

7UZÄ`6i i f. `HfYbX!< c hgdch`ZØf`6fi bWx!
: Ub g`ÖZZbYh`]b`A ØbWxYb`°

7UZÄ`6i i f`YfÖZZbYh`]b`A ØbWxYb`a`]h`_fYUh]j Ya`6fi bWx!
?cbnYdh`"9bhXYW_Yb`G]Y`X]Y`_i`_]bUf]gWxYb`<][\`][\hg`i bX
9]bZØggY`Ui g`?Ö`b`°



A ØbWxYb`ž`8Yi hgWx`UbX`!`8Ug`Vi bhY`HfY]VYb`]b`XYf`A ØbWxYb`Yf`
; Ughfc`bca`]YgnYbY`_\`Uh`_Øfn`]Wx`Ni k UWx`g`VY`_ca`a`Yb.`9bXY`A`U`
&\$&)`YfÖZZbYh`XUg`7UZÄ`6i i f`Ui g`?Ö`b`Y]bYb`bYi`Yb`GhUbXc`fh`]b`
XYf`:`Y`]hngWx`ghfU»Y`"8Ug`?cbnYdh`XYg`7UZÄ`g`\`Uh`g]Wx`fUgWx`Y]bYb`
BUa`Yb`[`Ya`UWx`hi`bX`k`]fX`j`cf`U`Ya`k`Y`[`Yb`gY]bYg`[`Y`\`md`hYb`
6fi`bWx`!5b`[`YV`ch`g`[`YgWx`Ä`hnh`"8Yf`GhUbXc`fh`]b`A ØbWxYb`hY`]h`g]Wx`
X]Y`:`Ä`Wx`Y`a`]h`XYf`VY`]YVhYb`<`Ua`Vi`f`[`YfY]ž`X]Y`UV`XYa`5VYb`X`
X]Y`?cb`hfc`"Y`ØVYfb]a`a`h`"

8Ug`7UZÄ`6i i f`\`Uh`gY]bYb`9fZc`[`]b`?Ö`b`Ui`Wx`XYf`I`bhYfghØ`hni`b`[`
Xi`fWx`æ`Zi`Yb`Wf`ni`j`YfXUb`_Yb`ž`X]Y`XUg`i`a`ZUb`[`fY]Wx`Y`6fi`bWx`!
?cbnYdh`]b`XYb`gcn]U`Yb`A`YX]Yb`dfca`chYhYb`"8]Y`GdY]gYb`g]bX`gc`
[`YghU`hYhž`XUgg`g]Y`b]Wx`h`bi`f`_Øgh]Wx`g]bX`ž`gcbXYfb`Ui`Wx`dYfZY`_h`

ZØf' ðghU[fUa ' [YY][bYh' 'Y]b'WYj YfYg'A Uf_Yh]b[]bghfi a Ybh]b
XYf'\Yi h][Yb'NY]h''6]g'ni a 'B UW\ a]hU['dfÀgYbh]Yfh'XUg'7UZÅ'Y]bY
J]Y'nU\''Ub'_fYUh]j Yb'6fi bW\!?'fYUh]cbYbž'X]Y'k U\ f']W\ 'ni a 'HY]'Yb
Ub]a]YfYb"

6 fi b W\ 'a]h'Gh]'`i b X'Y]b Ya ' < Ui W\ 'j cb B UW\ \ U`h][_Y]h

8 Yf'6fi bW\ 'VY[Y]ghYfh'Xi fW\ 'Y]bY'A]gW\i b['Ui g'UbgdfYW\YbXYb
; Yf]W\hYbž'X]Y'gck c\''XYb'; Ui a Yb'U`g'Ui W\ 'XUg'5i [Y'YfZfYi Yb"
J]Y'Y'; ÀghY'gW\ÀhnYb'Yg'ni XYa ž'XUgg'XUg'7UZÅ' [fc»Yb'K Yfh'Ui Z
X]Y'DfÀgYbhUh]cb'XYf'GdY]gYb''Y[h''8]Yg'dUggh'ni 'XYb'U_hi Y''Yb
[Ughfcbca]gW\Yb'HfYbXgž'VY]'XYbYb'[i h'Ui ggY\YbXY'GdY]gYb']b
gcn]U'Yb'A YX]Yb'[YfUXY'\cW\ 'ja '?i fg'ghY\Yb''; Ubn']a 'G]bbY'XYf
B UW\ \ U`h][_Y]hž'X]Y'VY]', &'i 'XYf'; Ughfcbca]YVYhf]YVY'Y]bY'Fc''Y
gd]Y'hž''Y[h'XUg'7UZÅ'Ui W\ 'K Yfh'Ui Z'fY[]cbU'Y'DfcXi _hY"

