

? fYX]hj Yf[UVY ']b '8Yi hgW\`UbX. 'K c 'V`Y]Vh
XUg`K UW\ ghi a ']a ' J Yf[`Y]W\`ni f`9I 3

8]Y`9bhk]W`i b[`XYf`?fYX]hj Yf[UVY ']b '8Yi hgW\`UbX
ghU[b]YfhY`&\$&) ž`k À\fybX`UbXYfY`9I !@ÀbXYf`k UW\gYb"
9]bV`]W`Y`]b`k]fhgW\UZh]W\Y`<YfUi gZcfXYfi b[Yb"



8Yi hgW\`UbX`!`&8Yi hgW\`UbX`hi`h`g]W\`a`ca`YbhUb`b]W\`hj`]Y`ž`
k`Ybb`Y`g`i`a` `X]Y`?fYX]hj`Yf[`UVY`[`Y\`h`"Hfchn`U`Yf`6Ya`Ø`i`b[`Ybž`
k`]Y`XYb`&`j`Ygh]h]cbgdfc[`fUa`a`Ybž`V`Y]Vh`XUg`K`UW\`ghi`a` `]a`
?fYX]hVYfY]W\`ghUf`_` \]bhYf`XYb`9fk`Ufhi`b[`Yb`ni`fØW`_`" `a` `A`U`]&\$&)
VYhfi`[` `X]Y` `À\`f`]W\`Y`K`UW\`ghi`a`gfUhY`[`YfUXY`Y]ba`U`%ž` `DfcnYbh`
_Ui`a` `a`Y\`f`U`g`X]Y`&ZUh]cbgfUhY`ž`k`]Y`6Uf`_ck` `7cbgi` `h]b[`
VYf]W\`hY`h"

6YgcbXYfg`X]Y`I`bhYfbY\`a`Ybg`_fYX]hY`ghY\`Yb`i`bhYf`8fi`W`i`bX`
ghU[`b]YfYb`VY]bU\`Y`j`c`gh`À`bX][`" `K`À\`fybX`]b`XYf`fYgh]W\`Yb`
9i`fcd`À]gW\`Yb`i`b]cb`XUg`?fYX]hk`UW\`ghi`a` `gY]hØVYf`Y]bYa` `&U\`f`
VYggYf`UVgW\`bY]XYhž`n]Y\`h`8Yi`hgW\`UbX`\]Yf`Y]bXYi`h][`XYb`
?ØfnYfYb`"5_hi`Y`VYhf`À[`h`X]Y`K`UW\`ghi`a`gX]ZZYfYbn`Yhk`U`%ž`

DfcnYbhd i b_hY`ni [i bghYb`XYf`9l "8]Yg`]gh`Y]b`_`UfYg`G][bU`ž`XUgg
X]Y`XYi hgW`Y`K]fhgW`UZh`g]W`gW`k YfYf`hi h`U`g`XYf`F`Ygh`9i fcdUg"

GW`k Ub`_`YbXY`? fYX]hj Yf[UVY

8]Y`9bhk]W`i b[`XYf`l bhYfbY`a Ybg`fYX]hY`]b`8Yi hgW`UbX
Yf]bbYfh`Ub`Y]bY`5W`hYfVU`bZU`fh"BUW`Y]bYf`gdØfVUfYb
5i Zk`ÀfhgVYk Y[i b[`V]g`C`_`hcVYf`&\$&ž`U`g`XUg`? fYX]hk UW`ghi a
ZUgh`%(`DfcnYbh`YffY]W`hYž`_`Ua`Yg`UV`XYa`j]YfhYb`E`i UfhU`ni
Y]bYa`XfUgh]gW`Yb`F`ØW`[Ub[ž`XYf`a]hh`Yfk`Y]Y`bU`Yni`VY]`Bi`
Ub[Y`Ub[h]gh`**8]Y`6i bXYgVUb`_`Yf`_`Àfhž`XUgg`X]YgYf`F`ØW`[Ub[
U`Y`6Ub`_`Yb[fi`ddYb`i bX`K]fhgW`UZh`ggY`_`hc`fYb`VYhf]Zn`
l bhYfbY`a Yb`gYhnYb`j Yfa`Y`fh`Ui`Z]bhYfbY`:]bUn]Yfi b[ž`k`Ug`X]Y
BUW`ZFU[Y`bUW`bYi Yb`? fYX]hYb`X`Àa`dZn`**

