

A U[XYVi f[g`B Yi Yf`A YggYb[Yf. `G]W\ Yfž C ZZYb`i bX`C \bY`K YfVi b[°

9]b`K cf_g\cd`j]b`A U[XYVi f[`VY`Yi W\hYh`X]Y`J cfhY]`Y
g]W\ YfYf`A YggYb[Yf!5`hYfbUh]j Yb`ni `K \Uhg5dd`i bX
X]g_i h]Yfh`8 UhYbgW\i hn"



A U[XYVi f[ž`8 Yi hgW\`UbX`!`!`b`Y]bYf`NY]hž`]b`XYf`X]Y
Df]j Uhgd\`ÄfY`i bX`XYf`8 UhYbgW\i hn`a Y`f`XYbb`Y`]a` :`c_i g
ghY`Ybž`[Y`h`XYf`J YfY]b` Gc`Zk Yf_Y`Y]bYb`bYi Yb`K Y[.`A]h
Y]bYa`Y][YbYb`A YggYb[Yf!8]Ybghž`XYf`Ui ZXYf`A Uhf]! !
HYW\bc`c`[]Y`VUg]Yfhž`a` ÕW\hYb`X]Y`A U[XYVi f[Yf`Y]bY`g]W\ YfY`i bX
Bi hnYf!`ZfYi bX`W\Y`5`hYfbUh]j Y`ni` [`Äb[] [Yb`5ddg`k]Y`K \Uhg5dd
V]YhYb`K]Y`**A 8 F**`VYf]W\hYhž`\UVYb`9i dYfhYb`XYg`J YfY]bg`]b
Y]bYa`K cf_g\cd`]a`]b.hU_h`ØVYf`X]Y`J cfhY]`Y`Y]bYg`c ZZYbYb
A YggYb[Yfg`Ui Z[Y_`Äfh`8 UVY]`k i fXY`VYgcbXYfg`VYhcbhž`XUgg
X]YgY`5fhj`cb`8]Ybgh`k Yb][Yf`8 UhYb`j ca`Bi hnYf`Yf`YVh`Gc`YVYb
\Uh`K \Uhg5ddž`Xi fW\`X]Y`9]bZØ\fi b[]j`cb`K YfVi b[ž`a`]h`XYf
DfcV`Ya Uh]`ni`_`Äa dZYbž`XUgg`Bi hnYf`ni bY`a YbX`Ui Z
5`hYfbUh]j Yb`Ui gk Y]W\Yb"

9]b`HY]`bY\`a Yf`XYg`K cf_g\cdgž`XYf`Ui Z`G][bU`i a [Ygh]Y[Yb`]ghž
VYgh`h][hYž`XUgg`Yf`c\`bY`K \Uhg5dd`b]W\hg`j Yfa`]ggh`i`Y]b`_`UfYg
NY]W\Yb`XUz0fž`XUgg`J Yf`Ab`XYfi b[Yb`a`0[`]W\`g]bX`"8Yb`bcW\`nY][h
g]W\ž`XUgg`Yg`Y]bY`[Yk`]ggY`<YfUi`gZcf`XYfi b[`XUfghY`hž`X]Y`VfY]hY
A UggY`j cb`K \Uhg5dd`k Y[ni`cW`Yb`"9]b`k Y]hYfYf`HY]`bY\`a Yf
VYf]W\hYhY`gc[Ufž`XUgg`Yf`; YVi`fhghU[g[f0»Y`j cb`K \Uhg5dd`0VYf
gY]bY`i`fUi`Ub`G][bU`k Y]hYf`Y]hYhž`k Ug`X]Y`Y]bgY\`VUFY
5V\`Ab[][_Y]hj`cb`XYf`VY`]YVhYb`D`UhhZcfa`j YfXYi`h]W\`h"

K UW\ gYbXYf`6YXUfZ`Ub`5`hYfbUh]j Yb

6YgcbXYfg`VYa Yf`_Ybgk Yfh`]ghž`XUgg`j]Y`Y`A YbgW\Yb`VYfY]h`g]bXž
a Y\`fYfY`6Ub`__UfhYb`ni`VYg]hYbž`YXcW\`b]W\`h[Yk`j`h`g]bXž`Y]bY
k Y]hYfY`A YggYb[Yf!5dd`Ui Z`]\fYa`i`<UbXmini`]bghU`]YfYb`"8]YgY
8]g_fYdUbni`nY][hž`XUgg`Y]b`i`a XYb`_Yb`bchk YbX][`]ghž`i`a
GY`VghVYgh]a`a`i`b[`i`bX`?cbhfc`Y`0VYf`dYfg0b`]W\`Y`8UhYb`ni
Z0fXYfb`"8Ug`H\Ya`U`]ghj`j]Y`gY]h][`i`bX`U[`Ui`W\`]b`XYf`8]g_i`gg]cb
k`A\`fYbX`XYg`K cf_g\cdg`bU\Yž`k`c`Yg`j`cf`U`Ya`i`a`X]Y
Bchk YbX][_Y]h[]b[ž`5`hYfbUh]j Yb`ni`Z]bXYb`i`bX`X]YgY`Ui`W\`ni
bi`hnYb"