8]Y' [Ughfcbca]gW\Y '@UbXgW\ UZh]b'8Yi hgW\ 'UbX'\Uh'g]W\ ']b'XYb
'YhnhYb' ð\ fYb'ghUf_'j YfÀbXYfh''NU\ 'Yb'nY][Ybž'XUgg']a
GYdhYa VYf'&\$&' 'X]Y'NU\''XYf']b'XYf'; Ughfcbca]Y'6YgW\ÀZh][hYb
bcW\ 'i a '*ž+i 'i bhYf'XYa 'B]j YUi 'j cb'&\$%-''U["
; Ughfcbca]YVYhf]YVY'\UVYb'g]W\ 'YXcW\ 'Yf\c'hž'i bX'XUg'7UZÅ
6i i f'_ÒbbhY']b'X]YgYf'Ui ZghfYVYbXYb'I a [YVi b['Y]b'[i hYg
; YgW\ÀZh'a UW\Ybž'k À\ fYbX'j]Y'Y'bYi Y
; Ughfcbca]Yi bhYfbY\ a Yb'GW\ k]Yf][_Y]hYb'\UVYbž'ni 'VYghY\Yb"

9]b'6`]W_ 'Ui Z'X]Y'6fUbW\ Y

8]Y'; Ughfcbca]Y']b'8Yi hgW\ 'UbX'V`Y]Vh'Y]b'k]W\ h][Yf
K]fhgW\ UZhZU_hc fž'XYf'_i 'hi fY''Y'J]Y'ZU'h'k]XYfgd]Y[Y'h"
GhUh]gh]_Yb'nY][Ybž'XUgg'X]Y'6fUbW\Y']a ' ð\ f'&\$&%']bg[YgUa h
) \$%A]''UfXYb'9i fc' l a gUm'Yfn]Y'hY''6YfY]hg'+) 'i 'XYg'A Uf_hYg
k YfXYb'j cb'i bUV\Àb[] [Yb'6Yhf]YVYb'Xca]b]Yfhž'k Ug'XUfUi Z
\]bXYi hYhž'XUgg'?cbnYdhY'k]Y'XUg'j cb'7UZÅ'6i i f'Ui Z'Zfi W\ hVUfYb
6cXYb'ZU''Yb"

6YgcbXYfg'[YgW\Àhnh'k YfXYb']b'XYf'; Ughfcbca]Y'Ui W\ '[Ygi bXY

9fbÀ\fi b[gcdh]cbYbžk cVY]g]W\`&) `A]``]cbYb`8Yi hgWXY`UV`%(
 >\fYb`Z0f`Y]bY`[Ygi bXY`@YVYbgk Y]gY`]bhYfYgg]YfYb``8]YgYf`HfYbX
 _0bbhY`XUg`6fi bW!5b[YVchj cb`7UZÅ`6i i f`ni gÀhn`]W`Z0fXYfb"
 ; Ygi bXYg`9ggYb`i bX`UbgdYfWYbXYg`8Yg][b`_ca a Yb`VY]`XYb
 ; ÀghYb`[i h`Ub`i bX`_0bbhYb`XYb`BYi Y]bghY][Yf`]b`A 0bWYb`]b`X]Y
 <0\Y`gWYbY``Yb``UggYb"

8 Ug`7UZÅ`6i i f`]gh`U`gc`b]WYh`bi f`Y]b`bYi Yf`C fh`Z0f`6fi bW!
 @]YV\UVYfž`gc bXYfb`Ui W`Y]b`]bhYfYggUbhYg`6Y]gd]Y`Z0f`X]Y
 <YfUi gZcfXYfi b[Yb`i bX`7\UbWYbž`X]Y`X]Y ; Ughfc bca]Y`]b`XYf
 \Yi h][Yb`NY]h`V]YhYh`A]h`Y]bYa`[Y`i b[YbYb`?cbnYdhž`Y]bYa
 UhhfU`_hj Yb`GhUbXcfh`i bX`Y]bYf`ghUf`_Yb`A Uf`_YbdfÀgYbn`\Uh`XUg
 7UZÅ`XUg`DchYbn]U`ž`g]W`]b`XYf`UVk YWYg`i b[gfY]WYb`A 0bWYbYf
 ; Ughfc bca]Y`UbXgWYUZh`ZYghni gYhnYb"

8YhU]`g	
C fh	A 0bWYbž`8Yi hgWY`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Yf`_i f"XY • k k k "Zc cX!gYfj]W"XY • [!k]Y![Ughfc"XY

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