;`Y]W`nY]h][`gY`Yb`k]f`Ui`W`Y]bY`Øb[ghY`9f`Ø`i b[`XYf
? fYX]hn]bgYb`Xi`fW`X]Y`6Ub`_`Ybž`X]Y`Ui`Z`X]Y`c`Yb`bZUh]cbgfUhYb
i bX`XUg`i bg]W`YfY`k]fhgW`UZh]W`Y`i a ZY`X`fYU[]YfYb`"8Ug
VYXYi hYhž`XUgg`hfch`Y]bYf`[Yk]ggYb`6Y`YVi b[`XYg
? fYX]ha`Uf`_`hYgž`X]Y`6Ub`_`Yb`Ub`XYb`NØ[Y`b`n]Y`Yb`i bX`fYghf]_`h]j Yf
U[]YfYbž`k Ybb`Yg`i a`X]Y`? fYX]hj Yf[UVY`[Y`h`9]b`5i`gV`]W`_`Ui`g
XYf`6i bXYgVUb`_`Àggh`Y`XcW`c`ZYb`ZØf`X]Y`nk`Y]hY`U`fYg`À`ZhY
&\$&(`k]fX`Y]bY`6Y`YVi b[`XYg`? fYX]hk UW`ghi a`g`dfc[bcgh]n]Yfhž
k Ybb`g]W`X]Y`k]fhgW`UZh]W`Yb`F`U`a`YbVYX]b[i b[Yb
ghUV]`]g]YfYb`**8]Y`6U:]b`k`Ufbh`Y`XcW`j`cf`Y]bYf`k`Y]hYfYb
J`YfgW`Y`W`hYfi b[`XYf`G]hi`Uh]cb`Xi`fW`ghY][`YbXY`b]W`h
dYfZcfa`]b[`c`Ubg`f`B`D`@`i`bX`a`Ø[`]W`Y`i`bhYfbY`a`Ybg]bgc`j`YbnYb`"**

K]fhgW`UZh`]W`Y`< YfUi`gZcfXYfi b[Yb

8]Y`k]fhgW`UZh`]W`Yb`F`U`a`YbVYX]b[i b[Yb`g]bX`U`Yg`UbXYfY`U`g
fcg]["`&\$&(`k`i`fXY`Y]bY`F`ØW`_`Ài`Z][`_`Y]h]b`XYf`?`cb`f`b`_`hi`f`j`cb`\$`ž&
DfcnYbh]j`YfnY]W`bYhi`bX`Ui`W`X]Y`k]fhgW`UZh`]W`Y`@Y]ghi b[`]b
&\$&`Z]Y`i`a`\$`ž`DfcnYbh`9]bY`Y]W`hY`6YggYfi b[`k]fX`ZØf`&\$&)
Yfk`UfhYhž`a`]hY]bYa`K`UW`ghi`a`j`cb`\$`ž(`DfcnYbh`8]Y`DfcV`Ya`Y
g]bX`j`]Y`Z`h][`<`c`Y`9bYf[]Y`_`cghYb`hfY`ZYb`]bgVYgcbXYfY`X]Y
7`Y`a`]Y!`i`bX`J`YfUfVY]hi b[g]bXi`ghf]Yž`k`À`fYbX`[Yc`dc`]h]gW`Y
GdUbbi b[Yb`i`bX`Ghfi`_`hi`fk`UbXY`]a`<`UbXY`X]Y

YI dcfhUV\Åb [][Yb`l bhYfbY\ a Yb`ni gÅhn`]W\ `VY`UghYb"

Ni XYa `ghY`h`X]Y`[Yf]b[Y`9][Yb_Ud]hU`Ui gghUhi b[`j]Y`Yf`6Ub_Yb
Y]bY`ni gÅhn`]W\ Y` ; YZU\ f`XUf``9]b`GhfYgghYgh`nY][hYž`XUgg
]bgVYgcbXYfY`_`Y]bY`i bX`k Yb][Yf`VYXYi hYbXY` ðgh]hi hY`ghÅf_Yf
j cb`?fYX]hUi gZÅ`Yb`VYXfc`hig]bX``a `j]YfhYb`E i UfhU`&\$&'
k i fXYb`VYfY]hg`ghY][YbXY`K YfhVYf]W\ h][i b[Yb`j cb`6Ub_Yb`VY]
; Yk YfVY]a a cV`]]Yb_fYX]hYb`j YfnY]W\ bYh` `Y]b`<]bk Y]g`Ui Z`X]Y
ni bY\ a YbXYb`?fYX]hf]g]_Yb"

8]Y`[Y[Ybk Åfh][Y`@U[Y`ghY`h`U`gc`Y]bYb`[fc» Yb`DfØZghY]b`ZØf`X]Y
XYi hgW\ Y`K]fhgW\ UZh`XUf``8]Y`bÅW\ ghYb`A cbUhY`k YfXYb`nY][Yb
a ØggYbž`k]Y`g]W\ `X]Y`?fYX]hj Yf[UVYdc`]h]_`j cb`6Ub_Yb`Ub`X]Y
g]W\ `j YfÅbXYfbXYb`k]fhgW\ UZh]W\ Yb`6YX]b[i b[Yb`UbdUgghi bX`cV
X]Y`Dfc[bcgYb`XYf`6i bXYgVUb_`ØVYf`Y]bY`U`a Å\`]W\ Y`9f\c`i b[
Ui W\ `YfZØ`h`k YfXYb`_ØbbYb"

8YhU]`g	
C fh	8Yi hgW\ `UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "VUf_ck Wĉbgi `h]b["Wĉ a• k k k "Vi bXYgVUb_"XY• k k k "VUZ]b"XY

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