

A 67 'Gmb hU]b]Wg 'Xfc \ h'F ØW_ _Ua dZ' [Y[Yb
6Ua VYf[']a 'Dc _U`!5W hY`Z]bU`Y°

A Ufh]b`6fYi b]['nc ['X]Y`66@Dc _U`!5W hY`Z]bU`Y. 'GWYbW`7]hm
>bU`hf]Zh'Ui Z< U_fc`A Yf`]bg`7fU]`g\Y]a "'5`Y`8YhU]`g` \Yf"



>YbUž`8Yi hgW\`UbX`!`9]b`gdUbbYbXYf`HU[`ZØf`X]Y` : Ubg`XYg
6Ug_YhVU`g`]b`8Yi hgW\`UbX.`8]Y`5i`g`cgi`b[`XYg`66@Dc`_U`g`\Uh
\Yi`hY`ZØf`j`]Y` ; Ygd fÅW`gghc`ZZ[`Ygc f[`h`A`Ufh]b`6fYi`b][`ž
Y\Ya`U`][`Yf`7YbhYf`j`cb`A`67`GmbhU]b]Wg`ž`k`Uf`X]Y`@cgZY`i`bX`\Uh
X]Y`DUfh]Yb`ZØf`XUg`5W`hY`Z]bU`Y`Ub[`YZØ`fh`8Yf`H]hY`j`YfhY]X][`Yf
A`67`GmbhU]b]Wg`VY`_ca`a`h`Y]b`<Y]a`gd]Y`ž`k`Ug`ZØf`X]Y` : Ubg
g]W\Yf`]W\Y]b` ; fi`bX`ni`f` : fYi`XY`]gh`9]b`a`Ö[`]W\Yg`8i`Y`[`Y[`Yb
XYb` :]bU`[`Y[`bYf`Ui`g`XYa`j`Yf[`Ub[`YbYb`š\`fž`6Ua`VYf[`ž`ghY`h
YVYbZU`g`Ui`Z`XYf`?`UfhY`"; YbUi`Yf[`YgU[`hž`_ÖbbhY`Yg`ni`Y]bYf
BYi`Ui`ZU[`Y`XYg`gdUbbYbXYb` :]bU`Yg`_ca`a`Yb`ž`k`Y`W\Yg`A`67
GmbhU]b]Wg`]a` : YVfi`Uf`a`]h`-`+`,`+`ZØf`g]W\Yb`hgW\Y]XYb`_c`bbhY`ž`k`]Y
A 8F`VYf]W\hYh"

8cW`VYj cf`Yg`gck Y]h]ghž'a i gg'6Ua VYf[`g]W`ni bÅW`gh[Y[Yb
X]Y`J Yc`]U`Hck Yfg`<Ua Vi f[`VYk Y]gYb""8]YgY`DUfh]Y`Z]bXYh]b`XYf
YfghYb`Fi bXY`ghUhhž`X]Y`Ua `&' ""i bX`&("GYdhYa VYf`Ui g[Ygd]Y`h
k]fX""8]Y`5bgYhmi b[Yb`]b`XYf`YfghYb`Fi bXY`g]bX`U`Yg`UbXYfY`U`g
hf]j]U`"9]bV`]W_]b`X]Y`YfghYb`8i Y`Y`[]Vh`X]Y` , VYfg]W`h`

- ;]Y»Yb`(- Yfg`i`F UghU`J YW`hU
- 6; ;`Õhh]b[Yb`i`HY`Y`_ca`i`6Ug`_Yhg`6cbb
- <U`_fc`A`Yf`]bg`7fU`]g\Y]a`i`GW]YbW`7]hmi`ž`bU
- H][Yfg`HØV]b[Yb`i` ;`UX]Uhc`fg`Hf]Yf
- D\cYb]l`<U[Yb`i`F`cghc`W`_GYUk`c`j`Yg
- 9]gVÅfYb`6fYa`Yf\Uj`Yb`i`9K`9`6Ug`_Yhg`C`XYbVi`f[
- :`fUb`_Z`fh`G`_m]bYfg`i`A`<D`F`]YgYb`@`Xk`][`gVi`f[
- Hck`Yfg`<Ua`Vi`f[`i`6A`5`"`)`6Ug`_Yhg`6Ua`VYf[

