

C`j Yfž)) .`@YVYb`j ca`6Øf[Yf[Y`X` `=gh
XUg`i bgYf`GW`i `XbYf!@YVYb3

C`j Yfž)) ž`YVh`j cb`6Øf[Yf[Y`X`]b`6Yf`bž`g]Y`h`<Ufhn`=U`g
@YVYbgYbhk`i fZ`5fh`_Y`VY`Yi W`hYh`Gcn]U`fYdcfhU[Y`i bX
; YgYhnYg`AbXYfi b[Yb"



6Yf`bž`8Yi hgW`UbX`!`C`j Yfž`Yb`) !`A`f[Yf`6Yf`bYfž`YVh`gY]h
nk Y]`>`fnY`b`hY`b`j cb`ghUUh]W`Yf`i b`hYfgh`Ø`hni b[`]b` : cfa` j`cb
6Øf[Yf[Y`X`"8YfnY]h`U`h`Yf`bUW`5Vni [`XYf`A`]YhY`j`cb`gY]bYa
a`cbU`h]W`Yb`6YhfU[`j`cb`(` \$` `9i`fc`bi`f`bcW`k`Yb][`ni`f`J`YfZØ[`i`b["
@Ui`h`XYfk`YghYb`"XY`bi`hnh`C`j`Yf`Åi`Z[`GcbXYfUb[YVchY`i`bX
_Ui`Zh[YVfUi`W`hY`K`UfYb`Ui`g`7`>]bUž`i`a`gY]bY
@YVYbg`U`hi`b[`g_cghYb`ni`gYb`_Yb`"Hfchn`gY]bYf`5i`gV]`Xi`b[`U`g
6Ui`nY]W`bYf`U`h`Yf`b]Y`Y]bYb`J`c`nY]h`c`V`Ui`g[YØVhi`bX`g]Y`h
<Ufhn`=U`Y`Yf`U`g`U`hYfbUh]`Yb`@YVYbgYbhk`i`fZ`>VUb[YVchY`Y`b`h
Yf`a`]h`XYa` `J`Yfk`Y]g`Ui`Z`gY]bY`dgmW]gW`Y` ; Ygi`bX`>]h`UV`i`bX
i`b`hYfgh`Ø`hnh`XUg`?`cbnYdh`Y]bYg`VYX]b[`i`b[`g`cgYb
; fi`bXY]b`_ca`a`Ybg"

8]Y[YgY`gWUZh]WXY`8YVUhY`i a`XUg`6Øf[Yf[Y`Xž`XUg`Ua`%"
>bi Uf`&\$&'`b`?fUZh`hfUhž`U`h`Ub`:`U`fh`[Yk`cbbYb`"9g`YfgYhnh`XUg
5fVY]hg`cgYb[Y`X`=>VYggYf`VY`_Ubbh`U`g`< Ufhn`>`"@Ui`h`VdV`"XY
k Uf`]a`B`c`j`Ya`VYf`&\$&`YXYf`ZØb`ZhY`6Øf[Yf`]b`8`Yi`hgW`UbXž`U`gc
fi`bX`)`ž`A`j`]cbYb`A`YbgW`Ybž`Ui`Z`:`fi`bXg]WXYfi`b[`bUW`G`:`6`=
Ub[Yk`]YgYb`"A`]h`XYf`9]bZØ\`fi`b[`XYg`6Øf[Yf[Y`XYg`gc`"j`cf`U`Ya
X]Y`E`i`U`]Z]h]Yfi`b[`XYf`<`]ZYVYXØfZh][Yb`ni`f`XUi`Yf`UZhYb
5fVY]hgj`Yfa`]hhi`b[`j`YfVYggYfh`k`YfXYb`"

F YZcfa`XYg`Gcn]U`gmghYa`g

8 Ug`6Øf[Yf[Y`X`j`YfZc`[h`a`Y`fYfY`N]Y`Y.`9g`gc`
i`bVØfc`_fUh]gWXYfYž`VØf[Yfb`À`YfY`<`]ZY`Y]ghi`b[`V]YhYb`i`bX`X]Y
F Y[Y`VYXUfZY`Ub`X]Y`DfY]g!`i`bX`@c`bYb`hk`]W`_i`b[`UbdUggYb`"Gc
Yf`À`h`g]W`XYf`F Y[Y`gUhn`ZØf`U`Y]bghY`YbXY`9fk`UW`gYbY`UV`%"
>bi Uf`&\$&'`j`cb`((`-`9i`fc`Ui`Z)`\$&`9i`fcž`i`bX`Ui`W`k`Y]hYfY
F Y[Y`g`À`h`Y`ghY][Yb`Y`b`hgdfYW`YbXž`k`]Y`Vi`bXYgfY[]Yfi`b["XY
VYf]W`hYh`"

