

<]`ZY`ZØf`@i _Y.`E i YX`]bVi f[Yf
H]YfgW\ ØhnYf`V]hhYb`i a `GdYbXYb`°

9]b`<i bX`bUa Ybg`@i _Y`Ui g`XYa `<Ufn`VYbØh][h`Xf]b[YbX
Z]bUbn]Y`Y`I bhYfghØhni b[`ZØf`Y]bY`YfZcfXYf`]W\Y`C dYfUh]cb
k Y[Yb`DUhY`U`i I Uh]cb"



E i YX`]bVi f[ž`8 Yi hgW\`UbX`!`9]b`_Y]bYf`<i bX`bUa Ybg`@i _Y
Ui g`XYa `<Ufn`gc f[h`U`_hi Y`ZØf`[fc»Y`Gcf[Yb`"8 Yf`hUdZYfy
J]YfVY]bYf`VYbØh][h`Xf]b[YbX`Y]bY`C dYfUh]cbž`i a `Y]bY
gW\ a Yfn`UZhY`DUhY`U`!`@ I Uh]cb`ni `VY`UbXY`bž`X]Y`]\b`VYfY]hg
ghUf`_VYY]bhf`ÅW\h][h`"8]Y`G]hi Uh]cb`ZØf`@i _Y`]gh`_f]h]gW\ž`XYbb
X]YgY`9f`_fUb`_i b[ž`VY]`XYf`X]Y`?b]YgW\Y]VY`Ui g`]\fYf`F]bbY
fi hgW\hž`_Ubb`VY]`<i bXYb`b]W\h`bi f`ni `@U`a `Y]h`ZØ`fYbž`gcbXYfb
j Yfi fgUW\h`Ui W\`Yf`YV`]W\Y`GW\ a YfnYb`"8]Yg`VYf]W\hYhY`bYk`g' ,
"

@i _Y`Uh`VYfY]hg`X]Y`YfghY`C dYfUh]cb`]b`6fUi bgW\k Y][`]\bhYf`g]W\ž
k c`X]Y`?b]YgW\Y]VY`k]YXYf`_cffY`_hY]b[YgYhni bX`Z]I]Yfh`k i fXY"
GY]bY` ; YbYgi b[`]gh`YXcW\`bcW\`Ub[k]Yf]["8]Y`GY`bYb`g]bX

Xi fW\`X]Y`?fUb_\Y]hghUf_j Yf_Øfnhi bX`a ØggYb`g]W\`Yfgh`k]YXYf
f]W\`h][`Ui ZVUi Ybž`k Ug`@ _Y`k Y]hYfY`GW\`a YfnYb`VYfY]hYb`k]fX"
D\mg]ch\YfUd]Y`ghY\`h`gW\`cb`VU`X`Ui Z`XYa`Dfc[fUa`a ž`XUa`]hYf
k]YXYf`a`cV]`k YfXYb`_Ubb``8Yf`[YbUi Y`NY]hdi b`h`XUZØf`k]fX`VY]
Y]bYf`YhnhYb`?cbhfc``Y`YbhgW\`YXYb"

:]bUb n]Y``Y`< ØfXYb`ZØf`H]YfgW\`ØhnYf

9]b`k Y]hYfYg`DfcV`Ya` .`9]b`ni gÅhn`]W\`Yg`6Y]b`j cb`@ _Y`a`i gg
YVYbZU``g`cdYf]Yfh`k YfXYbž`XcW\`XUZØf`ZY`\`Yb`XYfnY]h`X]Y`b`Øh][Yb
Z]bUb n]Y``Yb`A`]hY``8Yf`H]YfgW\`i`hj`YfY]b`Ui`g`E`i`YX`]bVi`f[`fi`Zh
XU\`Yf`Xf]b[YbX`ni`GdYbXYb`Ui`Zž`i`a`X]Y`\`c`\Yb`H]YfUfnh_cghYb
XYW`_Yb`ni`_ØbbYb``>XYf`7YbhinÅ`\`h`GdYbXYb`_ØbbYb`Yb`hk`YXYf
X]fY`_h`Ub`X]Y`<UfngdUf_UggY`[YgYbXYh`k`YfXYb`f65B.`89`\$`,`%\$)
&\$\$\$`\$`*`%`\$`))`+`ž`6`7.`BC`@589&%<FNŁ`cXYf`ØVYf`DUmdU`
fh]Yf\`Y]a`"e`V`"dUmdU`4`[`a`U]"WŁ`a`Ł"

