

K Y`hVYhh`C a Y[U. '8]Y`VYghY`A UhfUhnY`ZØf
Yf\c`gUa Yb`GWX`UZ`&\$&) °

8Yf`A UhfUhnYb!HYgh`&\$&) `j cb`A H9GH`VYk YfhYh`X]Y`Ca Y[U!
A UhfUhnY`j cb`K Y`hVYhh`U`g`HYghg]Y[Yf`"9fZU\ fYb`G]Y`a Y\ f
ØVYf`\fY`J cfhY]Y`i bX`9][bi b["

?]Y`ž`8Yi hgWX`UbX`!`8Yf`A UhfUhnYba Uf_h`Yf`YVh`XYfnY]h`Y]bYb
<Ø\YbZi [ž`XYf`Ui Zi bhYfgWX]YX`]WX Y : U_hcfYb`ni fØW_ni ZØ\ fYb`]gh"
A]h`Y]bYa [YgWX`ÅhnhYb` ; YgUa hj`c`i a Yb`j cb`) &ž() `A]`]UfXYb`i G!
8c`Uf`ja `X\ f`&\$&' žk]fX`ZØf`&\$&(`Y]b`5bgh]Y[`Ui Z) (ž+)
A]`]UfXYb`i G!8c`Uf`dfc[bcgh]n]Yfhž`XU`X]Y`Xi fWX`gWX`b]h`]WX Y
Å\ f`]WX Y`K UWX`ghi a gfUhY`f75; FŁ`VY]`* ž) - `i `]Y[hž`k]Y` : cfhi bY
6i g]bYgg`=bg][\hg`VYf]WX`hYh" `a a Yf`a Y\ f`J YfVfUi WX`Yf`g]bX`Ui Z
XYf`Gi WX`Y`bUWX`XYf`dYfZY`_hYb`A UhfUhnY`žk Ug`X]Y`6fUbWX`Y
UbhfY]Vh`K Å\ fYbX`]bX]j]Xi Y`Y`GWX`UZVYXØfZb]ggY`j Uf]]YfYbž`V`Y]Vh
X]Y`K U\`XYf`f]WX`h][Yb`A UhfUhnY`Y]bY`<YfUi`gZcfXYfi`b[`ZØf`j]Y`Y"

9]b`U`hi Y`Yf`HYgh`j cb`A H9GH`\Uh`ZØbZXYf`VY`]YVhYghYb
?U`hgWX`Ui a a UhfUhnYb`a]h`XYb`GhUbXUfXa U»Yb`- \$`l`&\$`Wå
i bhYfgi WX`h"8]Y`HYghg`k i fXYb`]a `?]Y`Yf`@UVcf`j cb`9f[cGi ddcfh
Xi fWX [YZØ\fh`i bX`VYfØW_g]WX`h][hYb`b]WX`h`bi f`@Y[YY][YbgWX`UZhYb
i bX`A UhYf]U`ei U`hÅhž`gcbXYfb`Ui WX`<U`hVUf`_Y]h`i bX`j YfgWX]YXYbY
?ØfdYfmdYbž`k]Y`8Yf`K YghYb`Uba Yf`_h`8Yf`HYghg]Y[Yf`]b
X]YgYa `J Yf[`Y]WX`]gh`X]Y`Ca Y[U]j cb`K Y`hVYhh`X]Y`j cf`U`Ya `ZØf
\fY`Yfj`cffU[YbXYb`Yf[cbca`]gWX`Yb`9][YbgWX`UZhYb`ZØf`_`Y]bY
i bX`a]hY`[fc»Y`DYfgcbYb`di b_hYhY"

HYghg]Y[Yf. `Ca Y[U]j cb`K Y`hVYhh

8]Y`Ca Y[U!A UhfUhnY`VYgh]WX`h`Xi fWX`]\fY` : `YI]V]`hÅhž`XU`g]Y`]b
XYb`<ÅfhY[fUXYb`<` `i bX`<(`Yf\Å`h`]WX`]gh"6YgcbXYfg`ZØf

GY]hYbgW`ÀZYf'i bX`F ØW_YbgW`ÀZYf`Y][bYh'g]Y`g]W`cdh]a U`ž`XU`g]Y
Y]bY`[`Y]W`a `À»][Y`I bhYfghØhni b[`V]YhYh"A]h`Y]bYa `; Yk]W`h`j`cb
_bUdd`%%`?`]`c[fUa`a`]gh`g]Y`ni`XYa`X]Y`Y]W`hYghY`A UhfUhnY`]a
HYghZ`X`i bX`gca`]h`Y]bZUW`ni` \UbX`UVYb": Øf`?`Ài`ZYf`V]YhYh
K`Y`hVYh`Y]bY`[fc»nØ][[Y`DfcVYgW`UZU`i`Yf`j`cb`%%`%`HU[Ybž`X]Y
]a`HYgh]Yf[`Y]W`X]Y`Àb[ghY`]gh"

