

5ghfUnYbYWU`fÄi a h`Yfbgh\ UZhY B YVYbk]f_i b[Yb`XYg`æa dZghc ZZg`Y]b °

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`U_hi Y`Yb`9bhk]W_i b[Yb`i bX
fYWX h]WX Yb`GWX f]hhY`ni `5ghfUnYbYWUg`æa dZghc ZZ J UI nYj f]U
i bX`XYb`HHG! : Ä`Yb"



7\ cfk Y]`Yfž`8 Yi hgWX`UbX`!`æb`XYb`YhnhYb`K cWX Yb`\ UVYb
; YfØWX hY`ØVYf`XYb`7cj]X!%- !æa dZghc ZZ J UI nYj f]U`j cb
5ghfUnYbYWU`ZØf`5i ZFY[i b[`[Ygcf[h`J]Y`Y`Bi`hnyf.]bbYb`]b
gcn]U`Yb`BYhmk Yf_Yb`VY\Ui dhYbž`X]Y`9I`\ UVY`XYb`æa dZghc ZZ
j YfVchYb`"8]YgY`A`Y`Xi b[Yb`\ UVYb`Ui Z: UWVcc`_`VYfY]hg`ØVYf
XFY]hUi gYbX`G\ UfYg`YffY]WX h`8cWX`X]Y`K U\ f\Y]h`]gh`_`Uf.`8]Y`9I
\ Uh`XYb`æa dZghc ZZ`b]WX`hj YfVchYb`"@Ui h`6UWX` \Ui gYb`k i fXY`X]Y
Ni`Uggi b[`Ui Z`5bhfU[`j cb`5ghfUnYbYWU`gY`Vghni fØW_[Ync[Ybž
bUWX`XYa`X]Y`DfcXi`_h]cb`[Yghcddh`k i fXY`"8Yf`F`ØW_[Ub[`XYf
æa dZghc ZZ`YfZØ[VUf_Y]h`\ Uh`gY]bY`K i fnY`b`]b`Y]bYa`[Ygi b_YbYb
æhYfYggY`i bX`XYf`8]g_i gg]cb`i a`a`Ö[`]WX`Y`BYVYbk]f_i b[Yb"

J cb`XYb`[YZÄ\ f`]WX`Yb`æa dZbYVYbk]f_i b[Yb`]gh`]bgVYgcbXYfY`XUg

H\ fca VcgY!a]h\ fca Vcnmhc dYb]Y!GmbXfca 'fHHGŁ']b'XYb': c_i g
[YfØW_h" 5ghfUnYbYWU\ Uh]b'Y]bYa '@cbXcbYf'; Yf]W h'Ub[Y[YVYbž
XUgg'\ f' ð dZghcZZ']b'gY'hYbYb': À`Yb'hUhgÅW`]W`HHG'j Yfi fgUWXYb
Ubb"K]Y **h!c b`]bY`** VYf]W hYhž ÒbbhY'X]YgYg'9]b[YghÅbXb]g'bi b
ni f'; fi bX`U[Y`ZØf'GW UXYbgYfgUhnUbgd fØWY`ZØ\ fYb" 6YhfcZZYb
g]bX'i bhYf'UbXYfYa ') %: À`Y`]b' @cbXcbžX]Y'g]W`Ui Z'a Ò[`]WY
9bhgWÅX][i b[Yb']b' < Ò\Y'j cb' %\$\$ 'A]`]cbYb'DZ' bX`VY`Ui ZYb"

F ØW_V`]W` Ui Z`X]Y`BYVYbk]f_i b[Yb

8 Ug'HHG!GmbXfca 'hf]hh'bi f'gY\ f'gY'hYb'Ui Zi bX`]gh`WUfU_hYf]g]Yfh
Xi fW`Y]bY?'ca V]bUh]cb'j cb'H\ fca Vcnmhc dYb]Y' i bX
H\ fca VcgYb" @Ui h'XYa ': `YI]_cb`]gh'HHG`Y]b' i b[Yk Ò\ b`]WXYg
?fUb_\Y]hgV]`XžXUg`VYfY]hg`&\$&%]a`Ni gUa`a Yb\Ub[`a]h'XYb
7CJ ð!%- ! ð dZghcZZYb`VYgWf]YVYb`k i fXY" 8]Y`Gma`dhca`Y
_ÒbbYb`dUuf`HU[Y`V]g`Y]b][Y`K`cWXYb`bUW`XYf' ð dZ' b[
Ui ZhfYhYb' i bX`a`Ub]ZYgh]YfYb`g]W`Xi fW`d`Òm`]W`Ui ZhfYhYbXY
6`i h[Yf]bbgY`]b' i b[Yk Ò\ b`]WXYb`j YbYbž`\Åi Z][`VY[`Y]hYh'j`cb
Y]bYf'j Yfa`]bXYfhYb`5bnU\`Ub`6`i hd`ÀhWXYb"

