

Gdcfh'VY]'<]hnY. '%%' _Ø\`Y'5_h]j]hÅhYb'ZØf
8fYgXYb'i bX'l a [YVi b[°

9fZU\ fYb'G]Yž'k Y`W`Y`GdcfhUfhYb`]b`8fYgXYb'VY]'<]hnY
[YY][bYh'g]bX'i bX`Yf\ U`hYb'G]Y`H]ddg'ZØf'g]W`YfYg'HfU]b]b [
Ub`\Y]» Yb`HU[Yb"



8fYgXYbž'8Yi hgW`UbX`!'<c\Y`HYa dYfUhi fYbž'k]Y'g]Y`Ub
\Y]» Yb'Gca a YfhU[Yb`\Åi Z]['j cf_ca a Ybž'ghY`Yb`Y]bY`YW`hY
<YfUi gZcfXYfi b['ZØf'GdcfhVY[Y]ghYfhY`XUF" `K Ybb`XUg
H\Yfa ca YhYf`Ui Z' \$'; fUX`cXYf`a Y\f`_`YhhYfhž']gh`XUg'ZØf'j]Y`Y
Y]bY`9]b`UXi b[ž'X]Y`GdcfhgW`i \Y`']YVYf`]a `GW`fUb`_`ni ``UggYb"
8cW`k]Y`XUg`**GÅW`g]gW`Y`VYf]W`hYhž'**[]Vh`Yg`Ui W`VY]'<]hnY
j YfgW`]YXYbY`A Ò[`]W`_Y]hYbž'g]W`gdcfh]W`ini `VYhÅh][Yb`i bX
[`Y]W`nY]h][`X]Y'; Ygi bX\Y]hini `gW`cbYb" `Gdcfha YX]n]bYf`k UfbYb
nk Uf`j cf', VYfUbghfYb[i b[`i bX`Ui Z[Y\Y]nhYb`? ÒfdYfbž
Ya dZY\`Yb`YXcW`Y`Y]W`hYž`Yb`hgdUbbYbXY`5_h]j]hÅhYb"

8 Ug`]gh`b]W`h`bi f`[i h`ZØf`XYb`? fY]g`Ui Zž`gcbXYfb`\YVh`Ui W`X]Y
Gh]a a i b[" `l a `X]Y`< YfUi gZcfXYfi b[Yb`XYf`Gca a Yf\]hnY

VYgha Ò[`]W\`ni `a Y]ghYfbž`gc`hYb`Gdcfh`Yf`Ui Z`X]Y`f]W\h][Y`I` \fnY]h
UW\hYb" `A cf[Ybg`cXYf`UVYbXg`g]bX`X]Y`HYa`dYfUhi`fYb`_Ø`Yfž`k Ug
XUg`F]g]_c`j`cb` , VYf\]hni`b[`fYXi`n]Yfh`A][fcg" `5b`gY\`f`\Y]» Yb
HU[Yb`_Ubb`Y]b`_Ø`Ygž`_`a`Uh]g]YfhYg` :]hbYggghi`X]c`Y]bY
k]`_ca`a`YbY`5`hYfbUh]j`Y`gY]b"

GdcfhUfhYb`ZØf` \ Y]» Y`HU[Y`

6Y]`YI`hfYa`Yf`<]hnY`]gh`Yg`fUhgUa`ž`5`_hj]]h\hYb`ni`k`À`Ybž`X]Y
k`Yb][Yf`UbghfYb[YbX`g]bXž`UVYf`XYb`bcW\`GdU» `a`UW\Yb" `<]Yf
g]bX`Y]b][Y`GdcfhUfhYbž`X]Y`g]W\`VY]` \c`Yb`HYa`dYfUhi`fYb
VYk`À`fYb.

- GhUbX!i`d!DUXX`]b[.`9]b`YbhgdUbbhYg`DUXXY`b`Ui`Z`XYf`
9`VY`cXYf`Y]bYa`?`]YggYY`]b`XYf`i`a`[YVi`b[`]gh`]XYU`ž`a`h
@Y]\a`Ò[`]W\`_Y]hYb`j`cf`C`fh"
- G`ck` `<]_]b[.` ; Ya`Øh]W\Yg` ; Y\Yb`]b`XYf`8`fYgXbYf`<Y]XYž
VY]`XYa` `5W\hgUa`_Y]hi`bX`B`Uhi`f[Ybi`gg]a` `J`cfXYf[fi`bX
ghY\Yb" `DYfZY`_hY`GhUfhd`i`b`_hY`g]bX`X]Y`<Y]XYa`Ø`Y`i`bX
XYf`Df]Y»`b]hn[fi`bX"
- Fi`XYfb` .`9]bY`Ub[YbY\`a`Y`GdcfhUfh`ZØf`X]Y` \ Y]» Yb`HU[Y`
UV`+`9i`fc`ZØf`" ` \$`A`]bi`hYb`Ua` `7`Ufc`UgYY`]a` ` ; fc» Yb
 ; UfhYb"
- H]gW\`hYb`b]g` .`@Y]W\`hYž`gW\`Uhh][Y`Gd]Y`Y`]b`DUf`_g`cXYf
<U`Yb`g]bX`]XYU`ž`i`a` `g]W\`VY]`Ub[YbY\`a`Ya` `K`YhhYf`ni
VYk`Y[Yb"
- FY]hYb` .`Fi` \][Y`5i`gf]hhY`Xi`fW\`gW\`Uhh][Y`K`À`XYf`gc`f[Yb
ZØf`5V`_Ø` \i`b[`i`bX`9b`hgUbbi`b[`G`À`W\`g]gW\`Y"
- 6c[Yb`gW\`]Y» Yb` .`?`cbnYbhfUh]cb`]gh` \]Yf`[YZfU[hž`c` \bY
XUgg`XYf`?`ØfdYf`ghUf`_`VY`UghYh`k`]fX"
- Mc[U`]a` `DUf`_` .`Fi` \][Y`Gh]`Y`k`]Y`M]b`Mc[U`cXYf`<`Uh`U`]a`
GW\`UhhYb`Ub`Zf]gW\`Yf`@`Zi`hi`h`?`ØfdYf`i`bX` ; Y]gh[`i`h"
- 6c`k` `]b[.` `bXccf!GdU» `Ui`Z`_`]a` Uh]g]YfhYb`6U` \bYbž`dYfZY`_h
i`a` `XYf`<]hnY`ni`Yb`hZ]Y\Yb"

