

Gdf]hdfY]gY`]b`< Ubbcj Yf. `K c`HUb_Yb
`Yi hY`Ua` `[Øbgh][ghYb`]gh°

9fZU\ fYb`G]Y`X]Y`U_hi Y`Yb`Gdf]hdfY]gY`]b`< Ubbcj Yf`ZØf
8]YgY`i bX`6Ybn]bž]b_`"H]ddg`ni a` `[Øbgh][Yb`HUb_Yb`i bX
DfY]gj Yf[`Y]WXYb"



< Ubbcj Yfž`8Yi hgW`UbX`!`K Ug`[]Vhg`BYi Yg`]b`< Ubbcj Yf3
< Yi hYž`Ua` `%"`> b]`&\$&) ž`k YfZYb`k]f`Y]bYb`6`]W_`Ui Z`X]Y`U_hi Y`Yb`
Gdf]hdfY]gY`]b`XYf`FY[]cb`i bX`j YffUhYb``bYbž`k c`G]Y`Ua
[Øbgh][ghYb`hUb_Yb`_ØbbYb`"8]Y`ØV`]WXYb`J YfX`W`h][Yb`]b`XYf
DfY]g[YghU`hi b[`g]bX`k]YXYf`U_h]j .`F c`\`Ø`dfY]gYž`K YW`gY`_i fgY
i bX`[YgYhn`]W`Y`5V[UVYb`a UWXYb`XUg`HUb_Yb`ZØf`5i hcZU\ fYf`cZh
ni f`hYi fYb`5b[Y`Y[Yb`Y]h`"8cW`_Y]bY`Gcf[Yž`Yg`[]Vh
A Ø[`]W`_Y]hYbž`X]Y`?cghYb`ni`gYb_Yb`°

9]b`U_hi Y`Yf`6Yf]W`h]j cb`< 5N`nY][h`Ui Z`XUgg`X]Y`DfY]gY`ZØf
6Ybn]b`fGi dYf`9) ž`Gi dYf`9%\$`L`i bX`8]YgY`Ub`j YfgW`]YXYbYb
HUb_ghY`Yb`]b`< Ubbcj Yf`j Uf]]YfYb`i bX`ZØf`XYb`J c`fhU[
8i fW`gW`b]hgdY]gY`]b`XYb`i bhYfgW`]YX`]WXYb`GhUXhY]`Yb`i bX

?fY]gYb`Ub[YnY][h'k YfXYb"8]Y`DfY]gX]ZZYfYbnYb`g]bX`b]W\h`bi f`
`c_U`ž`gcbXYfb`Ui W\`ja`J Yf[`Y]W\`ni`B UW\ VUf`ÀbXYfb`k]Y
2 ghYffY]W\`i bX`HgW\YW\]Yb`Ài Z][`ZfUdd]YfYbX"l bX`b]W\h
j Yf[YggYb.`9g`c`b`h`g]W\ž`X]Y`DfY]gY`j cf`XYa`HUb`Yb`ni
j Yf[`Y]W\Ybž`XU`]bX]j]Xi Y`Y`HUb`ghY`Yb`j cb`XYb
8i fW\gW\b]hgdYfY]gYb`UVk Y]W\Yb`_ÒbbYb`gW\Ui`X]f`XYb`5fh]_Y`
j cb`< 5N`Ubž`i a`X]Y`VYghYb`5b[YVchY`ni`Z]bXYb"

DfY]ghfYbXg`i bX`HUb`_[Y`Y]a`b]ggY

8]Y`6YcVUW\hi`b[ž`XUgg`X]Y`Gdf]hdYfY]gY`]b`8Yi hgW\`Ub`X`Y]bYa
gU]gcbU`Yb`A i ghYf`Zc`[Ybž`]gh`b]W\h`bYi`" `b`gVYgcbXYfY`]b`XYb
Gca`a`Yfa`cbUhYb`ghY][Yb`X]Y`DfY]gY`hYbXYbn]Y`""Ni`XYa`[]Vh`Yg
ni`VYUW\hYbž`XUgg`X]Y`[Yf]b[ghYb`DfY]gY`b]W\h`Yhk`U`Ua`ZfØ`Yb
A cf[Ybž`gcbXYfb`nk]gW\Yb`%+`i bX`&&`l`f`ni`Z]bXYb`g]bX`XUni
VYf]W\hYh`Ui`W\`jW\!hUb`_Y`"XY`"K Yf`U`gc`X]Y`VYghYb`GW\b`ÀddW\Yb
a`UW\Yb`a`ÒW\hYž`gc`hY`ZfØ`ghØW`YbXY`5i hcZU`fYf`a`Y]XYb`i bX
]YVYf`Ua`5VYbX`ni`f`HUb`ghY`Y`ZU`fYb`°

