

E i]n!5`Ufa .`? YbbYb`G]Y`X]Y`VY`]YVhYghYb
XYi hgW\Yb` : YfbgY\gYbXi b[Yb3

9bhXYW_Yb`G]Y`X]Y`VY`]YVhYghYb`XYi hgW\Yb`E i]ng\ck gž`]fY
; YgW\W\hY`i bX` : cfa UhYž`gck]Y`gdUbbYbXY`E i]nnYg`ZØf`U`Y
K]ggVY[]Yf][Yb"



8Yi hgW`UbX`!&\$.%)`I`f`]gh`Y]bY`VYXYi hYbXY`I`fnY]h`b
8Yi hgW`UbX`i bX`a Uf_]Yfh`XYb`, VYf[Ub[`j cb`B UWf]W\hYb`ni f
I bhYf\U`hi b["Ni gW\Ui Yf`VYfY]hYb`g]W\Ui ZX]Y`GYbXi b[Yb`j cfž
]bXYa`g]Y`GbUW_g`i bX`; YhfÅb_Y`VYfY]hghY`Yb" `b`XYf`XYi hgW\Yb
: YfbgY`\UbXgW\UZh`[]Vh`Yg`Y]bY`[fc»Y`5i gk U`\`Ub` : cfa UhYbž
XcW`bi f`k Yb][Y`YffY]W\Yb`XYb`GhUhi gž`ØVYf`]\fY`D`chZc`[Yb
\]bUi g`YfZc`[fY]W\`ni`gY]b" `b`gVYgcbXYfY`E i]ng\ck g`[Yb]Y» Yb
XUVY]Y]bY`\c\Y`6Y`YVh\Y]hi bX`g]bX`gY]h`XYb`%-) \$Yf`J\`fYb
ZYghYf`6YghUbXhY]`XYg`XYi hgW\Yb` : YfbgY\Ybg" `9fghY` : cfa UhY`k]Y
~<ÅhYb`G]Y g`[k i ggh3" `i bX`~K Ug`V]b`]W`3" `k i fXYb`VYfY]hg`]b
XYb`gdÅhYb`%-) \$Yf`J\`fYb`Ui g[YghfU`\hž`a U» [YV`]W\`[YdfÅ[hij cb
A cXYfUhcYb`Y[YbXYb`k]Y`<Ubg`FcgYbh\U`i bX`8]YhYf`H\ca Ug
<YW`"

5_hi Y`YfYVYb`E i]ng\ck g`Y]bYb`bYi Yb`<mdYž]b`XYa
?UbX]XUh.]bbYb`a]hi a ZUb[fY]WYa `K]ggYb`[`ÀbnYb`_ÒbbYb"
9]bY`XYf`VY_UbbhYghYb`E i]ng\ck g`]gh` K Yf`k]fX`A]`]cbÀf3 ž`X]Y
gY]h`ØVYf`&\$`š\ fYb`Y]bY`XYf`YfZc`[fY]WghYb`GYbXi b[Yb`]a
XYi hgWYb` : YfbgY\Yb`]gh`A cXYf]Yfhj cb` ; Øbh\Yf`š]i Wž`\Uh`X]Y
G\ck `ØVYf`%) \$\$`9d]gcXYb`i bX`nU\`fY]WY`GdYW]U`g`Ui g[YghfU\`h`
š]i Wž`XYf`VY_Ubbh`ZØf`gY]bY`A]gW`i b[`Ui g`9fbgh`UZh][`Y]hi`bX
<i a cf`]ghž`gW`UZh`Ygž`X]Y`GdUbbi b[`XYf`G\ck`ni`VYk U\`fYbž
k À\`fYbX`Yf`[`Y]W`nY]h][`Y]bY`dYfg`Øb`]WY`J`YfV]bXi b[`ni`XYb
?UbX]XUh.]bbYb`Ui ZVUi h`8]Y`G\ck` \Uh]g]W`b]W`h`bi`f`U`g
E i chYb\`h`YhUV`]Yfhž`gcbXYfb`]gh`Ui W`]b`X]Y`?i`hi`f`Y]b[YdfÀ[hž
j cf`U`Ya`Xi fW`]\`f`a Uf_UbhYg`8Yg][b`i bX`XYb`Y]b[Àb[][Yb
š]b[`Y"

6Y`]YVhY`E i]nZcfa Uh]Yfi b[Yb

Ni`XYb`k`Y]hYfYb`VY`]YVhYb`E i]nZcfa UhYb`nÀ\`Yb.

- ; Yb]U`XUbYVYb` .`A cXYf]Yfhj cb`<i [c`9[cb`6U`XYf
gY]h`i`&\$`\$` ž`[Yk Ubb`X]Y`G\ck`a`Y\`fYfY`DfY]gYž`XUfi bhYf
XYb`8Yi hgWYb`7ca`YXmdfY]g"
- E i]nXi Y` .`DfcXi n]YfhigY]h`&\$`%(`ZØf`X]Y`5F`8ž
Yfa`Ò[`]W`h`Yg`Ni`gW`Ui`Yfbž`]bhYfU_h]j`hY]`ni`bY\`a`Yb`i`bX
V]YhYh`gdUbbYbXY`8i`Y`Y`nk`]gW`Yb`Dfca`]bYbhYb`i`bX
9I`dYfhYb"
- K Yf`k`Y]»`XYbb`gck`Ug3` .`A cXYf]Yfhj cb`?U]`DZUi`a`Yž
YfZc`fgW`Yb`\]Yf`nk`Y]`HYUa`g]`YfgW`]YXYbY
K]ggYbg[YV]YhYž`k`cVY]`X]Y` ; Yk]bbgi`a`a`Y`i`bhYf`XYa
Di`V`]_i`a`j`YfhY]`h`k`]fX"
- ; YZfU[h` ; Y`U[h` .`š`X]YgYf`5XUdh]cb`XYf`Vf]h]gWYb
G\ck` `H\Y`7\UgY`hfYhYb`?UbX]XUh.]bbYb`[Y[Yb
E i]ndfcZ]g`Ubž`i`a` ; Y`X`ni`i`[Yk]bbYb"
- 8Yf`E i]n!`7\Ua`d]cb` .`6YnY]W`bYh]g]W`U`g`XUg
 \ÀfhYghY`E i]n`8Yi hgW`UbXg`i`bX`YfZc`fXYfhj`cb`XYb
HY]`bY\`a`Yf.]bbYb`Y]b`\`c\Yg`5``[Ya`Y]bk]ggYb"

