

GcbbYbgWXY]b`cXYf`GcbbYbVfUbX3`Gc gWkØhnh`g]Wk`6UmYfb`j`cf`XYf`<]hnY`

9fZU\ fYb`G]Y`U`Yg`ØVYf`X]Y`Xfc\YbXYb`GcbbYbVfUbX!`i`bX
<]hnYk Ufbi`b[`Yb`]b`6UmYfb`Ua``%`"\$*`"&\$&)`ž`gck`]Y
GWk`i`hna`U»`bU\`a`Yb`i`bX`i`J!`&XYI`"

6UmYfb`ž`8`Yi`hgWk`UbX`!`8`]Y`K`YhhYfdfc[`bcgYb`ZØf`6UmYfb`nY][`Yb
U`Ufa`]YfYbXY`9bhk`]W`_i`b[`Yb`"`&`XYb`_ca`a`YbXYb`HU[`Yb`ghY][`Yb
X]Y`HYa`dYfUhi`fYb`Ui`ZV]g`ni`"`)`);`fUX`"8`Yf`8`Yi`hgWk`Y
K`YhhYfX]Ybgh`fB`K`8`Ł`k`Ufbhj`cf`Y]bYf`\c\Yb;`YZU\`f`j`cb
GcbbYbVfUbX`i`bX`<]hnYghfYgg`"J`cf`U`Ya`Ua`GUa`ghU[`k`]fX`a`]h
Y]bYa`Yi`hfYa`_c\Yb`i`J!`&XYI`nk`]gWk`Yb`i`i`bX`-`[`YfYWk`bYhž`k`Ug
U`g`gY\`f`\cWk`Y]b[`Yghi`Ž`ik`]fX`"hn`XY`VYf]Wk`hYhj`cb`XYb
Ya`dZc\`YbYb`GWk`i`hna`U»`bU\`a`Yb`"

I`a`_g]Wk`j`cf`XYb`bY[`Uh]j`Yb`5i`gk`]f`_i`b[`Yb`XYf`]bhYbg]j`Yb
GcbbYbghfU\`i`b[`ni`_gWk`Øhnyb`ž`f`h`XYf`8`K`8`ni`_a`Y\`fYfYb
J`cf`gcf[`Ya`U»`bU\`a`Yb`"8`Uni`_i`[`Y\`Øfh`XUg`HfU[`Yb`j`cb`Y]bYa
GcbbYb\`i`hž`gcb`bYbX]Wk`hYf`?`Y]Xi`b[`i`bX`Y]bYf`GcbbYbVf`Y`Y
gck`]Y`X]Y`J`Yfk`YbXi`b[`j`cb`GcbbYbWfYa`Y`"9g`]gh`ni`XYa`fUhgUa`ž
g]Wk`ØVYf`X]Y`A`]hU[`gnY]h]a`_GWk`UhhYb`Ui`Zni`_U`hYb`i`bX`j`]Y`
:`_Øgg][`_Y]h`ni`_g]Wk`ni`_bY\`a`Yb`ž`i`a`_Y]bYf`a`Ø[`_]Wk`Yb
<]hnYVY`Ughi`b[`j`cf`ni`VYi`[`Yb`"

;`Ygi`bX\`Y]hgf]g]_Yb`Xi`fWk`i`J!`GhfU\`i`b[

8]Y;`YZU\`fYb`j`cb`i`J!`GhfU\`i`b[`_g]bX`b]Wk`h`ni`_i`bhYfgWk`ÅhnYb`"
8]YgY`_Ubb`U`_i`hY;`c`[`Yb`k`]Y`GcbbYbVfUbX`i`bX
J`YfgWk`_YWk`hYfi`b[`XYf`_a`a`i`b`U[`Y`b`UWk`_g]Wk`n]Y\`Yb`"@Ub[`Zf]gh][
Yf\`Ø\`h`g]Y`XUg`F`]g]_c`ZØf`<`Ui`h`fYVgž`Y]bgWk`_Y»`_]Wk`_a`U`][`bYg
A`Y`Ubca`ž`k`Ug`VYgcbXYfg`Xi`fWk`_Å`i`Z][`Y`GcbbYbVYghfU\`i`b[`_j]b

XYf'?'bX\Y]h[YZÖfXYfh'k YfXYb'_Ubb" HUhgÄW`]W\`Uh'g]W`X]Y
NU\`XYf`BYi V]Xi b[Yb`a U][bYf`A Y`Ubca Y`]b`XYb`YhnhYb`(\$
\fYb`U`Y`%\$\fY`j YfXcddY`h"Xk X"XY`Yf`Äi hYfhž`XUgg`X]Y
GhÄf_Y`XYf`I J!GhfU\`i b[`Ui dhgÄW`]W`j ca`GcbbYbghUbX`i bX
XYb`K`]hhYfi b[gVYX]b[i b[Yb`UV\`Äb[h"

