

G]bX'5`]Ybg'i bhYf'i bg3'8]Y'ZØbZ j YffØW_hYghYb'H\Ycf]Yb'Ybh\Ø`h°

9fZU\fyb'G]Y'a Y\ f'ØVYf'X]Y'j YffØW_hYghYb'5`]Yb!H\Ycf]Ybž
X]Y'j]b'XYf'GYf]Y' / ei ch/5bW]Ybh'5`]Ybg/ ei ch/i bX'j cb'9f]W
j cb'8Àb]_Yb'VY\UbXY'hk YfXYb"



NcZ]b [Ybž'GWk Y]n'!'8]Y': Ugn]bUh]cb'ZØf'5i » Yf]fX]gWY'i bX
XYfyb'9]bZi gg'Ui ZX]Y'A YbgW\Y]h'n]Y\h'g]W'Xi fW'j]Y'Y'?'i'hi'fyb
i bX'V'Y]Vh'Y]b'VY'jYVh'Yg'H\Ya U]b'XYf'a cXYfbYb'Dcd_i'hi'f"
5_hi Y''V]YhYh'æmb'Y]bYb'Cb'j]bY!6Y]hfU['ni'f'YfZc'[fY]WghYb'GYf]Y
5bW]Ybh'5`]Ybg žX]Y'gY]h'&\$-\$-'Ui ZX]Ya 'l G!GYbXYf'<]ghcfm
7\UbbY''Ui g[YghfU\h'k]fX'i bX'j]b'8Yi hgW'UbX'i a ZUggYbX'Ui Z
æmb'j YfZØ[VUf'j]gh''8]Y'GYf]Y'i bhYfgi W'h'X]Y'<mdch\YgYž'XUgg
Ui » Yf]fX]gWY'6Ygi WYf'a U» [YV'j]WYb'9]bZi gg'Ui ZX]Y
a YbgW'j]WY'9bhk]W_i b['[Ybca a Yb'\UVYb''æ'X]YgYa '?cbhYI h
k YfXYb'Ui W'X]Y' ZØbZj YffØW_hYghYb'5i » Yf]fX]gWYb!H\Ycf]Yb
j cf[YghY''hi bX'ni'f'_f]h]gWYb', VYfdfØZi b['Ub[YfY[hž'k]Y'
7ca dUWh'Cb'j]bY'VYf]W'hYh'

NYbhfU`Y`9`Ya YbhY`XYf`GYf]Y`g]bX`X]Y`F`YWX`YfWX`Y`Ubh]_Yf
6Ui`k`Yf`_Y`ž`a`m`h`c`c`[]gWX`Yf`9fn`À`i`b`[`Y`b`g`ck`]Y`a`m`ghYf]ÒgYf
5fhY`ZU`_hY`ž`X]Y`j`cb`XYb`Dfc`Xi`nYbhYb`U`g`a`Ò[`]WX`Y`ϕ`X]n]Yb`ZØf
Y]bY`ZfØ`Y`J`YfV]bXi`b`[`a`]h`Ui`»`Yf]fX]gWX`Yb`N]j`j`]gUh]cbYb
VYhfUWX`hY`h`k`YfXYb`"Ni`XYb`ZØb`Z`g`_i`ff]Yb`H`Y`cf]Yb`[`Y`Ø`fYb`X]Y
J`cfghY`i`b`[`ž`X`Ugg`X]Y`9fXY`c`c`]ghž`F`Y`dh]`c]XYb`i`bhYf`i`bg`Y`VYbž
XYf`A`cbX`Y]bY`F`Ui`a`ghUh]cb`X`UfghY`hž`5`]Ybg`X]Y`DmfUa`]XYb
YfVUi`h`U`VYb`i`bX`Ubh]_Y`;`ÒhhYf`h`Uhg`À`WX`]WX`5i`»`Yf]fX]gWX`Y`k`UfYb`"

