

? Òb]['7\Uf`Yg`=="`gdf]W\ h`c ZZYb`ØVYf
? fYVg.`< c ZZbi b[`i bX`K ØfX][i b[°

? Òb]['7\Uf`Yg`=="`gdf]W\ h`ØVYf`gY]bY`? fYVgVY\UbX`i b[`i bX
XUg`@]W\ h`XYf`< c ZZbi b[`VY]a `7\Uf]hm!9a dZUb["":]bUbn]Y`Y
? cbhfcj YfgYb`V`Y]VYb"



6U`a c fU`ž`GW\ chh`UbXž`J YfY]b][hYg`? Òb][fY]W\ `!`? Òb][
7\Uf`Yg`=="`Uhg]W\ `Øb[gh`c ZZYb`ØVYf`gY]bY`Y][YbY
? fYVgVY\UbX`i b[`[YÄi » Yfhi bX`XUVY]`Ui ZX]Y`6YXYi hi b[`j cb
< c ZZbi b[`i bX`A]h[YZØ\`]b`gW\k]Yf][Yb`NY]hYb`\]b[Yk]YgYb"
5b`Ägg`]W\ `Y]bYg`9a dZUb[g`ZØf`Ui g[Yk Ä`hY`? fYVg!
K c`hÄh][_Y]hgcf[Ub]gUh]cbYb`Yf`_`ÄfhY`7\Uf`Ygž`XUgg`Yf`gY]h
Y]b][Yb`HU[Yb`k]YXYf]b`6Y\UbX`i b[`gY]"`9f`hfUZ`g]W\ `a]h
? fYVgØVYf`YVYbXYb`i bX`5b[Y\Øf][Yb`j cb`J YfghcfVYbYb`i bX
VYhc`bhYž`XUgg`Y]bY`? fYVgX]U[bcgY`b]W\ h`XUg`9bXY`XYf`< c ZZbi b[
VYXYi hY"8]Y`Yfa i h[YbXYb`K cfhY`XYg`? Òb][g`k UfYb`Y]bY
< ca`a U[Y`Ub`X]Y`5fVY]hj`cb`<`Zgcf[Ub]gUh]cbYb`gck]Y`Ub
5b[Y\Øf][Yž`X]Y`a`? Ua`dZ[Y[Yb`X]Y`? fUb`_`Y]h`Y]bYb`k Yfhj`c`Yb
6Y]hfU[``Y]ghYb"

8]Y'8]U[bcgY' _Ubb'Ybha i h][YbX'i bX'VYÅb[gh][YbX'gY]bž'V]YhYh
UVYf'Ui W\X]Y'7\UbWž'XUg'6YghY'XYf'A YbgW\Y]h'ni 'nY][Yb ž
gU[hY'7\Uf'Yg"9f'n]h]YfhY'X]Y'j YfghcfVYbY'8 Ua Y'8YVcfU\`Ja Ygž
X]Y']bgd]f]YfYbXY'6chgW\UZhYb'Z0f'A YbgW\Yb'a]h'gW\k YfYb
?fUb_\Y]hYb'j Yfa]hY'h'\Uh" :]bXYb'G]Y'Y]b'@YVYbž'XUg'Yg'k Yfh
]ghž[YbcggYb'ni 'k YfXYb '\UVYb'G]Y']a a Yfž]a a Yf'Y]bY
fYVY``]gW\Y'<cZbi b[ž'Ui hYhY'Y]bYg']\fYf'nYbhfU'Yb'6chgW\UZhYbž
X]Y'XYf'?0b][']b'gY]bYb'8 Ub_Ygk cfhYb'Z0f'X]Y'5bk YgYbXYb']bg
Gd]Y'`VfUW\hY"

K c \ `hÅh][_Y]h'i bX':]bUbn]Yfi b[gXYVUhhY

8]Y'Vf]h]gW\Y'?0b][gZUa]]Y'k]fX'fY[Y'a Å»]['a]h': fU[Yb'ni '\fYb
Z]bUbn]Y''Yb'j Yfghf]W_i b[Yb'_cbZfcbh]Yfh"FYW\YfW\Yb'j cb
7\UbbY''('i bX'XYf'Gi bXUm'H]a Yg'nY][Ybž'XUgg'X]Y': Ua]]Y
Z]bUbn]Y''Y' l bhYfgh0hni b['j ca 'B<Gž'GW\i 'Yb'i bX'XYf'5fa YY
Yf\Å'hž'k Ug'ni '8]g_i gg]cbYb'0VYf'X]Y'5b[Ya YggYb\Y]h'X]YgYf
DfU_h]_Yb'Z0\fh"?'0b]['7\Uf'Yg'="']gh'GW\]fa \Yff'XYf
K c \ `hÅh][_Y]hgc f[Ub]gUh]cb'A UWå]'Ubž'X]Y'gY]h'&\$\$) 'ZUgh'&\$
A]''cbYb'9i fc'A]YhY'Z0f'Y]b'; YVÅi XY'nU\`hž'XUg'g]W\]a
Df]j UhVYg]hn'XYg'A cbUfW\Yb'VYZ]bXYh"8]Y'?0b][gZUa]]Y'dfcZ]h]Yfh
ni XYa 'j cb'DUW\hnU\`i b[Yb'i bX'A]Yhj YfhfÅ[Yb'a]h'0ZYbh]W\Yb
=gh]hi h]cbYb"

