

K UbXYfdc_U`ZØf`K i h\U!: UfbfcXU.
?]bXYf`Ui ZYb`ZØf`]\fYb`l f`Ui V°

6Y]a`6YbYZ]n`Ui Z`?]bXYfb`l f`Ui V`gWYb_Yb`]b`<U`Y`Ua
) "'đ b]`&\$&) `gUa a Y`hYb`%\$*`HY]`bY\`a Yf`GdYbXYb`ZØf
VYbUW`hY]`][hY`?]bXYf`"



< U`Yž`8Yi hgW`UbX`!`5a` `%) "'đ b]`&\$&) `ZUbX`]b`<U`Y`Ub`XYf
GUU`Y`XYf`U`Ä`f`]W`Y`6YbYZ]n`Ui Z`?]bXYfb`l f`Ui V`gWYb_Yb
ghUhh`XYf`Y]bYb`gW`ObYb`5b`Ugg`Vch`ž`i a`X]Y`6Y]bY]b`6Yk`Y[i b[
ni`gYhnYb`i bX`[`Y]W`nY]h][`Y]bYb`[i hYb`Nk`YW`ni`i bhYfghØ`hnYb`"
l bhYf`XYb`%\$*`HY]`bY\`a YbXYb`k UfYb`j]Y`Y`Y]Zf][Y`?]bXYf`Ui g
XYb`9]bf]W`hi b[Yb`GcbbYb`cZ]b`K i h\U!: UfbfcXU`i bX`XYf
HU[Yg[fi ddY`7fYi nVi f[ž`X]Y`g]W`ni gUa a Yb`XYb`K UbXYfdc_U`
ZØf`XUg`Ui Zgh`Ä`f`_ghY`HYUa`g]W`YfhYb`"8UVY]`ghUbX`XUg
[Ya`Y]bgUa`Y`N]Y`]a`J`c`fXYf[fi bX.`6YbUW`hY]`][hYb`?]bXYfb`ž`X]Y
gcbgh`_Y]bY`A`Ö[`]W`_Y]h`ni`Y]bYa`Yf`c`gUa`Yb`l f`Ui V`Ä`hYb`ž`X]Y
HY]`bU\`a Y`Ub`: Yf]Yb`ZfY]nY]hYb`ni`Yfa`Ö[`]W`Yb`ž`k]Y`Ui Z`9]gYbUW`
C b`]bY`VYf]W`hY`h`k]fX`"

?Y]b'?']bX'gc''']b'XYf'Gca a Yf\]hnY'c\abY'Y]bYb'[Yk]ggYb'; fUX'Ub
J Yf[bØ[Yb'V'Y]VYb''8]Y'[YgUa a Y'hYb'GdYbXYb'i bhYfghØhnYb
nU\`fY]WXY?']bXYf!'i bX'š [YbXY]bf]W\hi b[Yb'XYf'8]U_cb]Y'ja
@UbX_fY]g'; ch\Už'X]Y'a]h'X]YgYa ; Y`X': Yf]YbWJa dgž
BUhi fYf'YVb]ggY'i bX'Yf\c'gUa Y'HU[Y'Ua 'A Yf'Yfa Ø[']WXYb"
I bhYfghØhnh'k]fX'X]Y'č]h]Uh]j Y'j cb'Y]bYf'J]Y'nU\`dfca]bYbhYf
DUfhbYfž'XUfi bhYf'X]Y'G\UfY'J U'i Y'Gh]Zhi b['i bX'X]Y'9] Ub[Y']gWXY
6Ub_ž'X]Y'k]W\h][Y'Z]bUbn]Y''Y'A]hY''VYfY]hghY''Yb''ΔfY'F c''Y'[Y\h
ØVYf'XUg'9] Ybh'\]bUi gž'k]Y'< cZZbi b [gYb[Y''\Yfj cf\YVh
?]fW\]WXY'i bX'X]U_cb]gWXY'9]bf]W\hi b[Yb'Ui g'H\Øf]b[Ybž
GUW\gYb'i bX'GUW\gYb!5b\U'h_ØbbYb': ØfXYfUbhfÅ[Y'ghY''Ybž'i a
?]bXYfb'VYgcbXYfY'9f'YVb]ggY'ni 'gWXYb_Yb"

