

: Ua]`Ybk cW YbYbXY`]b`8fYgXYb.
< cZZbi b[`Z]bXYb`i bX`ni gUa a Yb
k UW gYb`°

: Ua]`Ybk cW YbYbXY`XYf`DZUffY]`Ua` "%&!%(" `GYdh" `&\$&) `]b
8fYgXYb. `GhÅf_i b[`XYf: Ua]`YbVUbXY`i bX
< cZZbi b[g[YgW]W hYb" `>hnh`Uba Y`XYb`°



HU`B Ui bXcfZ`&- ž`\$%&) +`8fYgXYbž`8Yi hgW`UbX`!`8 Ug
: Ua]`Ybk cW YbYbXY`XYf`_Uh`c`]gW Yb`DZUffY]`GY`][Y`A`ÅfhmfYf
j ca`A`ØbW`bYf`D`Uhn`ghY`h`j cf`XYf`HØf`i bX`j Yfgdf]W`h`Y]b
VYfY]W`YfbXYg`9f`YVb]g`ZØf`; fc»`i bX`?`Y]b" `J ca` "%&"`V]g`%("
GYdhYa`VYf`&\$&) `hfYZZYb`g]W` : Ua]`Yb`ja`K`]bZf]YX`U`i g
GW`a`]YXYVYf[`ž`i a`[Ya`Y]bgUa`ni`YfbYbž`ni`ZY]Yfb`i bX
< cZZbi b[`ni`hY]`Yb" `I bhYf`XYa`A`chc` ;]V`U`Yg` `bi`f`b]W`h`Ui`Z
k YfXYb`k Yfhj`c`Y`H`Ya`Yb`k`]Y`Ni`gUa`a`Yb`U`h]bbYf`U`V`XYf
: Ua]`Ybž`dYfg`Øb`]W`Y`< cZZbi b[g[YgW]W hYb`i bX`X]Y`Gi`W`Y`b`UW
XYa`f`chYb` : UXYb`ja`@YVYb`VY`U`bXY`h" `6]ghi a`8fYgXYb!
A`Y]»`Yb`VYf]W`h`Yhž`XUgg`X]Y`J`YfU`bgh`U`hi b[`Y]bY`J`]Y`n`U`j`cb

5_hj]]hÀhYb`VYfY]h\À`hž`i a`XUg`A]hY]bUbXYf`ni`ghÀf`Yb"

8 Ug`K cW`YbYbXY`ghUfhYh`Ua` : fY]hU[UVYbX`a]h`Y]bYf`cW`YfYb
5b_ca a Ybgfi bXYž`[YZc`[h] cb`Y]bYa` [Ya`Y]bgUa`Yb
5VYbXYggYb``8Yf`GUa` ghU[`]gh`a]h`K cf_g`cdg`i bX`_fYUh] Yb
5b[YVchYb`[YZØ`hž`X]Y`XYb`HY]`bY`a Yfb`Y`ZYbž`bYi`Y
DYfgdY_hj] Yb`ni`Yb`hXYW`Yb``æ di`gY`i bX` ; YVYhgnY]hYb`V]YhYb
; Y`Y[Yb`Y]h`ni`f`6Yg]bbi`b[`i bX`ni`a`5i`ghUi`gW`"Ni`a`5VgW`i`gg
[]Vh`Yg`Ua`GcbbhU[`Y]bYb`ZUa`]Yb[YfYW`hYb` ; chhYgX]Ybghž`XYf
XYb`F`U`a`Yb`ZØf`Y]bY`[Ya`Y]bgUa`Y`F`YZYI`]cb`i bX`Y]b
A]hhU[YggYb`V]`XYh"

; Ya`Y]bgW`UZh`i bX` : fYi`XY

8]Y`C`f[Ub]gUhc`fYbž`9`]gU`J`c[[]b[Yfž`H`Yc`c[]b`i`bX
?ca`a`i`b[_Uh]cbghfU]bYf]bž`gck`]Y`DZUffYf`K`]bZf]YX`?i`b][`_ž`\UVYb
Y]b`UVk`YW`g`i`b[gfY]W`Yg`Dfc[fUa`a`Yb`hk`]W`Y`hž`XUg`gck`c`\`ZØf
9fk`UW`gYbY`U`g`Ui`W`ZØf`?`]bXYf`gdUbbYbX`]gh`8]Y`?`cghYb
VYhfU[Yb` , \$`9i`fc`ZØf`9fk`UW`gYbY`i`bX`")`9i`fc`ZØf`?`]bXYf`V]g`%
&\fY``9]b`VYgcbXYfYg`5i`[Yba`Yf`_`]Y[h`XUfUi`Z`Z]bUbn]Y``Y
<ØfXYb`UVni`VUi`Ybž`i`a`g]W`Yfni`ghY``Ybž`XUgg`YXY` : Ua`]Y
hY]`bY`a`Yb`_Ubb``æX]j`]Xi`Y``Y`@Øgi`b[Yb`g]bX`a`Ø[`]W`ž`XUa`]h
b]Ya`UbX`ni` \Ui`gY`V`Y]VYb`a`i`gg"