Å\ f'W\Yf\Å'h'X]Y': Ua]]Y'fi bX'%'\$ \$'A]''cbYb'9i fc'j ca 'GhUUh
Xi fW\XYb'gc[YbUbbhYb'Gcj YfY][b'; fUbhž'XYf'Z0f'l bhYf\U'hž
DYfgcbU''i bX'0ZYbh]W\Y'5i Zhf]hY'j Yfk YbXYh'k]fX"K Å\ fYbX
'?0b]['7\Uf'Yg'i bX'Df]bn'K]''Ua 'Yf\YV'W\Y'9]b_0bZhY'Ui g'XYb
<Yfnc[h0a Yfb '@UbWUghYf'i bX'7cfbk U''Yfn]Y'Ybž'V'Y]VYb
ghYi Yf'W\Y'5gdY_hY'XYf'fcmU'Yb'9]b_0bZhY'cZhi b'_Ufž'XU'X]Y
FcmU'g'Ui ZX]YgY'9]bbU\ a Yb'_Y]bY'GhYi Yfb'nU\`Yb'a 0ggYb""8]Yg
]gh'Y]b'nYbhfU'Yg'5b`Y[Yb'XYf'cf[Ub]gUh]cb' FYdi V']Wž'X]Y'Y]bY
F0W_[UVY'XYg'Df]j UhVYg]hnYg'Ub'XYb'GhUUh'ZcfXYfh"

? cghYb'XYf'A cbUfW\]Y'i bX'0ZYbh]W\Y
K U\fbY\ a i b[

8]Y'; YgUa h_cghYb`XYf`Vf]h]gWkYb`A cbUfWk]Y`VY`Ui ZYb`g]Wk`Ui Z
 Yhk U'' () `A]``cbYb`DZ bX`f| - ' `A]``cbYb`9i fcL`A`f`Wk`žk Ug
 i b[YZ`A`f`XcddY`h`gc`c`Wk`]gh`k]Y`X]Y`?cghYb`Z0f`XYb
 6i bXYgdf`Ag]XYbhYb`]b`8Yi hgWk`UbX" `a` `A`f`&\$&&`VYhfi [Yb`X]Y
 Ub`XYb`DU`Ugh[YnU`h`Yb`GhYi Yfa]hhY'', *`A]``cbYb`DZ bX`f| ,
 A]``cbYb`9i fcL`Dfc`?cdZXYf`Vf]h]gWkYb`6Yj 0`_Yfi b[`g]bX`X]Yg
 Yhk U`%ž(\$`9i fc"

?0b][`7`Uf`Yg`==``\Uh`Y]b`[YgWk`A`hhYg`J`Yfa 0[Yb`j`cb`%ž
 A]``UfXYb`DZ bX`f|&ž\$) `A]``UfXYb`9i fcL`ž`XUg`a`a`cV`]]Yb`k]Y
 GWk`cgg`6U`a`cfU`i`bX`GUbXf]b[\Ua`ž?i`bgh[Y[Ybgh`AbXYž`5i`hcg
 i`bX`:]fa`YbUbhY`]Y`i`a`ZUggh`8]Y`8YVUhY`0VYf`X]Y`Z]bUbn]Y`Y`Y
 HfUbgdUfYbn`XYf`A`cbUfWk]Y`V`Y]Vh`Y`XcWk`i`b[Y`0ghž`k`A`f`YbX`g]Wk
 X]Y`F`YU`_h]cbYb`XYf`Vf]h]gWkYb`^`ZZYbh]Wk`_Y]h`Ui`ZX]Y`0b[ghYb
 9bh\0`i`b[Yb`0VYf`X]Y`:]bUbnYb`XYf`F`cmU`g`V]g`Ub[`]b`:]fYbnYb
 \U`hYb"

abg[YgUa`h`nY][`h]g]Wk`ž`XUgg`X]Y`Vf]h]gWkY`A`cbUfWk]Y`ž`k`A`f`YbX`g]Y
 Xi`fWk`5fVY]hYb`Z0f`K`c`\`h`A]h[`_Y]hgc`f[Ub]gUh]cbYb`Y]b`dcg]h]j`Yg
 6]`X`j`Yfa`]hhY`hž[`Y]Wk`nY]h][`a`]h`Yfbgh`UZhYb`:]fU[Yb`0VYf`]\`fY
 Z]bUbn]Y`Y`Yb`DfU`_h]_Yb`i`bX`XYb`:]i`»`UVXfi`W`_]`f`Yg`9]bZi`ggYg`]b`XYf
 ;`YgY`gWk`UZh`_cb`Zfcb]Yfh]gh"

8YhU]`g	
Cfh	6U`a`cfU`ž`GWk`c`hh`UbXž`J`YfY]b][`hYg`?`0b][`fY]Wk
EiY`Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • k k k "hU[YggWk Ui "XY • k k k "hU[YggWk Ui "XY

6Ygi WkYb`G]Y`i`bg`Ui`Z.`b!U["XY