9]b' < Yfn'ZØf'?]bXYf

8]Y'J YfUbghU'hi b[']gh'Y]b'VYa Yf_Ybgk YfhYg'6Y]gd]Y''ZØf'XYb
ghUf_Yb'Ni gUa a Yb\U'h]b'XYf'F Y []cbž'VYhcbh'5bbY!š '']UbY
Dc[UbXYfž'; YgW\ÀZhgZØ\fyf]b'XYf'8]U_cb]Yk Yf_'; ch\U' [; a V<"
8]YgY'dcg]h]j Y'6Y[Y]ghYfi b['i bhYf'XYb'HY]'bY\ a YbXYb'i bX'X]Y
[Ya Y]bgUa Y'A ch]j Uh]cbž'U_h]j 'Yhk Ug'ZØf'?]bXYf']b'Bch'ni 'hi bž
a UWXYb'XYb'@Ui Z'ni 'Y]bYa ' < cW [Ybi gg'ZØf'U''Y'6YhY']][hYb''8Yf
@Ui Z'gY'Vgh'YfghfYW_h]g]W\ ØVYf') \$\$!A YhYf!Fi bXYbž'Ui ZXYbYb'X]Y
HY]'bY\ a Yf'Ub[YfY[h'Yfa i h][h'k YfXYbž'GdcbgcfYb'ni 'Z]bXYbž'X]Y
dfc'[Y'Ui ZYbYf'Fi bXY'Y]bYb'6YhfU['gdYbXYb''8]Y'9] Ub[Y']gWXY
6Ub_[]Vh'gc[Uf'Y]bYb'9i fc'ZØf'YXYb'[Y'Ui ZYbYb'?]'ca YhYf
\]bni ž'i bX'X]Y'G\UfY'J U'i Y'Gh]Zhi b['j YfXcddY'h'X]Y'9]bbU\ a Yb
XYf'J YfUbghU'hi b["

8]Y'8]U_cb]Y'GUW\gYb'i bX'8]U_cb]Y'A]hY'XYi hgW\UbX'\UVYb'X]Y
Å\`f']WXY'CF[Ub]gUh]cb'XYg'6YbYZ]n'Ui Zg'ØVYfbca a Yb''9]b
k Y]hYfYg'k]W\h][Yg'N]Y''XYg'@Ui Zg']gh'Ygž'Ui ZX]Y'V]hYfY
?]bXYfUfa i h]b'GUW\gYbž'H\Øf]b[Yb'i bX'GUW\gYb!5b\U'h
Ui Za Yf_gUa 'ni 'a UWXYb''8Ybb'j cb'XYb'U_hi Y''Yb'GdYbXYb'gc''Yb
]b'X]YgYa 'š\`f'Yhk U'&, \$'A U» bU\ a Yb'ZØf'fi bX'*") \$\$'?]bXYf'a]h
a Y\`f'U'g' '\$'\$ '\$\$'9i fc'fYU']g]Yfh'k YfXYbž'k]Y'8]U_cb]Y
GUW\gYb'VY_Ubbh[UV''8Ug'9b[U[Ya Ybh'i bX'X]Y'HY]'bU\ a Y'j cb
gc'j]Y'Yb'A YbgWXYb']gh'Y]b'_UfYg'NY]WXYb.'8]Y'; Ya Y]bgW\UZh
_Ubb'ni gUa a Yb'; fc» Yg''Y]ghYb°

8 Yf'6YbYZ]n`Ui Z'XYf'gY]h'&\$%&'`A`f`]W\`j YfUbghU`hYh'k]fXž`\Uh'g]W\`
]b`XYf`F`Y`[]cb`U`g`ZYghYf'6YghUbXhY]`YhUV`]Yfh"8]YgYg`š\`f`i`bX`]a
bÅW`ghYb`]gh`<U`Y`XYf`5i`ghfU[i`b[gc`fh`i`bX`a`]h`Y]bYf`J`Y`nU`\`Ub
5ba`Y`Xi`b[Yb`i`bX`GdcbgcfYb`\`c`ZZb`X]Y`J`YfUbghU`hYfž`YfbYi`h
Y]bY`VYUW`h]W`Y`Gi`a`a`Y`ni`gUa`a`Ybni`VY`_ca`a`Ybž`X]Y`Yg`j`]Y`Yb
?]bXYfb`Yfa`Ò[`]W`hž`Yf`\`c`gUa`Y`HU[Y`i`bX`gdUbbYbXY`9f`YVb]ggY
ni`[Yb]Y»Yb"š`bYž`X]Y`\fY`l`bhYfghØhni`b[`bc`W`UbV]YhYb
a`ÖW`hYbž`_ÖbbYb`X]Yg`[Ubn`Y]bZUW`ØVYf`X]Y`K`YVgY]hY`
k k k "i`f`Ui`VgW`Yb`_Yb`XY`hi`b"

8 YhU]`g	
C fh	< U`Yž`8 Yi`hgW`UbX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "Y]gYbUW`c`b`]bY`XY • k k k "\`c`ZZbi`b[`gYb[`Y`"XY • k k k "X]U`_cb]Y!gUW`gYb`XY

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