Ni`gÀhn`]W`\Uh`XUg` : cfa`Uh` K`Yf`gh]Y`\`h`a`]f`X]Y`G\ck`3`j`cb`?`UUG
<Yi`ZYf!`I`a`Ui`Zi`bX`š`_c`K`]bhYfgWY]Xh`\`c\Y`E i`chYb`Yfn]Y`h`9g

_ca V]b]Yfhj YfgW]YXYbY`Gd]Y`fi bXYb`i bX`V]YhYh`Y]bYa `K]`XWUfX!
; Yk]bbYf`X]Y`A Ò[`]W_X]hž`X]Y`b`ÀW`ghY`GYbXi b[`ni `a cXYf]YfYb"
Hfchn`X]YgYf`9fZc`[Y`k YfXYb`j]Y`Y`BYi Ui ZU[Yb`XYf`E i]nZcfa UhY
U`g`fYdYh]hj Y`Dfc[fUa a ZØ`Yf`_f]h]g]Yfh`9g`k]fX`j cb`9I dYfhYb
Yfk UfhYhž`XUgg`GYbXYf`a i h][Yf`VY]`XYf`9bhk]W`i b[`bYi Yf
: cfa UhY`g]bXž`X]Y`ØVYf`X]Y`hfUX]h]cbY`Yb`Bcfa Yb`\\]bUi g[Y`Yb"

8 Ug`E i]n`ni `j YfgW]YXYbYb`i bhYf`U`hi b[gZcfa UhYbž`XUg`]b`XYf
6Yf]W`hYfghUhi b[`Yfk `À`bh`k]fXž`j YfXYi h]W`hž`k]Y`j]Y`Z`h][`X]Y
H`Ya Yb`XYf`E i]ng`ck g`g]bX`"J cb`?i`hi`fi`bX`; Yc[fUZ]Y`V]g`\\]b`ni
GdfUW`Y`i bX`A i g]_`k]fX`Y]bY`VfY]hY`DU`YhY`UV[YXYW`hž`i a
gck c`\\`XUg`K]ggYb`XYf`HY]`bY`a Yf`ni`hY`ghYb`U`g`Ui W`XUg
= bhYfYggY`XYg`Di V`_i a g`ni`k YW`Yb`": Øf`K cfh]YV`UVYf`[]Vh`Yg
hÀ[`]W`Y`<YfUi gZcfXYfi b[Yb`k]Y`XUg`K cfX`Y!Gd]Y`"8]Y
Ni gW`Ui Yf`k YfXYb`ni XYa`Yfa`i h][hž`: YYXVUW`ni`XYb`E i]nnYb`]b
XYb`?ca`a YbhUfYb`ni `\\]bhYf`UggYb`i bX`g]W`U`_hj]Ub`XYf
8]g`_i gg]cb`ni`VYhY]`][Yb"

Ni gUa a YbZUggYbX`Àggh]g]W`gU[Ybž`XUgg`XYf`6cca`XYf
E i]ng`ck g`]b`8Yi hgW`UbX`b]W`h`bi`f`Ui ZXYfYb
I bhYf`U`hi b[gYZY`_h`ni fØW`ni ZØ`fYb`]ghž`gcbXYfb`Ui W`Ui Z`X]Y
A Ò[`]W`_Y]hž`K]ggYb`Ui Zi bhYf`U`hgUa Y`K`Y]gY`ni`hY`ghYb`"5`_hi Y`Y
9bhk]W`i b[Yb`]b`X]YgYa`GY[a Ybh`g]bX`gdUbbYbX`i bX`nY]W`bYb
Y]b`6]`X`XYf`J]Y`gY]h][_Y]hž`X]Y`XUg`; YbfY`ni`V]YhYb`\\Uhž`i bX
i bhYfghfY]W`Yb`X]Y`HUhgUW`Yž`XUgg`E i]ng`ck g`bUW`k]Y`j cf`Y]bY
VY`]YVhY`: fY]nY]hVYgW`ÀZh][i b[`]a`XYi hgW`Yb`: YfbgY`Yb`g]bX"

8]YgY`gdUbbYbXYb`9bhk]W`i b[Yb`i bX`X]Y`J]Y`ZU`h`XYf`: cfa UhY
g]bX`Y]b`; fi bX`XUZØfž`XUgg`E i]ng`ck g`Ui W`]b`Ni`_i bZh`Y]bYb
ZYghYb`D`Um]b`XYf`XYi hgW`Yb`: YfbgY`UbXgW`UZh`Y]bbY`a Yb
k YfXYb`"K`Y]hYfY`8YhU]`g`ni`X]YgYb`: cfa UhYb`_ØbbYb`VY]`K`Y`hž`
FH@i bX`E i chYba YhYf`bUW [Y`YgYb`k YfXYb"

8YhU]`g	
C fh	8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k`Y`h`XY • k k k "fh`"XY

8YhU]`g

- k k k "ei chYba YhYf"XY

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