H]ddg`ZØf`i`b`VYgW\`k`YfhYg`HfU]b]b[

I`a` `X]Y`F]g]_Yb`VY]`Gdcfh]b`XYf`<]hnY`ni` `a`]b]a`]YfYbž`[]Vh`Yg

Y]b][Y`bØhn`]WXY`H]ddgž`X]Y`a Ub`VYUW`hYb`gc`hY`"K]Y`
**HU[YggW`Ui`ZYghghY`hž`g]bX`K Ufbg][bU`Y`k]Y`Yf\`Ø`hYf`Di`gž`
 A ØX][_Y]h`cXYf`<]mYghUi`Yfbgh`ni`bY`a Yb`"5i`gfY]W`YbX`
 :`Øgg][_Y]h`]gh`Y]b`A i`gg`°9l`dYfhYb`Ya`dZY`\`Ybž`Yhk`U`Y]bYb`@]hYf`
 K`UggYf`dfc`Ghi`bXY`ni`hf]b`_Yb`"6YgcbXYfg`k`]W`h][`_]gh`Ui`W`X]Y`
 K`U\`XYf`f]W`h][`Yb`?`Y]Xi`b[`_`i`Zh][`Yž`\Y`Y`i`bX`Uha`i`b[`gU`_hj`Y`
 GhcZY`gW`ØhnYb`j`cf`,`VYf\]hni`b[`i`bX`GcbbYbghfU\`Yb`"**

8`UfØVYf`\]bUi`g`gc`hY`a Ub`\c`Y`HYa`dYfUhi`fYb`gck`]Y`X]Y`
]b`hYbg]j`Y`A`]h`hU[`ggcbbY`a`Y]XYb`"8Yf`VYghY`NY]hdi`b`_h`ZØf`
 gdcfh]W`Y`5`_hj`]h`hYb`g]bX`X]Y`_Ø`\`YfYb`A`cf[`Yb!`cXYf`
 5VYbXghi`bXYb`"K`Yf`XYb`bcW`]a`i`fY]Yb`hfU]b]Yfhž`Z]bXYh`ja`
 GW`UhYb`j`cb`6`Åi`a`Yb`cXYf`GW`i`mVUi`hYb`X]Y`VYghYb`
 6YX]b[`i`b[`Yb`"5i`W`Y]bY`[`YgW`]W`_hY`5i`gk`U\`Ub`GdcfhUfhYb`_Ubb`
 \Y`ZYbž`X]Y`gca`a`Yf`]W`Y`<]mY`Yfhf`Å[`]W`ni`a`UW`Yb`i`bX`
 [`_Y]W`nY]h][`_X]Y`[`Ygi`bX`Y]h]W`Yb`F`]g]_Yb`ni`a`]b]a`]YfYb`"i`bX`
 b]W`hij`Yf[`YggYb`6Y]`C`ncbVY`Ughi`b[`Yb`ØVYf`%,`\$`A`_fc[`fUa`a`
 dfc`?`i`V]_a`YhYf`gc`hYb`DYfgcbYb`a`]h`Ya`dZ]bX`]W`Yb`5hYa`k`Y[`Yb`
 5i`gXUi`Yfgdcfh]a`i`fY]Yb`VYggYf`fYXi`n]YfYb`"6Y]`K`YfhYb`ØVYf`"*\$`
 A`_fc[`fUa`a`_]gh`Gdcfh]a`i`fY]Yb`[`Ubn`ni`j`Yfa`Y]XYb`**A] [fcg"**

8]Y`Gca`a`Yfa`cbU`hY`V]YhYb`nU`\fY]W`Y`A`Ø[`]W`_Y]hYb`ZØf`Gdcfh`
 i`bX`6Yk`Y[`i`b[`ž`gY`Vgh`k`Ybb`X]Y`HYa`dYfUhi`fYb`ghY][`Yb`"K`Yb][`Yf`
]b`hYbg]j`Y`5`_hj`]h`hYb`ž`_`i`[`Yg`H]a`]b[`i`bX`XUg`6YUW`hYb`XYf`
 l`a`k`Y`hZU`_hc`fYb`\Y`ZYbž`a`]h`XYf`<]mY`i`a`ni`[`Y`\Yb`"Gc`V`Y]Vh`XYf`
 GdU»`Ub`XYf`6Yk`Y[`i`b[`Ui`W`VY]`" `\$;`fUX`i`bX`a`Y`\f`Yf\U`hYb`°`

8YhU]`g	
C`fh	8`fYgXYbž`8Yi`hgW`\UbX`
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"gUYW`g]gW`Y`"XY` •]a`di`g"a`][`fcg"W` • k`k`k`"hU[`YggW`Ui`"XY`

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