8Yf`I J!; YZU\`fYb]bXYI`V]YhYh`Y]bY`\`]ZfY]W`Y`9]bhY`]i b[`]b`ZÖbZ
; YZÄ\`fXi b[gVYfY]W`Yž`X]Y`j cb`_Y]bYf`V]g`\]b`ni`Yi hfYa`Yf
; YZÄ\`fXi b[`fY]W`Yb`"6Y`]Y]bYa``XYI`j cb`,`!%\$`g]bX
GW`i hna`U»bU\`a`Yb`i bVYX]b[h`YfZcfXYf`]W`"8]Yg`VYXYi hYhž`XUgg
Bi hnhYf`j cb`Ci hXccf!5_h]j`]hÄhYb`VYgcbXYfg`k UW`gUa``gY]b`gc`hYbž
i a`[Ygi bX\Y]h]W`Y`F]g]_Yb`ni`j Yfa`Y]XYb`"X[i j "XY`k`Y]gh
ni XYa``XUfUi Z`\]bž`XUgg`gY`Vgh`Y]bY`[Yf]b[Y`GcbbYbYi dcg]h]cb
bY[Uh]j`Y`[Ygi bX\Y]h]W`Y`:`c`[Yb`\UVYb`_Ubb"

6Yfi Z]W`Y`F]g]_Yb`i bX`DfÄj`Yb]h]cb

6YgcbXYfg`VYhfcZZYb`j cb`I J!GhfU\`i b[`g]bX`A`YbgW`Ybž`X]Y`]a
: fY]Yb`UfVY]hYb`"F`i bX`g]YVYb`A`]`]cbYb`A`YbgW`Yb`]b`8Yi hgW`UbX
g]bX`X]YgYf`6Y`Ughi b[`Ui`g[YgYhnh`"8]Y`5bYf`_Ybbi b[`XYf`
6Yfi Zg_fUb`\Y]h`D`UhYbYd]h\Y`_Ufn]bca`cXYf`a`i`h]d`Y
U_h]b]gW`Y`?YfUhcgYb`XYf`<Ui`h`Xi`fW`bUhØf`]W`Y`I J!GhfU\`i b[
gY]h`&\$%)`nY][hž`k`]Y`Yfbgh`XUg`DfcV`Ya`]gh"`,`VYf`,`"*%+`:`Ä`Y
X]YgYf`9f_fUb`_i b[`k`i`fXYb`V]g`&\$&&`UbYf`_Ubbh`"8Yf`5bgh]Y`[`j`cb
b]W`h`a`Y`Ub`cnmhÄfYa``<Ui`h`fYVg`]b`9i`fcdU`k`]fX`Ui`Z`Yhk`U`,`
DfcnYb]h]d`fc`\f`[YgW`Ähnh"

8]Y`I bhYfbY\`a`Ybg`Y]hi b[Yb`g]bX`j`YfUbhk`cfh]W`Y`ZÖf`X]Y
G]W`Yf\Y]h`i bX`:`Ygi bX\Y]h`\fYf`A`]hUfVY]hYf`"8Uni`[Y\`Öfh`Ui`W
XYf`GW`i`hn`j`cf`I J!GhfU\`i b[`"5b[Yg]W`hg`XYg`?`]a`Uk`UbXY`gž`XYf
ni`k`Yb][Yf`6Yk`Ö`_i b[`ZÖ\`fhi bX`XUa`]h`X]Y`I J!6Y`Ughi b[Yb
Yf\`Ö\`hž`a`ØggYb`A`U»bU\`a`Yb`ni`f`FYXi`n]Yfi b[`XYf`I J!9I`dcg]h]cb
Xf]b[YbX`]a`d`Ya`Yb]h]Yfh`k`YfXYb"

g[YgUa`h`[`]h`6Y`]Ub\`U`hYbXYa``GcbbYbgW`Y]b`]gh`Yg`YggYbh]Y`ž
X]Y`Y][YbY`<Ui`h`ni`gW`ØhnYb`i bX`VYk`i`ggh`a`]h`XYf`GcbbY
i`a`ni`[Y\`Ybž`i`a`_i`fn!`i bX`Ub[Zf]gh][Y`:`Ygi bX\Y]hg]g]_Yb`ni
a`]b]a`]YfYb"

8YhU]`g	
J c fZU``	K Ufbi b[
I fgUWXY	<]hnYVY`Ughi b[žGcbbYbVfUbX
C fh	6UmYfbž`8Yi hgWY`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "Xk X"XY • k k k "X[i j "XY

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