9]b`k`Y]hYfYg`]b`hYfYggUb`hYg`8YhU]`]ghž`XUgg`X]Y
HUb`ghY`Yb`VYhfY]VYf`[YgYhn`]W\`j`YfdZ]W\hYh`g]bXž
DfY]g`ÀbXYfi`b[Yb`]bbYf`U`V`j`cb`ZØbZ`A`]bi`hYb`Ub`X]Y
A`Uf`_h`hf`Ub`gd`Uf`Yb`nghY`Y`ni`a`Y`XYb"8`Ug`VYXYi`hYhž`X]Y
`b`Zc`fa`U]cbYb`ØVYf`X]Y`Gdf]hdYfY]gY`Z]Y»`Yb`]b`9W\hnY]h`ni
J`YfVfUi`W\Yfbž`k`À`fYbX`Yg`[`Y]W\`nY]h][`XUfUi`Z`\]b[Yk`]YgYb`k`]fXž
XUgg`Y]bY`;`Yk`À`f`Y]ghi`b[`XYf`8`UhYbU`_hi`U`]h`À`h`b]W\h`[Y[YVYb`]gh`
Gdf]hdYfY]gY`gYhnYb`g]W\`Ui`g`j`YfgW\]YXYbYb`?`ca`dcbYb`hYb
ni`gUa`a`Yb.`9bYf[]YghYi`Yfž`A`Y`fk`Yf`hghYi`Yf`i`bX`7C`!GhYi`Yf`g]bX
bi`f`Y]b][`Y`XYf`:`U`_hc`fYbž`X]Y`X]Y`DfY]gY`]b`X]Y`<`Ø`Y`hfY]VYb`"

DfY]gY`ZØf`X]Y`j`YfgW\]YXYbYb`?`fUZhghe ZZ

5i`Z`XYf`Gi`W\Y`b`UW\`XYa`[`Øbgh][`ghYb`Gdf]h3`<`]Yf`g]bX`X]Y
U`_hi`Y`Yb`8i`fW\gW\b]hgdYfY]gY`ZØf`X]Y`?`fUZhghe`ZZ`]b`<`Ub`bc`j`Yf`.

?fUZhghe ZZ

8i`fW\gW\b]hgdYfY]g

Gi`dYf`9)	`"l`.
Gi`dYf`9%\$	`"l`.

8]YgY`DfY]gY`_ÖbbYb`Y`bUW`HUb_ghY`Y`i`bX`F`Y`[]cb`ghUf_
 j`Uf]]Yfyb`"5i`Z`5857`Z]bXYb`G]Y`Y]bY`\\`ZfY]W`Y`i`bhYfgW`Y]Xi`b`
 i`bX`9W`hnY]hXUhYb`ni`X`Yb`DfY]gYb`Ub`HUb_ghY`Y`b`]b`8`Yi`hgW`UbX`
 i`bX`i`a`[`YVi`b`["`

I`a`X]Y`VYgha`Ö[`]W`Yb`HUb_dfY]gY`ni`Yfn]Y`Ybž`gc`h`Y`a`Ub`Ui`Z`X]Y`
 NY]hYb`i`bX`X]Y`Yk`Y]]`[`Y`HUb_ghY`Y`UW`hYb`";`YfUXY`
 5i`hcVU`b`hUb_ghY`Y`b`j`Yf`Ub`[`Yb`]a`G`W`b]h`h`a`Y`f`i`b]W`h`c`b`Y`
 ;`fi`bX`ž`XYbb`X]Y`6`Ye`i`Ya``]W`_Y]h`\\`Uh]`fYb`DfY]g`"<`Yf`_c`ghY`h`9`%`\$`
]a`8`i`f`W`g`W`b]h`h`(`&`7`Yb`h`a`Y`f`U`g`Ub`fY`[`i`Å`fYb`HUb_ghY`Y`b`"

HUb_Yb`_Ubb`U`gc`Y]b`Y`K`]ggYbgW`UZh`ZØf`g]W`gY]bž`UVYf`k`Yf`Y]b`
 [`i`hYg`<`Å`b`X`W`Yb`\\`Uh`i`bX`X]Y`Hf]W`g`_Yb`b`hž`X`Yf`_Ubb`Y]b`Y`A`Yb`[`Y`
 ;`Y`X`gd`UfYb`"ñ`Zc`fa`]Yf`h`V`Y]VYb`i`bX`j`Yf`[`]Y]W`Yb`i`Ui`hY`h`X]Y`
 8`Y`j`]gY`"5`gc`ž`Ui`Z`ni`f`b`Å`W`ghYb`HUb_ghY`Y`°`

8YhU]`g	
C`f`h`	<`U`b`b`c`j`Y`f`ž`8`Y`i`h`g`W`Ub`X`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"\`Un`"XY` •]W`!`h`Ub`_`Y`"XY` • k`k`k`"UX`U`W`X`Y`

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