8]Y`ZØb`Z`5i`»`Yf]fX]gWX`Yb`!H`Y`cf]Yb

- 8]Y`9fXY`]gh`c`c`c`c`8]YgY`H`Y`cf]Y`dcghi`]Yfh`X]Y`9i`]ghYbn
Y]bYf`nk`Y]hYbž`VYk`c`b`hYb`K`Y`h`a`9fX]bbYfYbž`U`Y`fX]b`[`g
k`]XYfgd`fYWX`Yb`k`]ggYbgWX`U`Zi]WX`Y`9f`_Y`bbhb]ggY`X]YgYf
5i`ZUggi`b`["
- F`Y`dh]`c]XYb`Y`VYb`i`bYf`_`U`bbh`i`bhYf`i`bg`J`cb`8`Uj`]X
`W`_Y`dcdi`À`f`[`Ya`UWX`hž`VYgU`[`h`X]YgY`H`Y`cf]Y`ž`X`Ugg
f`Y`dh]`Ufh][`Y`5i`»`Yf]fX]gWX`Y`X]Y`K`Y`h`fY`[`]YfYb`"5b`W]Ybh
5`]Ybg`i`bhYfgi`WX`h`Ubh]_Y`?`i`hi`fYbž`X]Y`fYdh]`]YbUfh][`Y
;`ÒhhYf`U`b`VYhY`hYbž`k`Ug`Y`X`c`WX`U`g`gdY`_i`U`hj`_`f]h]g]Yfh
k`]fX`"
- 8`Y`f`A`cbX`]gh`Y]bY`F`Ui`a`ghUh]cb`@`Ui`h`XYf`GYf]Y`gc`
XYf`A`cbX`Y]b`_`Ø`bgh]WX`Yg`C`V`Y`_`h`igY]bž`X`Ug`j`cb
5i`»`Yf]fX]gWX`Yb`d`U`hn]Yfh`k`i`fXY`ž`c`b`Y`X`U`ZØf`Y`X`c`WX
6Yk`Y]gY`ni`"]Y`ZYfb`"
- 5`]Ybg`U`VYb`X]Y`DmfUa`]XYb`YfVUi`h`8]Yg`k`]fX
Ub`UbX`XYf`7`Y`cdg!`DmfUa`]XY`X]g`_i`h]Yfhž`k`c`5b`W]Ybh
5`]Ybg`gdY`_i`]Yfhž`X`Ugg`Ui`»`Yf]fX]gWX`Y`K`YgYb`XYb
Y`[`md`hYfb`VY]a`6Ui`U`ZYb`"
- 8]Y`Ubh]_Yb`;`ÒhhYf`k`UfYb`5i`»`Yf]fX]gWX`Y`8]YgY
H`Y`cf]Y`ž`j`YfhfY`hYb`j`cb`9f]WX`j`cb`8`Àb]_Ybž`Uf`[`i`a`Ybh]Yfhž
X`Ugg`j`]Y`Y`U`g`;`ÒhhYf`j`YfY`f`hY`K`YgYb`]b`K`]f`_]WX`_Y]h
5i`»`Yf]fX]gWX`Y`k`UfYbž`Y]b`;`Y`X`Ub`_Y`ž`XYf`j`cb`XYf`:`UWX`k`Y`h
a`Y]gh`U`g`gdY`_i`U`hj`_`UV`[`Y`Y`b`h`k`]fX`"

9f]WX`j`cb`8`Àb]_Ybž`[`Y`V`c`f`Y`b`%`-`'`)]b`XYf`G`W`k`Y]nž`]gh`Y]bY
nYbhfU`Y`:]`[`i`f`]b`XYf`8`]g`_i`gg]cb`i`a`Df`À!`5`gh`f`c`b`Ui`h]_`"ϕ`j`Y`fgY
VYf]WX`hY`hž`X`Ugg`gY]bY`H`Y`cf]Yb`ž`X]Y`Ui`WX`]b`XYf`GYf]Y`VY`Ub`XY`h

k YfXYbžXUfUi ZVUg]YfYbžXUgg'5i » Yf]fX]gWY'X]Y'9bhk]W_ì b['XYf
Ubh]_Yb'N]j]]gUh]cbYb'VYY]bZi ggh'\UVYb" 'Hfchn'gY]bYf'Y\Yf
gma Vc'hfÀW[h] [Yb'ì bX'cZh'Y]XYbgW UZh]WYb'5bg]W hYb'ØVYf'XYb
9]bZi gg'j cb'5i » Yf]fX]gWYb'\Uh'j cb'8Àb]_Yb'nU'\fY]WY'?'h]_Yfž
X]Y'gY]bY'5bg]W hYb'U'g'DgYi Xck]ggYbgW UZh'VfUbXa Uf_Yb"

