

F Y`Y[Uh]cb`&\$&) .`< Y]XYb\Y]a`_`Äa dZh
[Y[Yb`9`j YfgVYf[`i a`XYb`6i bXYg`][U!
HfUi a`°

9f`YVYb`G]Y`X]Y`gdUbbYbXY`F Y`Y[Uh]cb`&\$&) `nk]gWYb
<Y]XYb\Y]a`i bX`9`j YfgVYf[.`9a`ch]cbYbž`F ØW_V`]W_Y`i bX
a`Ö[`]WY`Y`i » VU``[YgW]W`hY`°

<Y]XYb\Y]a`ž`8Yi`hgW`UbX`!`5a`i`&*""A U]`&\$&) `ghY\Yb`g]W`]a
F ØW_gd]Y`XYf`:`i » VU``!F Y`Y[Uh]cb`XYf`%"`6i bXYg`][U`XYf`%"`:`7
<Y]XYb\Y]a`i bX`XYf`GJ`9`j YfgVYf[`[Y[YbØVYf`"8]YgY
6Y[Y[bi b[`]gh`b]W`h`bi`f`Yb`hgW`Y]XYbX`ZØf`XYb`5i`Zgh]Y[`cXYf
5Vgh]Y[`XYf`VY]XYb`HYUa`gž`gcbXYfb`Ui`W`ZØf`X]Y`Ya`ch]cbU`Y
6YZ]bX`]W_Y]h`]fYf`5b\`Äb[Yf`"K`]Y`GW`k`ÄV]gW`Y`Dc`gh
VYf]W`hY`hž`ZØ\`h`g]W`5i`hcf`H]a`5VfUa`ck`g_]`Ub`gY]bY`dYfgØb`]W`Y
9fZ\`fi`b[`Ui`g`XYf`F Y`Y[Uh]cb`&\$%%`Yf]bbYfhž`U`g`6cfi`gg]U
A`ÖbW`Yb[`UXVUW`XYb`5Vgh]Y[`UVk`YbXYb`_`cbbhY`" `#`Y]bYa
bYfj`YbUi`ZfY]VYbXYb`Gd]Y`Yfn]Y`hY`#`cf`XY`7Ua`Uf[`c`XUg
Yb`hgW`Y]XYbXY`Hcf`]b`XYf`-`" `A`]bi`hY`ž`k`Ug`Y]bY`ØVYfk`Ä`h][`YbXY
:`fYi`XY`i`bhYf`XYb`5b\`Äb[Yfb`Ui`g`ÖghY`"

8]YgY`9a`ch]cbYb`j`YfXYi`h]W`Ybž`k`]Y`gY\`f`X]Y`F Y`Y[Uh]cb`gck`c\`
nk]gW`Yb`<]a`a`Y`i`bX`<`Ö`Y`dYbXY`b`_`Ubb`" `<Y]XYb\Y]a`_`Äa`dZh
XUfi`a`ž`gY]bY`6i`bXYg`][U!`HY]`bU\`a`Y`ZØf`Y]bY`Xf]hY`GU]gcb`ni
g]W`Yfbž`k`Ä\`fYbX`9`j YfgVYf[`XUfUi`Z\`c`Zhž`Yfgha`U`g`]b`X]Y`%"
6i`bXYg`][U`Ui`Zni`ghY][`Yb`"8Yf`5i`hcf`VYgW`fY]Vhž`XUgg`XUg`<]bgd]Y`
VYfY]hg`Y]b`Z`f]cgYg`7ca`YVUW`_`Vchi`bX`X]Y`6YXYi`hi`b[`X]YgYf
F Y`Y[Uh]cb`i`bj`Yf[Ygg`]W`Y`:`i » VU``[YgW]W`hY`b`i`bX`Ya`ch]cbU`Y
9f`YVb]ggY`gW`UZhž`X]Y`:`Ub\`YfnYb`dfÄ[`Yb`"

F Y`Y[Uh]cbga`cXi`g

8Yf'A cXi g'XYf'F Y`Y[Uh]cb'g]Y\hj cfz'XUgg'XYf'%*"'XYf'6i bXYg`][U
[Y[Yb'XYb'8f]hhYb'XYf'&"6i bXYg`][U'gd]Y'h"8]Y
F`Y`Y[Uh]cbggd]Y`Y`Z]bXYb'bUW`XYa`' ('Gd]Y`hU['XYf'GU]gcb
&\$&(#&) 'ghUhh"K]Y`Ui Z'Vi bXYg`][U"Wca`Ui gZØ\`f]W`Yf_`Äfhž
VYghY\h'X]Y`F`Y`Y[Uh]cb'Ui g'<]b!'i bX'F ØW_gd]Y`Yb"8 Ug'<]bgd]Y`
nk]gW`Yb'<Y]XYb\Y]a`i bX'9]j YfgVYf['ZUbX'Ua`'&&"A U]'&\$&)
ghUhhž'k Ä\fybX'XUg'F ØW_gd]Y`Y`Yi hY`UVYbX'i a`'&\$.' '\$'l \f
Ub[YdZ]ZYb'k]fX"

