

@Y]dn]['gYhnh'Ui Z'K]bX_fUZh. 'B Yi Y
5b`U[Yb '[Y[Yb '6Øf[Yfd fc hYghY °

@Y]dn]['d`Ubh'XYb '5i gVUi 'j cb'K]bX_fUZhUb`U[Yb 'Ui Z%+)
< Y_hUf" '8 Yf'GhUXhfUh'Yb hgW X Y]XYh'ØVYf'X]Y 'J cffUb [[YV]YhY
i bX'F Ydck Yf]b ["



@Y]dn][ž'8 Yi hgW X `UbX '! '8]Y'GhUXh'@Y]dn]['dUW_h'Yg'Ub'i bX'k]`
]a ' [fc» Yb 'Gh]'Ui Z'K]bXYbYf[]Y'gYhnYb"'5a ' _ca a YbXYb
A]hkc W 'hf]Zh'XYf'GhUXhfUh'X]Y 'Yb hgW X Y]XYbXYb'K Y]W X Yb'ZØf
Y]bYb '9fk Y]hYfi b [gd`Ubž'XYf'gYW X g'J cffUb [[YV]YhY 'ZØf'bYi Y
K]bX_fUZhUb`U[Yb'i a ZUggh" ðg[YgUa h'g]bX'XUZØf'%+) ' < Y_hUf
j cf[YgY\Ybž'k cVY]]bgVYgcbXYfY'XYf'GØXk YghYb 'ja 'J]g]Yf'ghY\hž
k]Y'X]Y '@ N'VYf]W X hYh"

9]b'nYbhfU`Yg'9`Ya Ybh'XYf'D`AbY']gh'XUg'F Ydck Yf]b [ž'VY]'XYa
nk Y]'VYghY\YbXY'K]bXf`AXYf']b' ? bUi h_`YYVYf [!? bUi h`U]b'Xi fW X
XYi h]W X`Y]ghi b [ggh`Af_YfY'A cXY`Y'YfgYhnh'k YfXYb'gc`Yb"'8]YgY
bYi Yb'K]bX_fUZh'f`AXYf'_ØbbhYb'a]h'Y]bYf' < Ø\Y'j cb '&' ('A YhYfb
Y]bY'`Ä`f]W X'Ghfca YfnYi [i b ['j cb'V]g'ni '%&'A]`cbYb

?]`ck Uhhghi bXYb`YffY]W\Yb"Ni a `J Yf[`Y]W\.`8]Y`U`hYb`5b`U[Yb
dfcXi n]YfYb`XYfnY]h`bi f`V]g`ni`%A`j`]cb`?]`ck Uhhghi bXYb`A`f`]W\`"

J cffUb[[YV]YhY`i bX`6Øf[YfYb[U[Ya Ybh

8]Y`[Yd`UbhYb`J cffUb[[YV]YhY`g]bX.

- ?bUi h`_YYVYf[!?bUi h`U]b.`%\$Ž`<Y_hUf
- <Ufha UbbgXcfZ]?bUi hbUi bXcfZ`*+ž`<Y_hUf
- <Ufha UbbgXcfZ]?bUi hbUi bXcfZ`*' ž`<Y_hUf
- <Ufha UbbgXcfZ]?bUi hbUi bXcfZ`%, ž%<Y_hUf
- @]YVYfhk c`_k]hn.`&ž`<Y_hUf
- 6UU`gXcfZ`%%ž%<Y_hUf

8]Y`Ni gh]a a i b[`XYf`Yk Y][Yb`?ca a i bYb`]gh`VYfY]hg`YfZc`[hž
XcW\`X]Y`6Øf[Yf]b]h]Uh]j Y` @YVYbgk YfhYg`?bUi hbUi bXcfZ`Yf\YVh
6YXYb_Yb`i bX`ZcfXYfh`Y]bY`6Y[fYbni b[`XYf`K]bX_fUZhUb`U[Yb`]b
XYf`B`A`Y`XYf`C`fhgW\UZh`Ui Z`a`Ul]a`U`gYW\g"`, VYf`&) \$
I bhYfgW\f]ZhYb`k i fXYb`VYfY]hg`[YgUa`a`Y`hž`i`a`XUg`5b`]Y[Yb`ni
i bhYfghØhnYb"9]b`k]W\h][Yf`Di`b_h]gh`XUVY]`XYf`A]bXYghUVghUbX
ni f`K`c`b`VYVUi i b[ž`XYf`XYfnY]hj`cb`XYb`D`Ubi b[Yb
ØVYfgW\f]hhYb`k]fX.`#`?bUi h`U]b`VYhfA[h`X]YgYf`bi f`- -) `A`YhYfž`]b
?bUi h`_YYVYf[`gc[Uf`bi f`- -(`A`YhYf"

F YW\ h`]W\ Y`F U\ a YbVYX]b[i b[Yb`i bX 7\ UbW\ b`XYg`F Ydck Yf]b[g

8cW\`k Ug`ghYW_h`\]bhYf`XYa`?cbnYdh`XYg`F Ydck Yf]b[g3`9]bZUW\
[YgU[hž`Yg`\UbXY`h]g]W\`i a`XYb`5i ghUi gW\`U`hYf
K]bXYbYf[]YUb`U[Yb`[Y[Yb`bYi Yž`Y]ghi b[ggh`A`f`_YfY`A`cXY`Y"
8]YgY`GhfUhY[]Y`gc`X]Y`K]bXYbYf[]Y!DfcXi`_h]cb`]b`8Yi hgW\`UbX
Ub`XYb`hYW\`b]gW\Yb`i`c`fhgW\f]hh`UbdUggYb`i bX`j`cf`U`Ya`X]Y
9fnYi [i b[`j`cb`[fØbYa`Ghfca`Yf`\Ø\Ybž`gc`X]Y`#Zcfa`Uh]cbYb`j`cb
K]bX!YbYf[]Y"XY"8]Y`[YgYh`]W\Yb`F U\ a YbVYX]b[i b[Yb`ZØf
gc`W\Y`J`cf`\UVYb`k i fXYb`_Øfn`]W\`Yf`Y]W\hYfh"

