

A c hc ffUX!I bZU``'VY]`DUXYfVc fb. 'Nk Y]
GWk Yfj Yf`YhnhY `bUWk `7fUg\ `a]h'6Ui a °

9]b`gWk YfYf`J Yf_Y\fgi bZU``'VY]`DUXYfVc fb`Ua `%&"\$ ("&\$&)
ZcfXYfhY`nk Y]`YVYbg[YZÀ\`f]Wk `j Yf`YhnhY `DYfgcbYb"
FYhi b[g\i VgWfUi VYf`]a `9]bgUhn"



DUXYfVc fbž'8Yi hgWk `UbX`!'5a`'5dfj`&\$&) `YfY][bYhY`g]Wk `]b
XYf`BÀ\Y`j cb`DUXYfVc fb`Y]b`gWk YfYf`J Yf_Y\fgi bZU``'9]b`J K
7UXXm`_Ua `]b`Y]bYf`Y]Wk hYb`@]b_g_i fj Y`j cb`XYf` : U\fvU\`b`UV
i bX`dfU`hY` [Y [Yb`Y]bYb`GhfU» YbVUi a ``'a` : U\fnYi [`VYZUbXYb
g]Wk`nk Y]`DYfgcbYbž`Y]bY`8Y`VfØW_Yf]b`i bX`Y]b`6UX
K ØbbYbVYf[Yfž`X]Y`VY]XY`VY]`XYa` `I bZU``'YVYbg[YZÀ\`f]Wk Y
J Yf`Yhni b[Yb`Yf`]hYb`"8]Y`j Yf`YhnhYb`DYfgcbYb`a` i gghYb`Xi fW
X]Y` : Yi Yfk Y\`f`Ui g`XYa` `5i hc`VYZfY]h`k YfXYb`i bX`Yf\]Y`hYb
i a [Y\YbX`bch`Àfnh]Wk Y`9fghj Yfgcf[i b["

: Øf`X]Y`a` YX]n]b]gWk Y`J Yfgcf[i b[`XYf`I bZU``cdZYf`k i fXYb`nk Y]
FYhi b[g\i VgWfUi VYf`Ub[YZcfXYfhž`X]Y`g]Y`]b`i bhYfgWk]YX`]Wk Y
?`]b`_Yb`bUWk`8cfha` i bX`i bX`?UggY`Zc[Yb`"8]Yg`i bhYfghfY]Wk h

X]Y`8f]b[`]W_X]hi bX`GWk YfY`XYf`J Yf`Yhni b[Ybž`X]Y`VY]XY
=bgUggYb`Yf`]hhYb` \UhhYb``Gc`W_X`9]bgUhn gnYbUf]Yb`j YfXYi h]W_X`Yb
X]Y`YggYb]Y``Y`F`c``Y`XYf`@ ZhfYhhi b[`]b`B`chZU``g]hi Uh]cbYbž`]b
XYbYb`YXY`A]bi hY`nA`h`

9ZZ]n]Yb hY`@i ZhfYhhi b[`]a`9]bgUhn

8]Y`5857`@ ZhfYhhi b[`bi hnh`a`cXYfbY`<i VgW`fUi VYf`XYf`HmdYb
<%`)`i bX`<%()`j`cb`5]fVi`g`<Y`]W`cdhYfgž`i`a`gW`bY``i bX`YZZY`_h]j
]b`B`chZÀ``Yb`ni`U[]YfYb``=a` \f`&\$(`k`i`fXYb`]b`j`YfgW`]YXYbYb
XYi`hgW`Yb`Gh`X`hYb`ni`g`À`h`]W_X`<%()`!A`cXY``Y`a`]h
: ØbZV`Uhhf`c`h`c`f`Yb`Ub[YgW`UZZh``8]YgY`V]YhYb`Y]bY` \Ø`YfY
F]Y]W`k`Y]hY`i`bX`a`Y`f`Ni`UXi`b[ž`k`À`f`Yb`X`X]Y`<%`)`ž`X]Y`Ui`Z[fi`b`X
]\fYg`[Yf]b[YfYb` ;`Yk`]W`hg`VYgcbXYfg`[YY][bYh`ZØf
]bbYfgh`À`X`h]gW`Y`B`chZÀ``Y`g]bXž`YVYbZU``g`bYi` `]b`GhUh]cbYb`k`]Y
GhfUi`V]b[ž`G]Y[Yb`i`bX`Nk`]W`_`Ui` `]a`9]bgUhn`g]bXž`k`]Y`5857
@i ZhfYhhi b[`VYf]W`hYh`