9]b`k Y]hYfYf`Di b_hžXYf`X]Y`8]g_i gg]cb`VYZi Yfh`\Uhž]g]bX`X]Y
9a dZY\`i b[Yb`XYf`GhÅbX][Yb` ð dZ`ca`a]gg]cb`fGh]_cŁž`X]Y`ja
5df]`&\$&%`XYb`l`a [Ub[`a]h'5ghfUnYbYWUg' ð dZghcZZ`ÅbXYfhYb"
8Ua`U`g`_Ua`Yg`ni`Y]bYf`YbXYfi b[`]b`XYb`9a dZY\`i b[Ybž`X]Y`XYb
ð dZghcZZ`bi f`bcW`ZØf`A`YbgWXYb`ØVYf`*`\$`J\`fYb`Ya`dZU\`ž`XU`XUg
F]g]_c`ZØf`gW`k`YfY`h\ fca`VcYa`Vc`]gWXY`9fY][b]ggY`ØVYfk`]Y[YbX
VY]`Øb[YfYb': fUi Yb`ZYgh[YghY`h`k`i`fXY" 8Yf`l`a`ZUb[`XYf`F]g]_Yb
]gh`bUW`k`]Y`j`cf`Y]b`\Y]» Yg`H\Ya`U`]b`XYf`²`ZZYb`h`]W`_Y]h"

5_hi Y`Y`9bhk]W`i b[Yb`i bX`?`U[Yb

ð; fc» Vf]hUbb]Yb`Åi Zh'XYfnY]h'Y]bY`GUa`a`Y`_`U[Y`[Y[Yb
5ghfUnYbYWU" 8]YgY`YfbYi`hY`fYW`h]WXY`5i`gY]bUbXYfgYhni`b[`n]Y`h
YXcW`b]W`h'Ui`Z`X]Y`G]WXYf\Y]h'XYg` ð dZghcZZg`UVž`gcbXYfb
XUfUi`Zz`X]Y`9bhgWÅX][i b[Yb`ZØf' ð dZgWÅXYb`ni`Yf\ Ò\Yb" 8]Y
5bk`U`hg`_Ubn`Y]`@Y][\`8`Um`\Uh'5ghfUnYbYWU`XUZØf`_f]h]g]Yfhž`XUgg
g]Y`Ub[Y`NY]h'XYb`Ni`gUa`a`Yb\Ub[`nk`]gWXYb`XYa` ð dZghcZZ`i`bX
XYa`GmbXfca`HHG`b]W`h'ni`[YVYb`k`c`hY" 5ghfUnYbYWU`YXcW

k Y]ghX]YgY`5bgW\i`X][i b[Yb`ni fØW_i bX`VYhcbhž`XUgg`U`Y
 DfcXi`_h]bZcfa Uh]cbYb`[i h`Xc_i a Ybh]Yfhi bX`ZØf`X]Y
 ² ZZYbh]W\Y]h`ni [Åb[`]W\`g]bX"

5V[YgY\Yb`j cb`XYb`Ub\U`hYbXYb`fYW\h]W\Yb`GWUfa ØhnY`b`a i gg
 5ghfUnYbYWU`Ui W\`5i g_ØbZhY`ØVYf`U`Y`BYVYbk]f_i b[Yb`XYg
 ð dZghcZZg`ZØf`XYb`NY]hfUi a `j ca`&+"`8YnYa VYf`&\$&\$`V]g`ni a`%`-`"
 : YVfi Uf`&\$&(`Y]ghYbž`i a`k Y]hYfYb`?`U[Yb`i bX`5bgdfØW\Yb
 VYggYf`VY[Y[bYb`ni`_ØbbYb`" ð`Gi a a Y`V`Y]Vh`X]Y`G]hi Uh]cb`i a
 XYb`J UI nYj f]U! ð dZghcZZ`Y]b`_ca d`YI Yg`H\Ya Už`XUg`k Y]hYf\]b
 [fc»Y`5i Za Yf_gUa`_Y]h`YfZcfXYfh"

8YhU]`g	
C fh	7\cfk Y]`Yfž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VUW\Ui gYb"XY • k k k "h!cb`]bY"XY • ZYI]_cb"XcVW\YW_"Wca

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!_cY`b"bYh