8]Y`6Y\`UbX`i`b[g_cghYb`ZØf`Y]bY`DUhY``U`i`I`Uh]cb`_ØbbYb`Y`b`UW\`
GW\`k`YfY[fUX`XYf`9f`_fUb`_i`b[`j`Uf]]YfYb``6Y]`[Yf]b[ZØ[][Yb`:`Å``Yb
g]bX`_Y]bY`C`dYfUh]cbYb`b`Øh][ž`k`Å`\fYbX`Zc`fh[YgW\`f]hYbY`Ghi`ZYb
c`Zh`W\`]fi`f[]gW\`Y`9]b[f]ZY`YfZc`fXYfbž`VY]`XYbYb`XUg`?`b]Y`b`Yi
Ui`g[Yf]W\`hYh`k`YfXYb`a`i`gg``8]YgYf`Dfc`nYgg`_Ubb`g]W\`Ui`W\`ØVYf
K`cW\`Yb`\]bn]Y\`Ybž`k`cVY]`X]Y`9]b\`U`hi`b[`XYg
F`Y\`UV]`]hUh]cbgd`Ubg`j`cb`Yb`hgW\`Y]XYbXYf`6YXYi`hi`b[`]ghž`i`a`Y]bY
j`c``gh`Å`bX][Y`<Y]i`b[`ni`i`[Yk`Å`\f`Y]ghYbž`k`]Y``i`W_mdY`hg
]bZc`fa`]Yfh"

6Yk`i`gghgY]b`ZØf`XUg`DfcV`Ya`gW\`UZZYb

DUhY``U`i`I`Uh]cb`]gh`b]W\`h`bi`f`VY]`@`_Y`Y]b`DfcV`Ya` ``8]YgY`\`Å`i`Z[Y
?`b]Yf`_fUb`_i`b[`hf]h`j`c`fk`]Y[YbX`VY]`_Y]bYb`F`UggYb`k`]Y
Nk`Yf[di`XY`bž`7\`]\`i`U\`i`Ug`cXYf`Mcf`_g\]fY!HYff]Yfb`Ui`Zž`_Ubb`UVYf
Ui`W\`[fØ»`YfY`<`i`bXYfUggYb`VYhfY`ZZYb``6YgcbXYfg`NØW\`hYf`gc``hYb
Ui`Z`X]YgY`9f`_fUb`_i`b[`UW\`hYbž`XU`VYhfc`ZZYbY`H]YfY`b]W\`h`ni`f`Ni`W\`h
ni`[Y`UggYb`k`YfXYb`XØfZYb``:`i`hYfa`Ub[Y``cXYf`,`VYf[Yk`]W\`h
_ØbbYb`YVYbZU``g`ni`f`9b`hk`]W`_i`b[`j`cb`DUhY``U`i`I`Uh]cbYb
VY]hfU[Yb``H]YfÅfnhY`Ya`dZY`\`Yb`XU\`Yfž`VY]`J`YfXUW\`h`Ui`Z
@U\`a`\`Y]h`i`a`[Y\`YbX`ni`\`UbXY`b`i`bX`Y]bYb`5fnh`Ui`Zni`gi`W\`Ybž

i a `Y]bY`gW\by`Y`8]U[bcgY`i bX`6Y\UbX`i b[`g]W\Yfni ghY``Ybž`k]Y`
Ub]W`fU`\Yfj cf\YVh"

@i _Yg`i; YgW\]W\hY`]gh`Y]b`5i Zfi Z`Ub`U``Y`H]YfZfYi bXY.`<Y`Zh`X]YgYa
_`Y]bYb`<i bXž`XYf`b]W\h`Ui Z[]Vhi bX`_Åa Zh`A]h`Y]b`V]ggW\Yb
I bhYfghØhni b[` _ÒbbYb`k]f`[Ya Y]bgUa `YffY]W\Ybž`XUgg`@i _Y`X]Y
<`]ZY`VY`ca a hž`X]Y`Yf`Xf]b[YbX`VYbÒh][h"

8YhU]`g	
Cfh	Ei YX`]bVi f[ž8Yi hgW\`UbX
Ei Y``Yb	<ul style="list-style-type: none">• k k k "bYk`g' , "XY• k k k "Ub]W`fU"XY• k k k "`i W_mdYhg"XY

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