8i fW\`Y]bY`FYZcfa`k i fXY`VY]gd]Y`gk Y]gY`X]Y`i`f]gh`ZØf`XYb`6Ui

bYi Yf'5b`U[Yb`bUW`XYa`FØW_VUi`j cb`Ä`hYfYb`K`]bXfÄXYfb`j cb
&(`Ui`Z(`,`A`cbUhY`j`Yf`Äb[`Yfh`'5i`W`GhUbXcfhk`YW`gY`'i`bX
<Ø\YbUbdUggi`b[`Yb`g]bX`bi`b`ZYI`jV`Yf`ni`'[`YghU`hYb`"8]YgY`bYi`Yb
FY[`Y`b`i`bhYfghØhnYb`b]W`h`bi`f`XYb`'5i`gVUi`'XYf`9fbYi`YfVUfYb
9bYf[`j]bž`gcbXYfb`hfU[`Yb`Ui`W`ni`f`j`Yff]b[`Yfi`b[`'VØfc`_fUh]gW`Yf
<ØfXYb`VY]ž`k`jY`K`]bX]bXi`ghf]Y`]b`8Yi`hgW`UbX`VYgW`fY]Vh`'8Ug
FYdck`Yf]b[`j`YfVYggYfh`ni`XYa`'XYb`5fhYbgW`i`mž`XU`a`cXYfbY
5b`U[`Yb`k`Yb][`Yf`';`YZU`fYb`ZØf`j`Ø[`Y`'i`bX`':`YXYfa`Äi`gY
XUfghY`"Yb"

Ä`fYb`9fZc`[`'U`h`X]Y`K`]bX`_fUZh`b]W`h`bi`f`XYf`HYW`b]_ž`gcbXYfb
Ui`W`'XYf`Yb[`U[`j]YfhYb`5fVY]h`XYf`6YhfY]VYf`ni`'j`YfXUb`_Yb`"8]Y
:`]fa`U`NcdZ`U`h`X]Y`5ba`Y`Xi`b[`'ZØf`XUg`FYdck`Yf]b[`'XYf
YbhgdFYW`YbXYb`K`]bXfÄXYf`Y]b[`YfY]W`h`i`bX`Y]ghY`h`gca`]h`Y]bYb
k`Yfhj`c`"Yb`6Y]hfU[`ni`f`l`a`gYhni`b[`'XYf`?'`]a`Un]Y`Y"

5i`gV`]W`_`i`bX`<`YfUi`gZcfXYfi`b[`Yb

8Yf`K`Y[`ni`f`fYU`]g]YfhYb`K`]bXYbYf[`j]Ybi`hni`b[`'b`@Y]dn][`k`]fX
U`"YfX]b[`g`b]W`h`c`bY`GW`k`jYf][`_Y]hYb`gY]b`"9]bY`a`Ø[`'W`Y
GhUbXcfhj`Yf`U[`Yfi`b[`'XYf`K`]bXUb`U[`Yb`]b`<`Ufha`UbbgXcfZ
?`bUi`hbUi`bXcfZ`k`YW`h`Gcf[`Yb`]b`XYf`B`UW`VUfghUX`h`A`Uf`_fUbg`h`Ä`Xhž
k`c`XUg`'[`Ya`Y]bX`]W`Y`9]bj`YfbY`a`Yb`'[`YgW`Y]hYfh`]gh`<`Yf`[`]`h
Ygž`Y]bYb`5i`g[`Y]W`ni`Z]bXYb`i`bX`XYb`8]U`c[`a`]h`XYb`6Øf[`Yfb`ni
gi`W`Yb"

Hfchn`X]YgYf`<`YfUi`gZcfXYfi`b[`Yb`V`Y]Vh`K`]bXYbYf[`j]Y`X]Y
`Y]ghi`b[`gghÄf`_ghY`HYW`bc`c[`j]Y`i`bhYf`XYb`9fbYi`YfVUfYb`9bYf[`j]Yb
i`bX`]gh`Y]b`Yb`hgW`Y]XYbXYf`6Ui`ghY]bž`i`a`'XYb`ghY][`YbXYb
Ghfca`VYXUfZ]b`8Yi`hgW`UbX`V]g`&\$(`) `ni`XYW`Yb`"8Yf`5i`g[`Ub[
XYf`GhUXhfUhgUVgh]a`a`i`b[`'_ØbbhY`XUa`]h`k`Y]hfY]W`YbXY`:`c`[`Yb`ZØf
XYb`9bYf[`j]YUi`gVUi`i`bX`XYb`?'`]a`UgW`i`hni`b`XYf`FY[`]cb`UVYb`"b
`YXYa`:`U`"k`]fX`X]Y`9bhgW`Y]Xi`b[`a`]h`GdUbbi`b[`Yfk`UfhYhž`b]W`h
bi`f`j`cb`XYb`6YZØfk`cfhYfbž`gcbXYfb`Ui`W`j`cb`XYb`?`f]h`_Yfb`XYf
K`]bX`_fUZh`d`fc`Y`_hY"

8YhU]`g	
C fh	@Y]dn][ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`j n"XY • k k k "k]bX]bXi ghf]Y!]b! XYi hgW\`UbX"XY • k k k "k]bX!YbYf[]Y"XY

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