

NU\ b_`]b]_`%'YfcVYfh'HYbbYb`c\Y. :]fa Uh\`cb`&\$&) `VY[Y]ghYfh`U``Y°

5a `&) "'ž`b]`&\$&) `ZUbX`XYf':]fa Uh\`cb`]b`HYbbYb`c\Y`ghUhhž
a]h`&-`%'HY]`bY\`a Yfb`Ui g`XYf`NU\ b_`]b]_`%'i bX`j]Y`ZÀ`h][Yb
8]gn]d`]bYb"



HYbbYb`c\Yž`8Yi hgW\`UbX`!`5a `&) "'ž`b]`&\$&) `k i fXY`XUg
Ä\`f`]W\Y`:]fa YbYj Ybhž`XYf':]fa Uh\`cbž`]a`ia U`Yf]gW\Yb
HYbbYb`c\Y`Ui g[YhfU[Yb``6Y]`ghfU\`YbXYa`GcbbYbgW\Y]b`i bX
\c\Yb`HYa`dYfUhi`fYb`hfUHYb`&-`%A`]hUfVY]hYbXY`XYg
I`b]j`Yfg]hÄhg_`]b]_`i`a`g`9f`Ub[Yb`fi`?`9F`Ł`]b`-`+`8fY]Yf!HYUa`g
[Y[YbY]bUbXYf`Ub``I`bhYf`XYb`HY]`bY\`a`Yfb`k`Uf`Ui`W\`XUg`HYUa
XYf`NU\ b_`]b]_`%'ž`VYghY\`YbX`Ui`g`8f``DÄfYnž`8f``6i`W\`Y]Xh!8`ÖfZYf
i`bX`8f``A`chnž`XUg`g]W\`i`bhYf`XYa`_`fYUh]j`Yb`;`fi`ddYbbUa`Yb
`?`Uf]i`g`i`bX`6U`_hi`g`dfÄgYbh]YfhY``8]Y`J`YfUbghU`hi`b[`Vch`XYb
HY]`bY\`a`YbXYb`X]Y`A`Ò[`]W\`Y]hž`]b]`bg[YgUa`h`%*`j`YfgW\]YXYbYb
8]gn]d`]bYbž`k`]Y`@Ui`ZYbž`F`UXZU\`fYbž`:`i`»`VU``i`bX`gc[`Uf
6c[YbgW\]Y»Ybž]\`f`?`ÖbbYb`i`bhYf`6Yk`Y]g`ni`ghY``Yb"
C`f[Ub]gUhc]f]gW\Y`F`ØW_a`Y`Xi`b[Yb`k`UfYb`Xi`fW\k`Y[`dcg]h]j`ž`i`bX

Y]bY`HY]`bU\`a Y`ja `ca a YbXYb`đ\`f]gh`VYfY]hg`Ub[Y_`0bX][h`I ?
9f`Ub [Yb`VYf]W`hYhž`XUgg`

8Yf` :]fa Uh\`cb`ZUbX`ja `5!D`Uhn`XYg`GJ H`HYbbYb`c\`Y`ghUhh``<]Yf`
k i fXY`b]W`h`bi f`Y]b`gdUbbYbXYg`K Yhh_Ua dZ`5a V]Yb`hY`
[YgW`UZYbž`gcbXYfb`Ui W`Z0f`XUg`Y]V`]W`Y`K c\`gcf[hY`Y]bY`[i hY`
J YfdZY[i b[``8]Y` : fY]k]``[Y` : Yi Yfk Y\`fi bX`ZfY]k]``[Y`<Y`ZYf`Ui g`
XYf` ; ma bUgh]_a UbbgW`UZh`i bhYfgh0hnhYb`hUh_f`ÄZh][ž`i bX`X]Y`
GYVUgh]UbghfU» Y`k i fXY`Z0f`Y]bYb`fY]Vi b[g`cgYb`5V`Ui Z`XYf`
J YfUbghU`hi b[`[YgdYffh``8]Y`nU\`fY]W`Yb`@Ui Z`i bX`F`UX[fi ddYb`
gck]Y`j YfgW`]YXYbY`6Yk Y[i b[gdfc[fUa` a Y`gcf[hYb`XUZ0fž`XUgg`
Z0f`YXY`5`hYfg[fi ddY`i bX` :]hbYggghi ZY`Yhk Ug`[YVchYb`k Uf``5i W`
\`Yf`g]bX`X]Y`F`0W_a Y`Xi b[Yb`XYf`6Ygi W`Yf`Xi fW`k Y[`d cg]hj`
Ui g[YZU`Yb``GJ`HYbbYb`c\`Y`VYf]W`hYhž`XUgg`