J cb'8Àb]_YbžXYf'Ui W'Y]b' ['Ài V][Yf'7\ f]gh']ghž'g]Y\h'gY]bYb
; YXUb_Yb'U'g'HY]'Y]bYg'g]W'k UbXY'bXYb'NY]h[Y]ghYg"'GY]bYb
YfghYb' [fc» Yb'9fZc' ['ZY]YfhY'Yf'%- *, 'a]h'XYa '6i W' 7\Uf]chg'cZ
h\Y'; cXg3 žXUg'g]W'a]]'cbYbZUW'j Yf_Ui ZhY'ì bX'a]h'fYU'Yb'ì bX
gdY_ì 'Uh]j Yb'»XYb'ØVYf'XUg'Ubh]_Y'K]ggYb'XYf'A YbgW\Y]h
gd]Y'h" 'Hfchn'gY]bYf'J Yfi fhY]'i b['k Y[Yb'6Yhfi [g'ì bX
I f_ì bXYbZÀ'gW'ì b[ž'X]Y]\b'%, 'A cbUhY'\]bhYf';]hhYf'VfUW hYž
V'YV'Yf']b'XYf'^2 ZYbh]W_Y]h'ì bX'XUg'6]X'gY]bYf'H\Ycf]Yb'_cbbhY
g]W'ZYgh'YhUV'YfYb"

8]Y'?'cbhfcj YfgYb'ì a '9f]W'j cb'8Àb]_Yb

8]Y'U_UXYa]gWY'K Y'h']gh'g]W'k Y]h[Y\YbX'Y]b][ž'XUgg'X]Y
H\Ycf]Yb'j cb'8Àb]_Ybg'b]W h'ghUbX\U'hYb'_ØbbYb"'?'f]h]_Yf'ì bX
K]ggYbgW UZh'Yf'\UVYb'cZh'j Yfgi W'hž'gY]bY'5bg]W hYb'ni
k]XYf'Y[Ybž'ì bX'Y]b][Y'gY]bYf'5f[i a YbhY'k i fXYb'U'g'ì bVY'Y[VUf
YbhUfj h"8YbbcW 'V'Y]Vh'Yf'U'g'9fZ]bXYf'XYg'?'cbnYdhg'Y]bYf
Yi hfUhYffYghf]gWYb'9]bZi ggbU\ a Y'Ui Z'X]Y'A YbgW\Y]h'dfÀgYbhž
ì bX'gY]bY'»XYb'k i fXYb']b'nU'\fY]WYb'A YX]Yb'ì bX'GW f]ZhYb
Ui Z[Y[f]ZYb" **K]_]dYX]U** ZØ\fh'Ui gž'XUgg'Yf'XYf'VY_UbbhYghY
J YfhYhYf'XYf'DfÀ!5ghfcbUi h]_]gh'ì bX'Y]b'ì a ZUb[fY]WYg'K Yf'_]b
: cfa 'j cb'6ØWYfb'ì bX':]'a Yb'j YfØZYbh]W h'\Uh"

GY]b'9]bZi gg'Ui Z'X]Y'Dcdi 'Àf_ì 'hi f']gh'ì bVYghfY]hVUf"'J cb
8Àb]_Yb'\Uh?'cbZYfYbnYb'cf[Ub]g]Yfhž'6ØWYf'j YfZUggh'ì bX'a]h
8c_ì gYf]Yb'XUg'H\Ya U']b'X]Y'VfY]hYfY'^2 ZYbh]W_Y]h[YVfUW h"
CV'gY]bY'H\Ycf]Yb'Ya U'g'k]ggYbgW UZh]W'Y []h'a]Yfh'k YfXYb
_ØbbYbž'V'Y]Vh'ì b[Yk]gg"8cW'X]Y'8]g_ì gg]cb'ØVYf
\cWYbhk]W_Y'hY'HYW'bc'c[]Yb'cXYf'ì bVY_UbbhY'»hY''[YbnYb']b
XYf': fØ\ [YgW]W hY'XYf'A YbgW\Y]h'V'Y]Vh'gdUbbYbX'ì bX'ÀXh
k Y]hYf\]b'ni f'5i gY]bUbXYfgYhni b['Y]b"

8YhU]`g	
C fh	NcZ]b[YbžGWk Y]n
E i Y`Yb	<ul style="list-style-type: none"> • k k k "WŁa dUWh!cb`]bY"XY • k k k "]bj YfgY"WŁa • XY"a "k]_]dYX]U"cf[

6Ygi WŁYb `G]Y `i bg`Ui Z. `b!U["bYh