

; c h\ U '\]ggh`X]Y : `U[[Y `ZØf`XYb : f]YXYb.
* \$\$ `Gh`XhY `gYhnYb `Y]b `NY]W\ Yb °

5a ` , " ' & \$&) \]ggYb`ØVYf`* \$\$ `Gh`XhY `]b `8Yi hgW\ `UbX`X]Y
: `U[[Y ` A Umcfg`Zcf`DYUW `ZØf` [`cVU`Y`bi _`YUfY `5VfØghi b[
i bX : f]YXYb"



; c h\ Už`8Yi hgW\ `UbX`!`5a ` , " ' & \$&) `k]fX`]b`j]Y`Yb`Gh`XhYb
8Yi hgW\ `UbXg`Y]b`ghUf`_Yg`NY]W\ Yb`ZØf`XYb : f]YXYb`[YgYhnh` , VYf
* \$\$ `Gh`XhYž`XUfi bhYf`Yh` W\ ; c h\ Už`\]ggYb`Ub`X]YgYa `HU[`X]Y
: `U[[Y `XYg`6ØbXb]ggYg` A Umcfg`Zcf`DYUW ``8]YgY`k Y`hk Y]hY
=b]h]Uhj Y`gYhnh`g]W\ `ZØf`Y]b`9bXY`XYf`5hca`k`UZZYb`i`bX`XUa`]h`ZØf
Y]bY`Zf]YX`]W\ Y`Ni`_i`b`Zh`Y]b``8`Ug`F`UX``Ài`Zh`VYfY]hg.` A Umcfg`Zcf
DYUW `k`i`fXY`%-, &`Xi`fW\ `XYb`6Øf`[Yfa`Y]ghYf`j`cb`<]fcg\]a`U
[Y[fØbXYh`i`bX`j`YfY]bh`a`]h`Yfk`Y]Y`ØVYf` , "(, \$`Gh`XhY`]b`%*`*
@`bXYfbž`XUfi`bhYf`Yhk`U`-`\$\$`]b`8Yi`hgW\`UbX"; c h\ U`5`_hi`Y`
VYf]W\ hYhž`XUgg`XUg`9fY][`b]g`]b ; c h\ U`Ua` `<]ghc`f]gW\ Yb`F`U\`Ui`g
ghUhh]bXYb`k`]fX`ž`k`c`X]Y : U\`bY`i`a``%&.`\$\$`i` \`f`[Y\]ggh`k`]fX"

8Yf : `U[[YbhU[`Yf]bbYfh`Ub`Y]b`k`]W\ h][Yg`F`YW\ hg[i`hUW\ hYb`XYg

⊖hYfbUh]cbU`Yb` ; Yf]W\hg\cZg`j`cb`%- - *žXUg`VYgU[hž`XUgg
5hca`k`UZZYbghUUhYb`j`YfdZ]W\hYh'g]bXž`Yfbgh\UZhY`J`Yf\UbX`i`b[`Yb
ni`f`5VfØghi`b[`ni`ZØ\`fYb`"@Ui`h`F`c`ggk`Y]b`VYgW\`ÅZh][`Yb`g]W\`ØVYf
)`\$\$`Gh`ÅXhY`]b`8Yi`hgW\`UbX`XUa`]hž`Y]bY`_`UfY`6c`hgW\`UZh`[`Y[`Yb
5hca`k`UZZYb`i`bX`ZØf`XYb` : f]YXYb`ni`gYbXYb`"8Yf` : `U[[`Yb`hU[` \Uh
Ui`W\`Y]bY`dYfgØb`]W\Yb`8]a`Ybg]cb.`;`VYf`YVYbXY`XYf
5hca`Vca`VYbUVk`ØfZY`Ui`Z`<]fcg\]a`U`i`bX`BU[`UgU`_]`k`UfbYb
XUj`cfž`X]Y` ;`YZU\`fYb`XYg`9]bgUhnYg`j`cb`Bi`_`YUfk`UZZYb`ni
i`bhYfgW\`ÅmYb`"9g`]gh`U`gc` \`ØW`ghY`NY]hž`g]W\`ZØf`5VfØghi`b[`ghUf`_
ni`a`UW\Yb`"⊖`Y]bYa`i`5i`[`YbV`]W_ž`k`c`X]Y`K`Y`h[`Ya`Y]bgW\`UZh`j`cf
XYf`<`YfUi`gZcfXYfi`b[`ghY\`hž`F`Øghi`b[`gk`Yh`Åi`ZY`ni`j`Yfa`Y]XYbž
[`Yk`]bb`h`X]YgY`⊖]h]Uh]j`Y`ni`g`Åm`]W\Y`6YXYi`hi`b["`