- 8Uhi`a` .`%&``V]g`%(``GYdhYa`VYf`&\$&)
- C`fh`K`]bZf]YX` \Ui`g`GW`a`]YXYVYf[ž`HU`B`Ui`bXcfZ`&-`ž`
8fYgXYb
- 5ba`Y`XYgW`i`gg.`V]g`gd`ÀhYghYbg`%\$``5i`[i`gh`&\$&)
- ;`YZØfXYfh`Xi`fW`. `6cb]ZUh]i`gk`Yf`_`XYf`XYi`hgW`Yb
?Uh`c`_]Yb`i`bX`?ca`a`i`b`U`Yf`Gcn]U`j`YfVUbX`GUW`gYb

æ`XYf`\Yi`h][`Yb`NY]hž`]b`XYf` : Ua`]Y]bghfi`_hi`fYb`c`Zh
\YfUi`g[YZcfXYfh`k`YfXYbž`]gh`Yg`k`]W`h][`ž`gc`W`Y`æ]h]Uh] Yb`ni
i`bhYfghØhnYb``8Ug`6Y]gd]Y`XYg`VYj`cfghY`YbXYb`K`cW`YbYbXYg
nY][`hž`k`]Y`k`Yfh]c``XYf`5i`ghUi`gW`]bbYf`U`V`XYf` : Ua`]Y]b`i`bX`a`]h
UbXYfYb`gY]b`_Ubb``GY`][`Y`A`À`f`h`m`f`Y`f`8fYgXYb`\YVh`\Yf]c`fž
XUgg`XUg`K`cW`YbYbXY`b]W`h`bi`f`Y]bY` ; Y`Y[Yb`Y]h`ZØf` : fY]nY]h
i`bX`Ni`gUa`a`Yb`_i`bZi]ghž`gcbXYfb`Ui`W`Y]b`F`Ui`a`ž`i`a`XYb

Y][YbYb'; `Ui VYb`ni `ZY)Yfb"

: Ua]`Y`U`g'; fi bXdZY]`Yf`XYf'; YgY``gWU Zh

: Ua]`Yb`g]bX`XUg`<YfnghØW_i bgYfYf'; Ya Y]bgWU ZhYb"8]Yg`k]fX
Ui W`]b`XYf`K UbXYfUi gghY``i b[` : Ua]`Yb6UbXY `XYi h]Wž`X]Y
XYfnY]h]b`BØfbVYf[`ni`gY`Yb`]gh`i bX`V]g`ni a`&)"`Ubi Uf`&\$&)
`Ai Zh"8]Y`5i gghY``i b[`nY][`hj`YfgWU]YXYbY': Ua]`YbZcfa Yb`i bX
h\Ya Uh]g]Yfhž`k Ug': Ua]`Y`Ui ga UW`hi bX`k]Y`g]WU`XUg`_`Ugg]gWU Y
: Ua]`YbV]`X`k Y]hYfYbhk]W`_Y`h`\Uh": Ua]`YbV`c[`BØfbVYf[
k Y]gh`XUfUi Z`\]bž`XUgg`XYf` fchY': UXYb` `Ui W`\]Yf`Y]bY`nYbhfU`Y
Fc`Y`gd]Y`hž]bXYa`Yf`X]Y`Ya ch]cbU`Yb`6]bXi b[Yb`]bbYf\U`V`XYf
: Ua]`Yb`VY`Yi W`hYh"

8Yf`5i ghUi gW`i bX`X]Y`GhÅf_i b[`XYf': Ua]`YbVUbXY`g]bX
?YfbY`Ya YbhY`gck c`\`XYg`VYj cfghY`YbXYb`K cW`YbYbXYg`U`g
Ui W`XYf`U_hi Y`Yb`5i gghY``i b[`]b`BØfbVYf["`b`Y]bYf`NY]h`XYg
K UbXY`g`i bX`XYf`<YfUi gZcfXYfi b[Yb`]b`XYf'; YgY``gWU Zh]g]bX
gc`W`Y`5b[YVchY`i bX`FYZYI]cbYb`k]W`h][`Yf`XYbb`Y"G]Y
Yfa i h][`Yb`i bg`XUni ž`XUg`Ni gUa a Yb[Y\Øf][`_Y]hg[YZØ`\`i bX`XYb
; `Ui VYb`Ub`Y]bY`dcg]h]j Y`J YfÅbXYfi b[`]b`XYf'; Ya Y]bgWU Zh`ni
ZØfXYfb"

8YhU]`g	
C fh	HU`B Ui bXcfZ`&- ž`\$%&) +`8 fYgXYbž 8Yi hgWU`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V]ghi a !XfYgXYb! a Y]ggYb"XY • k k k "gY`][`Y!a UYfhmfYf! XfYgXYb"XY • ZUa]`YbV`c["bi YfbVYf["XY

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