8]Y`@i ZhfYhhi b[`]b`8Yi`hgW`UbX`k`]fX`j`cb`fi`bX`%`)`\$`A`]hUfVY]hYfb
[YhfU[Ybž`XUfi`bhYf`%,`\$`D]`chYb`gck`]Y`*`(`) `B`ch`À`fnhY`i`b`X
B`chZU``g`Ub]h`À`hYf``8]YgY`HYUa`g`UfVY]hYb`]b`XYf`F`Y[Y``]b
?ca`V]bUh]cbž`i`a`Y]bY`gW`bY``Y`i`bX`YZZY`_h]j`Y`B`chZU``j`Yfgcf[i`b[
ni`[Yk`À`f`Y]ghYb``6YgcbXYfg`]b`NY]hYb`j`cb`i`UW`_`f`À`ZhYa`Ub[Y``]gh
X]Y`GhUV]`]h`À`h`gc`W_X`Yf`9]bg`À`h`Y`j`cb`[fc`»`Yf`6YXYi`hi`b[``

K UW`gYbXYf`6YXUfZ`Ub`@i ZhfYhhi b[

I`bX`X]Y`NU` \Yb`VY`Y[Yb`XYb`k`UW`gYbXYb`6YXUfZ`@i`h`Y]bYf`
**9]bgUhnV]`Ub`n` \Uh`Yg`]b`XYb`Y`hnhYb` \f`Yb`Xi`fW`j`YfgW`]YXYbY
: U`_`hc`fYbž`k`]Y`ni`a`6Y]gd]Y`Yfk`Y]hYfhY`6Y` \UbX`i`b[gVYZ` [b]ggY
ZØf`B`chZU``g`Ub]h`À`hYf`i`bX`XYb`ni`bY` \a`YbXYb`9]bgUhn`j`cb
HY`Ybch`À`fnhYbž`gck`c` \`F`ØW`_`[`Àb[Y`U`g`Ui`W`_`dcg]h]j`Y
9b`hk`]W`_`i`b[Yb`[Y[YVYb``: f`À`X`À`f]W`6fi`XYfž` ;`YgW`À`Zh`gZØ` \fYf`XYf
5857`@i ZhfYhhi b[`ž` \YVh`X]Y`6YXYi`hi`b[`XYf`@i ZhfYhhi b[`ZØf`@iVYb`
i`bX`HcX` \Yf]`cf`i`bX`d`À`X]Yfh`ZØf``Ub[Zf]gh][Y`5i`ggW`fY]Vi`b[Yb`ZØf
XYb`6Yhf]YV`j`cb`@i ZhfYhhi b[gghUh]cbYb``8]YgY`A`U`»`bU` \a`Yb
_`Øb`bhYb`X`Uni`VY]hfU[Ybž`X]Y`j`Yfgcf[i`b[gei`U`]h`À`h`]b
?f]gYb`g]hi`Uh]cbYb`Ub[Zf]gh][`ni`g]W_X`Yfb``**

8 Yf`U_hi Y`Y`I bZU``nY][hž`k]Y`k]W`h][`Y]bY`[i h`Zi b_h]cb]YfYbXY
 @ ZhfYhhi b[`]b`8Yi hgW`UbX`]gh`6Y]`gW`k YfYb`J Yf`Yhni b[Yb`_Ubb
 XYf`gW`bY`Y`HfUbgdcfh]b`gdYn]U`]g]YfhY`?`]b]_Yb`Yb hgW`Y]XYbX
 gY]b`i bX`XUg`, VYf`YVYb`XYf`6YhfcZYbYb`V]g`]b`ni`i`\fYf
 ; YbYgi b[`Yf`YV`]W`ZÖfXYfb"

8 YhU]`g	
J c fZU``	J Yf`_Y`fgi bZU``
C fh	DUXYfVc fbž`8Yi hgW`UbX
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E i Y`Yb	<ul style="list-style-type: none"> • k k k "k YghZU`Yb!V`Uhh"XY • `i ZhfYhhi b["UXUWXY • `i ZhfYhhi b["UXUWXY

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