8Yf` : `U[[`Yb`hU[`]b`XYb`Gh`ÅX`hYb`

⊖`A`UfnU\`b!`<`Y`YfgXcfZž`Y]bYa`i`XYf`GhUXhVYn]f`_Y`j`cb`6Yf`]bž`k`]fX
X]Y` :`U\`bY`YVYbZU`g`[`Y\]ggh`"9]bY`9]b`UXi`b[`[`]h`ZØf`U`Y`Y
6Øf[`Yf.]bbYbž`X]Y`Ua`i`5`]W!`GU`ca`cb!`D`Uhn`j`cf`XYa`i`F`Uh\`Ui`g`<`Y`Y`
A`]hhY`hY`]bY\`a`Yb`a`ØW`hYb`"6Yn]f`_gVØf[`Yfa`Y]ghYf]b`BUX`U
N]j`_cj`]Wi`bX`6Yn]f`_gghUXhfUh` ;`cfXcb`@Ya`a`i`bhYfghfY]W\Yb`X]Y
K`]W\h][`_Y]h`XYg`H\Ya`Ug` :`f]YXYb`Ub[`Yg]W\hg`U`_hi`Y`Y`Yf
[`Ycdc`]h]gW\Yf`?`cbZ`_hY`"8Yf`6Yn]f`_]gh`gY]h`&\$\$(`HY`]`XYg
BYh`nk`Yf`_g`A`Umcfg`Zcf`DYUW`i`bX`hf`Å[`h`gca`]h`U`_h]j`ni`f
k`Y`hk`Y]hYb` :`f]YXYbgVYk`Y[`i`b[`VY]`⊖hYfYgg]YfhY`6Øf[`Yf`_cb`bhYb
g]W\`Ui`W\`ZØf`F`YXYVY]hf`Å[`Y`Uba`Y`XYbž`i`a`i`f`dYfgØb`]W\Yg
9b[`U[`Ya`Ybh`ni`a`i`5i`gXfi`W`_ni`Vf]b[`Yb`"K`Y]hYfY`⊖Zcfa`Uh]cbYb
ni`f`HY`]bU\`a`Y`i`bX`ni`f`⊖]h]Uh]j`Y`g]bX`Ui`Z`XYf`K`YVgY]hY`XYg
6Yn]f`_gUa`hg`ni`Z]bXYbž`k`]Y`6Yf`]b`XY`a`]hhY`]h`

<`Yi`hni`hU[`Y`[`]Vh`Yg`a`Y\`f`U`g`%&`&(`%`5hca`gdfYb[`_ØdZY`k`Y`hk`Y]h
i`bX`U`Y`bYi`b`5hca`a`ÅW`hY`a`cXYfb]g]YfYb`]fY`5fgYbU`Y`"8]Yg
i`bhYfghfY]W\h`X]Y`8f]b[`]W\`_Y]hž`a`]h`XYf`A`Umcfg`Zcf`DYUW`i`Ui`Z
X]Y` ;`YZU\`fYb`j`cb`5hca`k`UZZYb`Ui`Za`Yf`_gUa`i`a`UW\h`"8]Y`⊖]h]Uh]j`Y
ZcfxYfh]j`cb`XYb`GhUUhYbž`X]Y`5VfØghi`b[`i`bhYf`]bhYfbUh]cbU`Yf
?`cbhfc`Y`j`cfUbni`hfY]VYbž`i`a`i`Y]bY`VYggYfYž`Zf]YX`]W\Y`K`Y`h`ni
gW\`UZZYb`" ;`YfUXY`]b`Y]bYf`NY]hž`]b`XYf`XYf`BYk`!`GH5F`HI`J`YfhfU[
nk`]gW\Yb`XYb`i`G5`i`bX`F`i`gg`UbX`ni`9bXY`[`Y\`hi`bX`_Y]bY
U`_hi`Y`Y`b`J`Yf\`UbX`i`b[`Yb`ØVYf`Y]bYb`bYi`Yb`J`YfhfU[`ghUhhZ]bXYbž`

k]fX`XYf: `U[[YbhU[`ni `Y]bYa `YbhgWXY]XYbXYb`A ca Ybh]a
?Ua dZ[Y[Yb`X]Y`bi _`YUfY`5i ZfØghi b["

Gc`V`Y]Vh`bi f`ni `gU[Yb.`?ca a hj cfVY]ž`nY][h: `U[[Y`i bX`gYhnh`Y]b
NY]WXYb`ZØf`XYb: f]YXYb` `[Ya Y]bgUa `_ÖbbYb`k]f`Yhk Ug
VYk Y[Yb`

8YhU]`g	
C fh	; ch\Už`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• [ch\U!U_hi Y``"]b Zc• k k k "fcggk Y]b"XY• k k k "VYf`]b"XY

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