- GhÀf_Yb`XYf`C`a`Y`[U!A UhfUhnY`.
 - <Yfj`cffU[YbXY`9f[cbca`]Yk`YfhY`ZØf`_Y]bYfY`V]g`a`]hhY`[fc»Y`GW`ÀZYf"
 - @Ub[Y`<U`hVUf_Y]h`i`bX`GhfUdUn]YfZ`À`][_Y]h"
 - @Y]W`hY`<UbX`UV`i`b[`XUb`_`[Yf]b[Ya` `; Yk]W`h`h"
 - %%`%`HU[Y`DfcVYgW`UZYb"
- GW`k`ÀW`Yb`.
 - Di`b`_hY`Ugh]n]h`h`bi`f`VYZf]YX][YbX"
 - K`Yb][Yf`[YfY][bYh`ZØf`[fc»Y`i`bX`gW`k`YfY`DYfgcbYb"

8]Y`HYghYf[YVb]ggY`nY][Ybž`XUgg`X]Y`Di`b`_hY`Ugh]n]h`h`XYf`C`a`Y`[U!
A UhfUhnY`U`g`VYZf]YX][YbX`VYk`YfhY`h`k`i`fXYž`k`Ug`VYXY`i`hYhž`XUgg`
g]Y`]b`VYgh]a`a`hYb`6YfY]W`Yb`]\fYf`9f[cbca`]Y`Y]W`h`UVZ`À`h"
A`YbgW`Yb`a`]h`gdYn]Y`Yb`6YX]b[i`b[Ybž`k`]Y`5h`YhYb`a`]h`VfY]hYb`
GW`i`hYfb`cXYf`DYfgcbYb`a`]h` , VYf[Yk]W`hž`VYb`Øh][Yb`
a`Ò[`]W`Yfk`Y]gY`VYgcbXYfY`a` UhfUhnYb`gdYn]Z]gW`Y`I`bhYfghØhni`b[ž`
X]Y`XYb`5bZcfXYfi`b[Yb`]\fYf`?`ØfdYfZcfa`i`bX`GW`UZdcg]h]cb`
YbhgdYfW`Ybž`k`]Y`]b`HYgh"XY`XUf[Y`Y`[h"

A`Uf`_hYb`hk`]W`_`i`b`[Yb`i`bX`HfYbXg`

8]Y`B`UW`ZfU[Y`b`UW`A`UhfUhnYb`k`ÀW`gh`b]W`h`bi`f`Ui`Z[fi`bX`
]bX]j`]Xi`Y`Yf`Df`ÀZYfYbnYbž`gcbXYfb`Ui`W`Xi`fW`hYW`bc`c`[]gW`Y`
`æbcj`Uh]cbYb`]a`A`Uf`_h`B`cfXUa`Yf]_U`U`h`XYfnY]h`XYb`i`[fØ»hYb`
A`Uf`_h`Ub`hY]`a`]h`i`&ž%*`i`"8]Y`6YfY]hgW`UZh`XYf`J`YfVfUi`W`Yfž`j`cb`
hfUX]h]cbY`Y`Yb`J`Yfhf]YVg`Ub`À`Yb`ni`C`b`]bY!G`c`dd]b[`ni`k`YW`gY`bž`
`U`h`X]Y`DfcXi`_`hb`UW`ZfU[Y`Yf`f`Ø`hž`]bgVYgcbXYfY`Xi`fW`X]Y`
7CJ`æ!`%`!DUbXYa`]Yž`X]Y`Y]b`ghÀf`YfYg`6Yk`i`ggHgY]b`ZØf`
; Ygi`bX`Y]h`i`bX`?`ca`Zcfh[YgW`UZZYb`U`h`<YfghY`Yf`]bj`Ygh]YfYb`
ni`bY`a`YbX`]b`]b`bcj`Uh]Y`DfcXi`_`hYž`X]Y`Ui`Z`XYb`?`ca`Zcfh`XYf`

Bi hnYf'UVn)Y`Ybž'k]Y`ZYfb[YghYi YfhY`A UhfUhnYbž'j cb`XYbYb`Y]b][Y
Xi fW`DUfhbYfgW`UZhYb`nk]gW`Yb`l bhYfbY`a Yb`k]Y`; \cgh6YX
i bX`7cnn]U`YbghY`Yb"

Ni gUa a YbZUggYbX`nY][h'g]W`ž'XUgg`X]Y`K U\`XYf`f]W`h][Yb
A UhfUhnY`b]W`h'bi f`Y]bY` : fU[Y`j cb`DfY]g`i bX` ; fÒ»Y`]ghž'gcbXYfb
j cb`j]Y`Yb`]bX]j]Xi Y`Yb` : U`hc fYb`UV`Àb[h`J YfVfUi W`Yf`g]bX`bi b
VYggYf`]bZcfa]Yfhi bX`_ÒbbYb`Xi fW`i a ZUb[fY]W`Y`HYghgž'k]Y`g]Y`
8Yf`K YghYb` i bX`**HYgh"XY** ni f`J YfZØ[i b[`ghY`Ybž'X]Y`ZØf`g]Y
dUggYbXY`A UhfUhnY`Ui gk`À`Yb`"8]Y`Ca Y[U`j cb`K Y`hVYhhighY`h
U`g`Yfj cffU[YbXYg`6Y]gd]Y`ZØf`E i U`]h`hi bX
5bdUggi b[gZ`À`][_Y]h]b`Y]bYa`g]W`XmbUa]gW`Yb`hk]W`Y`bXYb
A Uf`_h"

8YhU]`g	
C fh	?]Y`ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "XYfk YghYb"XY• k k k "hYgh"XY• k k k "Zc fhi bYVi g]bYgg]bg][\ hg"Wc a

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