- 5`Y]bghY`YbXY`9fk`UW`gYbY.`)`\$&`9i`fc
- DUUfY.`Yk`Y]g`(`)`%`9i`fc
- > [YbX`]WXY`f%`(!%+`>À`fYŁ.`(`&\$`9i`fc
- ?]bXYf`f*`!%`>À`fYŁ.`(`,`9i`fc
- ?]bXYf`i`bhYf`*`>À`fYb.`)`%,`9i`fc

8]Y`F Y[]Yfi`b[`ZØ\`fh`XUfØVYf`>]bUi`g`Y]bY`?`UfYbnnY]h`Y]bž`]b`XYf
VY]gd]Y`gk`Y]gY`X]Y`hUhg`À`W`]W`Yb`i`bhYf`_i`b`Zh`g`_c`ghYb`]a`YfghYb
>À`f`j`c`gh`À`bX][`ØVYfbca`a`Yb`k`YfXYb`"8]Y`:`fY]VYhfÀ[Y`ZØf
9]b`_ca`a`Yb`k`YfXYb`Ui`Z`'\$`Dfc`nYb`h`Ub[Y`c`VYb`i`bX`XYf
J`Yfa`Ò[YbgZfY]VYhfU[`Yf`À`h`g]W`Ui`Z`(`"\$`\$\$`9i`fc`ZØf`X]Y`YfghY
DYfgcb`]a`<`Ui`g`U`h`"8]Yg`gc`"X`Uni`VY]hfU[Ybž`XUgg`A`YbgW`Yb`]b
gW`k`]Yf][Yb`@YVYbg`U[Yb`Y]bY`VYggYfY`i`bhYfghØ`hni`b[`Yf`U`hYb`"

GhfY]h`i`a`GUb`_h]cbYb

9]b`i`a`ghf]hhYbYf`Di`b`_h`XYf`F YZcfa`]gh`XUg`XfY]ghi`Z[Y
GUb`_h]cbggmghYa`ž`XUg`VY]DZ]W`hj`Yf`Y`hni`b[Yb`GUb`_h]cbYb
j`cf`g]Y`h`9fgha`U`g`]a`>À`f`&\$&(`_Øb`bhY`XUg`>VW`bhYf`6Øf[Yf[Y`X

Zøf`V]g`ni `nk Y]`A cbUhY`j c``gh`ÀbX][`ghfY]W\Ybžk Ybb`Y]bY`DYfgcb
VY\Uff`]W`ni a i hVUFY`5fVY]hgUb[YVchY`UV`Y\bh"8]Y`8]g_i gg]cb
i a `X]Y`G]bb\UZh][_Y]h`X]YgYf`FY[Y`i b[Yb`]gh`bUW\`k]Y`j cf
YbhVfUbbh"

8]Y`FYU`]h`h`Zøf`A YbgW\Yb`k]Y`C`]j Yf`V`Y]Vh`YXcW
\YfUi gZcFXfbX""Hfcm`XYf`9]bZø\fi b[`XYg`bYi Yb`6øf[Yf[Y`XYg
i bX`XYf`XUa]hj YfVi bXYbYb`FY[Y`i b[Yb`V`Y]Vh`X]Y`: fU[Yžk]Y
j]Y`Y`A YbgW\Yb`VYfY]h`g]bXž`Ui g`XYf`gcn]U`Yb`5V\`Àb[][_Y]h
Ui gni VFYW\Yb`i bX`k]YXYf`]bg`6Yfi Zg`YVYb`ni føW`ni _Y\`fYb""8]Y
Gcn]U`fYdcfhU[Y` 5fa Yg`8Yi hgW\`UbX` `GhYa dY`b`cXYf
UVfUW`Yfb `Ui Z`F`H@&`VY`Yi W\hYh`gc`W\Y`@YVYbgfYU`]h`h`b`i bX
a UW\h`XUa]h`Ui Z`X]Y`DfcV`Ya Y`Ui Za Yf_gUa ž`X]Y`j]Y`Y`6YhfcZYbY
]b`]`fYf`h`À[`]W\Yb`9I]ghYbn`VYk `À`h][Yb`a øggYbžk `À`fYbX`g]W\`XUg
Gcn]U`gmghYa `k Y]hYfYbhk]W`Y`h"

8YhU]`g	
Cfh	6Yf`]bž8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none">• k k k "XYfk YghYb"XY• k k k "VdV"XY• k k k "Vi bXYgfY[]Yfi b["XY

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