9]b`9j Yb`h`Z0f`X]Y`[Ub`nY` : Ua]`]Y`

8Yf` :]fa Uh\`cb`ghY`h`b]W`h`bi f`]a `NY]W`Yb`XYg`Gdcfhgž`gcbXYfb`
Ui W`XYg` ; Ya Y]bgW`UZhg[YZ0\`g``8]Y`HY]`bY\`a Yf`nY][hYb`g]W`
VY[Y]ghYfh`j cb`XYf`J]Y`ZU`h`XYf`5_hj]h`hYbž`X]Y`]b`X]YgYa`đ\`f`Ui Z`
XYa`Dfc[fUa` a`ghUbXYb``J cb`đ`a`d]b[` :]hbYgg`0VYf`@Uh]b`8 UbW`
V]g`\]b`ni`8 Ufhž`X]Y`5i gk U\`k Uf`gc`Vi bh`k]Y`XUg`K YhhYf``Gc`_Ua`
Ygž`XUgg`b]W`h`bi f`gdcfh]W`Y`<0W`ghY]ghi b[Yb`]a` : c`_i g`ghUbXYbž`
gcbXYfb`Ui W`XYf`GdU» `i bX`XUg`A]hY]bUbXYf`

8]Y`d cg]hj] Y`C f[Ub]gUh]cb`XYg`9j Ybhg`i bX`X]Y`d fcZYgg]cbY``Y`
6YhfYi i b[`k i fXYb`VYgcbXYfg`\`Yf] cf[Y\`cVYbž`k Ug`nY][hž`XUgg`
j]Y`<YfnV`i h`]b`X]Y`J cfVYfY]hi b[`[YghYW`h`k i fXY``6Y`]YVhY`
5_hj]h`hYb`i bhYf`XYb`A]hUfVY]hYbXYb`k UfYb`XUg`6c[YbgW`]Y» Yb`
Ui Z`XYf`XUZ0f`j cf[YgY\`YbYb`6c[Ybk]YgY`gck]Y`X]Y`
j YfgW`]YXYbYb`6Yk Y[i b[gdfc[fUa` a Y``Hfchn`XYf`J]Y`nU\`Ub`
hY]`bY\`a YbXYb` ; fi ddYb`j Yf`]YZ`X]Y`J YfUbghU`hi b[`[`Uh`i bX`c\`bY`
Nk]gW`YbZ`Ä`Y`

9]b`6`]W`_`bUW` `j cfbY`

8]Y`J cfVYfY]hi b[Yb`Z0f`XYb`b`ÄW`ghYb` :]fa Uh\`cb`\`UVYb`VYfY]hg`
VY[cbbYbž`i bX`X]Y`C f[Ub]gUhcf.]bbYb`ghY\`Yb`]b`ZfYi X][Yf`

9fk Ufhi b[ž'k Y]hYfY'gdUbbYbXY'8]gn]d`]bYb'i bX'5_hj]]hÅhYb'ni
]bhY[f]YfYb'"5i WÅ']b'Ni _i bZh'k]``a Ub'XYb'gdcfh]WÅYb'K Yhh_Ua dZ
a]h'Y]bYa '[YgY``][Yb'A]hY]bUbXYf'j YfV]bXYb'i bX'XUVY]'X]Y
HY]'bY\`a Yf.]bbYb']a a Yf'k]YXYf'Ui Zg'B Yi Y'VY[Y]ghYfb'"8]YgY
A]gWÅi b['a UWÅh'XYb':]fa Uh\`cb'ni 'Y]bYa 'XYf'[YZfU[hYghYb
9j Ybhg']a 'FY[]cb' 'i bX'j]Y``Y]WÅh'Ui WÅ'Y]b'; fi bXž'k Ufi a 'ja a Yf
a Y\`f':]fa Yb'X]YgYb'5b`Ugg'U`g'HYUa Vi]'X]b[!9j Ybh']b'6YhfUWÅh
n]Y\`Yb'"A YmYf!9j Ybhg'VYf]WÅ hYhž'XUgg'

8YhU]`g	
C fh	HYbbYb`c\Yž8Yi hgWÅ`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i _!Yf`Ub[Yb"XY • gj hYbbYb`c\Y"XY • a YmYf!Yj Ybhg"XY

6Ygi WÅYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY