

5`X]`k Ufbh. `@YVYbg[YZU\ f`Xi fW\ `ZU`gW\ Yb
; f]`! : `mYf°

5`X]`BcfX`k Ufbhj cf`Y]bYa `G]W\Yf\Y]hgZY\`Yf`]b`Y]bYa `: `mYf
ZØf`gY]bYb`66E `; Ug!D]nnUcZYb"J Yfk YbXi b[`bi f`]a `: fY]Yb
Ya dZc\`Yb"



5`X]`BcfXž`8Yi hgW\`UbX`!`8]Y; f]`gU]gcb`\Uh`VY[cbbYb`i bX
nU\`fY]W\Y`Gi dYfa Äf_hY`gck]Y`8]gWci bhYf`V]YhYb`Y]bY`J]Y`nU\`
j cb`: `Y]gW\dfcXi _hYb`Ub"8cW\`VY]5`X]`BcfX`[]Vh`Yg`XYfnY]h
Y]bYb`gW\k Yfk]Y[YbXYb`G]W\Yf\Y]hgZY\`Yfž`XYf`ZØf`dchYbn]Y`Y
?Äi ZYf`[YZ\`f`]W\Y`?cbgYei YbnYb`\UVYb`_ÖbbhY"i`b`Y]bYa `: `mYf
ni f`5_h]cbgk cW\Y`j ca `&, "A U]`&\$&) `k i fXY`Y]b`66E `; Ug!
D]nnUcZYb`ZÄ`gW\`]W\Yfk Y]gY`U`g`ZØf`XYb`b`bYbVYfY]W\`[]Y][bYh
[Y`YbbnY]W\Yhž`k Ug`Ui h`5`X]`BcfX`Y]b`_UfYf`: Y\`Yf`]gh"8Yf
8]gWci bhYf`\Uh`]bnk]gW\Yb`_cff][]Yfh`8Yf`; Ug!D]nnUcZYb`XUfZ
Ui ggW\`]Y»`]W\`]a `: fY]Yb`j Yfk YbXYh`k YfXYb"

8]Y`]ffYZØ\`fYbXY`b`Zcfa Uh]cb`_ÖbbhY`VYgcbXYfg`[YZ\`f`]W\`gY]bž
XU`[UgVYhf]YVYbY; YfÄhY`?c\`Yba cbcI]X`f7CŁ`ZY]gYhnYb"

?c\`Yba cbcl]X`]gh`Y]b`ZUfV!`i`bX`[`Yfi`W`cgYg` ; Ugz`k`Y`W`Yg`VY`
i`bj`c`gh`AbX][`Yf`J`YfVfYbbi`b[`Yb`hghY`h`8`]YgY`9][`YbgW`UZh`Yf\`O`h`
XUg`F`g]_c`Y]bYf`?c\`Yba cbcl]Xj`Yf[`]Zhi`b[`Yf\`YV`]W`z`X]Y`c`\`bY`
K`UfbnY]W`Yb`Ui`ZhYhYb`_Ubb"

@YVYbg[YZÅ\ f`]W`Y`=ffhØa`Yf`

5`X]`\`Uh`g]W`ZØf`XYb` :`Y`\`Xfi`W`_`XYg` :`mYfg`Yb`hgW`i`X][`hi`bX`X]Y`
?i`bXYb`XUfUi`Z`]\`b[`Yk`]YgYbž`XYb`ZY`\`Yf\`UZhYb` :`mYf`ni`
][`bcf]YfYb`" `#`Y]bYa` `G]W`Yf\`Y]hg\`]bk`Y]g`Ui`Z`XYf`D`UhhZcfa`
DfcXi`_hk`Ufbi`b[`"Yi` \`Uh`XYf`8`]gW`ci`bhYf`XUfUi`Z`]\`b[`Yk`]YgYbž`XUgg`
X]Y`Bi`hni`b[`XYg`66E`D]nnUcZYbg`]b[`YgW`cgYbYb`F`Ai`a`Yb`
`YVYbg[YZÅ\ f`]W`gY]b`_Ubb`"Gma`dhca`Y`Y]bYf`
?c\`Yba cbcl]Xj`Yf[`]Zhi`b[`i`a`ZUggYb`?cdZgW`a`YfnYbž`GW`k`]bXY`ž`
,`VY`_Y]hi`bX`gc[`Uf`6Yk`i`gghgY]bgghØfi`b[`Yb`"

J`cf`U`Ya` `]b[`YgW`cgYbYb`F`Ai`a`Yb`_Ubb`XYf`5i`ghf]hhj`cb`
?c\`Yba cbcl]X`hØX`]W`YbXYb`"8`]Y` ;`YZU`fYb`j`cb`
YI`d`cg]cbgZÅ\][`Ya` ` ;`Ug`Yf\`O`Yb`g]W`ni`XYa`Xi`fW`a`Ø[` `]W`Y`
@YW`g`Ub`GW`Åi`W`Yb`i`bX`5bgW`ØggYb`"8Yf`H,`J`i`bX`UbXYfY`
9I`dYfhYb`k`UfbYb`Y]bXf]b[` `]W`j`cf`XYf`J`Yfk`YbXi`b[`gc`W`Yf`
 ;`Yf`ÅhY`]b`#`bYbVYfY]W`Yb`i`bX`Ya`dZY`\`Ybž`
G]W`Yf\`Y]hgj`cf`_Y`fi`b[`Yb`k`]Y`NØbXg]W`Yfi`b[`Yb`i`bX`
 :`Ua`a`ØVYfk`UW`i`b[`Yb`ni`VYUW`hYb`"

K`]W`h][`Y`G]W`Yf\`Y]hg\`]bk`Y]gY`

?i`bXYbž`X]Y`]a`6Yg]hn`XYg`66E` ;`Ug!D]nnUcZYbg`]bXž`gc`hYb`X]Y`
Zc`[`YbXYb`G]W`Yf\`Y]hgYfY[`Y`b`VYUW`hYb`.

- Bi`f`]a` ` :`fY]Yb`j`Yfk`YbXYb`
- A`]bXYghYbg`)`\$`W`a` `5VghUbX`ni`VfYbbVUfYb`A`UhYf]U`]Yb`
 \`U`hYb`
- ;`Ugni`Z` \`f`bUW` ;`YVfUi`W`UVXfY\`Yb`
- FY[`Y`a`Å»][`Y`?`cbhfc`Y`j`cb`8]W`hi`b[`Ybž`GW`Åi`W`Yb`i`bX`
 5bgW`ØggYb`
- ?Y]bY`Bi`hni`b[` `]b[`YgW`cgYbYb`cXYf`gW`YW`h`VY`ØZhYhYb`
 F`Ai`a`Yb`

- 6U`_cbY`cXYf`HYffUggYb`a]h`X]W`hYf` , VYfXUW`i b[`g]bX`
i b[YY][bYh`c`bY`Ui`gfY]W`YbXY`@`Zn]f`_i``Uh]cb

8]Y` ; YZU`fYb`j`cb`?`c`\\`Yba`cbcl`jX`g]bX`b]W`h`ni`i`bhYfgW`À`hnYb`"
J`cb`&\$\$\$`V]g`&\$\$`-`[`UV`Yg]b`8Yi`hgW`U`bX`Xi`fW`gW`b]h`h]W`" `+(
`À`\\`f`]W`Y`I`bZU`!`HcXYgZ`À`Y`Xi`fW`7C!`J`Yf[`]Zhi`b[`Yb`"5i`W`k`Ybb
GhUh]gh]_Yb`k`jY`X]Y`j`cb`&\$%)`a`]h`*(`(`,`DUh]Yb`hYb`a`]h`7C!
J`Yf[`]Zhi`b[`Ui`ZY]bY`g]b_YbXY`5bnU`\\`j`cb`:`À`Yb`\\]bk`Y]gYbž`g]bX`
X]Y`8i`b_Y`n]ZZYfb`\\cW`ž`XU`j`jY`Y`Gma`dhca`Y`cZ`h`b]W`h`f]W`h][
Yf_Ubb`h`k`YfXYb`"

8]Y`G]hi`Uh]cb`i`a`XYb`66E` ; Ug!D]nnUcZYb`j`cb`5`X]`B`cfX`]gh`U`gc
Y]bY`YfbghY`A`U`\\bi`b[`ni`f`J`cf]g]W`h`G]W`Yf`\\Y]h`gc`h`Y`ghY`hg`Df]cf]h`À`h
\\UVYbž`j]bgVYgcbXYfY`]b`XYf` ; f]`gU]gcb`" ?i`bXYb`g]bX`
Ui`Z[`Y`ZcfXYf`hž`VY]i`bg]W`Yf`\\Y]hYb`XYb`5`X]!`?i`bXYbgYfj`]W`cXYf`
: UW`VYhf]YVY`ni`_cb`hU`_h]YfYb`"

8YhU]`g	
J`c`f`ZU```	B`c`h`ZU```
I`f`g`U`W`Y	:`Y`\\`]b`Z`c`f`a`U`h]cb
C`f`h	5`X]`B`c`f`X`ž`8Yi`hgW`U`bX
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"XYfk`YghYb"XY • k`k`k`"W`a`Y!cb"XY • XY"k`_]dYX]U"cf[

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