9]b`Yb'hgW`Y]XYbXYf'5gdY_h'XYf'F Y`Y[Uh]cb']ghž'XUgg'X]Y`F`Y[Y`XYf
5i gk Äfhghcfk Yfhi b['gY]h'&\$&%UV[YgW`UZZ'h'k i fXY"'6Y]Y]bYa
l bYb'hgW`Y]XYb'bUW`fY[i`ÄfYf'Gd]Y`nY]h'Zc`[h'Y]bY`J Yf`Äb[Yfi b[
i bX'[Y[YVYbYbZU`g`Y]b'9`Za`YhYfgW`Y]» Yb"8Yf'9]bgUhn'j cb'J]XYc!
5gg]ghYbh'i bX'Hcf']b]YbhYW`bc`c[]Y`gc``ni XYa`'ZØf'a Y\`f: U]fbYgg
k Ä\fybX'XYf'Gd]Y`Y`gc f[Yb"8]Y`<Y]a`fYW`h'F`Y[Y`i b['g]Y\hj cfz
XUgg'XYf'7'i V'a`]h'k Yb[]Yf'gd]Y`ZfY]Yb'HU[Yb'XUg'F ØW_gd]Y`ni
<Ui gY'gd]Y`h"

<]ghcf]gW`Yf'? c b hYl h'i bX'F Y`Yj Ub n

8]Y`F`Y`Y[Uh]cb']b'XYf': i » VU``!6i bXYg`][U'k i fXY`Yfgha`U`g`%- , &
Y]b[YZØ\fh'i bX`\Uh]g]W`gY]h\Yf'ni`Y]bYa`i bj Yfn]W`hVUFYb
6YghUbXhY]'XYg'K`YhVYk YfVg`Yb'k]W_Y'h"K]Y`8K`VYgW`fY]Vhž
g]bX'F`Y`Y[Uh]cbggd]Y`Y`Y]b'k Y]hj YfVfY]hYhYg'D\Äbca`Yb`]a
Yi fcdÄ]gW`Yb': i » VU``ž'k Ä\fybX'Y]b][Y`@[Yb'k]Y`X]Y`DfYa`]Yf
@YU[i Y`i bX`@`@[U`Ui Z'X]YgYb'A cXi g'j Yfn]W`hYb" ð`XYb`YhnhYb
&) `X\fyb'gYhnhYb'g]W`]b'`%-`j cb`&) `8i Y`Yb'X]Y`6i bXYg`][]ghYb
Xi fW`ž'bi f'gYW`ga`U``_cbbhY`XYf'Nk Y]h][U!8f]hhY`Ui ZghY][Yb"

8]Y`Ya`ch]cbU`Yb'F`YU_h]cbYb'k Ä\fybX'XYf'F`Y`Y[Uh]cb'g]bX'ZØf
j]Y`Y': Ubg'dfÄ[YbX"N]hhYfbž'\cZYbž'VUb[Yb'i bX'† VY`b'k]fX`Ui W`
]b'XYb`_ca`a`YbXYb'Ghi bXYb`Y]bY`nYbhfU`Y`F`c`Y`gd]Y`Ybž'k Ybb
g]W`X]Y`HYUa`g'i bX`\fy': Ubg`Ui Z'XUg`Yb'hgW`Y]XYbXY`F`ØW_gd]Y`
j cfVYfY]hYb"i bUV\Äb[] [j ca`5i g[Ub['k]fX`X]YgYg'8i Y`
nk]gW`Yb'<Y]XYb\Y]a`i bX'9]j YfgVYf['b'X]Y': i » VU``[YgW`]W`hY
Y]b[Y\Yb'i bX'ZØf'X]Y`6YhY][]hYb'i bj Yf[Ygg`]W`V`Y]VYb"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	<Y]XYb\Y]a ž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gW k UYV]gW Y!dcgh"XY • k k k "Vi bXYg`][U"Wč a • k k k "Xk "Wč a

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