg]W\Yf\Y]h'ghY''Yb'ZØf'U''Y';]bhYW\! bhYfbY\ a Yb'ghÅbX][Y
 <YfUi gZcfXYfi b[Yb'XUf''8]YgY'5gdY_hY'a ØggYb''Ui ZYbX
 [Ya UbU[h'k YfXYbž'i a 'XUg'J YfhfUi Yb'XYf' ðj YghcfYb'b]W\h'ni
 [YZÀ\fXYb"

ðg[YgUa h'nY][h'7Ub[c'Y]bXfi W_gj c''žk]Y'a Ub'ja 'XmbUa]gW\Yb
 :]bhYW\!GY_hcf'U[]YfYb'_Ubb''A]h'Y]bYa '[YgW\]W_hYb'A]i 'Ui g
 hYW\bc`c []gW\Ya ' : cfhgW\ f]h'ii bX' [YgW\ÀZh]W\Yf
 5bdUggi b[gZÀ\][_Y]h'ghY'h'XUg'i bhYfbY\ a Yb' [i h'XUž'i a 'g]W\
 XYb'<YfUi gZcfXYfi b[Yb'XYf'Ni _i bZh'ni 'ghY''Yb'i bX' ['Y]W\ nY]h][
 X]Y'7\UbW\ b']b'X]YgYf'Ui ZFY[YbXYb'6fUbW\Y'ni 'bi h'Yb"

8YhU]`g	
Cfh	5g]Ybž@UbX
EiY''Yb	<ul style="list-style-type: none"> • k k k "U]bj Ygh"WŁa • k k k "h]a ch\mgm_Yg"WŁa • k k k "WŁa dUb]ghc"WŁa

6Ygi W\Yb'G]Y'i bg'Ui Z.'k ca , +"XY