=a`a`Yf`a`Y\`f`A`YbgW\Yb`Yf`_YbbYbž`k`j]Y`k`]W\`h][`X][]hU`Y
GY`VghVYgh]a`a`i`b[`]gh`"@Ui`h`A`YggYb[Yf!A`Uhf]i`[]VhYg
nU\`fY]W\`Y`5`hYfbUh]j Ybž`X]Y`c\`bY`K`YfVi`b[`Ui`g_ca`a`Yb`i`bX
[`Y]W\`nY]h][`a`Y\`f`8UhYbgW\`i`hn`V]YhYb`"8]YgY`Gh]a`a`Yb`bUW\
5`hYfbUh]j Yb`k`YfXYb`]a`a`Yf`Ui`hYfž`VYgcbXYfg`XU`K` \Uhg5dd
VYfY]hg`gY]h`A`Áfn`&\$&(`Y]bY`hYfcdYfUV]`h`h`a`]h`UbXYfYb
8]YbghYb`UbghfYVhž`c\`bY`YXcW\`XYb`j`c`gh`AbX][Yb
]b`hYfbUh]cbU`Yb`5i`ghUi`gW\`ni`Yfa`0[`]W\`Yb"

K Ug`a UW\ h`Y]bYb`[i`hYb`A`YggYb[Yf`Ui`g3

8]Y`?`f]hYf]Yb`Z0f`Y]bYb`[i`hYb`A`YggYb[Yf`g]bX`j`j]Y`gW\`W\`h][`8]Y
A`YggYb[Yf!A`Uhf]i`VYf0W_g]W\`h][h`XUVY]`_Y]bY`D`UhhZcfa`Yb`k`j]Y
A`]W`f`cgcZi`HYUa`g`cXYf`G`UW`ž`gcbXYfb`_`cbnYbhf]Yfh`g]W\`Ui`Z
8]YbghY`a`]h`Y]bYa`[Yk`]ggYb`J`YfVfY]hi`b[g[fUX`i`bX`Y]bYa`c\`Yb
A`U»`Ub`G]W\`Yf\`Y]h`A`YggYb[Yf`a`0ggYb`ei`Y`c`ZYb`gY]bž`i`a
HfUb`gdUfYb`ni`[Yk`A\`f`Y]ghYbž`i`bX`[fi`bX`Y[YbXY`i`b_h]cbYb

k]Y`J YfgW`ØggY`i b[`V]YhYb`"8 Ug`gc f[h`XUZØfž`XUgg`Bi hnYf`j]\fY
 7\Uhg`k]f_`]W`d f]j Uh`\U`hYb`_ÖbbYbž`k Ug`VY]`5bV]YhYfb`k]Y
 : UW`Vcc_`cXYf`; cc[`Y`\Äi Z][`b]W`h`XYf`: U``]ghž`k c`B UW`f]W`hYb
 cZ`h`c`bY`9bXY!ni !9bXY!J YfgW`ØggY`i b[`[YgdY]W`Yfh`k YfXYb"

- G][bU`.6]YhYhighUbXUfXa Ä»][`9bXY!ni !9bXY!
 J YfgW`ØggY`i b[`i bX`X]Y`Bi hni b[`i bhYf`DgYi Xcbma`"
- H\fYYa U.`?cghYbdZ]W`h][ž`Ubc bma`i bX`gdY]W`Yfh`8 UhYb
 bi f`Ui ZK`i bgW`"
- ;]b`c.`5bcbma`bi hnVUfž`_Y]bY`dYfgcbYbVYnc[YbYb`8 UhYb
 YfZcfXYf`]W`"
- HY`Y[fUa`.A Ö[`]W`_Y]h`ZØf`[Y`Y]a Y`7\Uhgž`YXcW`
 GdY]W`Yfi b[`Ui Z`GYfj Yfb`a Ö[`]W`"

Gc`_Ubb`a Ub`ni gUa`a YbZUggYbX`gU[Ybž`XUgg`Bi hnYf`g]W`
 ; YXUb`_Yb`ØVYf`]\fY`X][]hU`Y`G]W`Yf`Y]h`a UW`Yb`gc``hYb`"8]Y
 8]g_i gg]cb`ØVYf`Ub[Ya YggYbYfY`5`hYfbUh]j Yb`i bX`X]Y`?cbhfc``Y
 ØVYf`dYfgÖb`]W`Y`8 UhYb`]gh`U`hi Y``Yf`XYbb`Y`"9g`V`Y]Vh
 UVni k UfhYbž`cV`i bX`k]Y`j]Y`Y`A YbgW`Yb`VYfY]h`g]bXž`XYb`GW`f]h
 ni`k U[Yb`i bX`g]W`j cb`[fc» Yb`5bV]YhYfb`k]Y`K` \Uhg5dd`ni
 `ÖgYbž`i a`g]W`YfY`i bX`cZZYbY`A YggYb[Yf!8]YbghY`]b`5bgdfi W`ni
 bY`a Yb"

8YhU]`g	
C fh	A U[XYVi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "a YggYb[Yf!a Uhf]i "XY • k k k "j YfVfUi W`YfnYbhfU`Y"XY

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