>YbU`i`bX`7\Ya`b]hn`]a`i`F`Yb`bYb

B]W`h`bi`f`A`67`Gmb`hU]b]Wg`\c`Zh`Ui`Z`Y]bYb`YfZc`[`fY]W`Yb`J`Yf`Ui`Z`
5i`W`X]Y`B]bYfg`7\Ya`b]hn`\UVYb`g]W`ZØf`XUg`5W`hY`Z]bU`Y
ei`U`]Z]n]Yfhi`bX`hfYhYb`Ui`gk`Åfhg`[`Y[`Yb`XYb`G]Y[`Yf`XYg`Gd]Y`g
nk`]gW`Yb` ;`]Y»Yb`(- Yfg`i`bX`F`UghU`J`YW`hU`Ub`"Ni`a`i`YfghYb`A`U`i]b
XYf`66@Dc`_U`[`YgW`]W`hY`_Øbb`hY`Yg`Ui`W`ZØf`XYb`66@5i`ZghY][`Yf
GW]YbW`7]hmi`ž`bU`f]W`h][`gd`UbbYb`X`k`YfXYb`"i`ž`bU`gd]Y`h`ni`Yfgh
[`Y[`Yb`X]Y`<U`_fc`A`Yf`]bg`7fU`]g\Y]a`i`bX`_Øbb`hY`]a`i` :`U`Y`Y]bYg
G]Y[`Yg]a`i`5W`hY`Z]bU`Y`[`Y[`Yb`XYb`G]Y[`Yf`XYf`DUfh]Y`D\cYb]l
<U[`Yb`[`Y[`Yb`F`cghc`W`_GYUk`c`j`Yg`UbhfYhYb`"

:`Øf`U`Y`HYUa`g]gh`XYf`Dc`_U`Y]bY`hc`Y` ;`Y`Y[`Yb`Y]hž`i`a`i`\fY
GhÅf`_Yb`ni`nY][`Yb`i`bX`9fZU\fi`b[`Yb`Ui`Z`\ØW`ghYa`B]j`YUi`ni
gUa`a`Y`b""8]Y`6Ug`_YhVU`!6i`bXYg`][`U`f`66@Ł`U`h]b`XYf`GU]gcb
&\$(`#&\$&)`]bg[`YgUa`h`%+`HYUa`gž`XUfi`bhYf`Ui`W`VY`_Ubb`hY
BUa`Yb`k`]Y`6cbbž` :`fUb`_Z`fh`i`bX`K`ØfnVi`f[""8Yf`A`67`Gmb`hU]b]Wg
Yhk`U`\Uh]b`X]YgYf`GU]gcb`Y]bY`Di`b`_hnU`\`j`cb`Xi`fW`gW`b]h`i]W`
,`'`"-)`Di`b`_hYb`dfc`Gd]Y`Yfn]Y`hž`k`Å\`fYb`X`XUg`HYUa` ,`)"\$)`Di`b`_hY
_Ugg]Yf`h`\Uhž`k`Ug`Y]bY`8]ZY`fYbn`j`cb`!%`%\$`VYXYi`hYh""8]Y`NU`\`Yb
[`VYb`Y]bYb`<]bk`Y]g`XUfUi`Zž`k`c`bc`W`@`Zi`bUW`c`VYb`]ghž`k`Ybb
a`Ub`]b`XYf`HUVY`Y`XYf`66@k`Y]hYf`bUW`c`VYb`_ca`a`Yb`k`]`"

8]Y`_ca a YbXYb`< YfUi gZcfXYfi b[Yb

K Ug`X]Y`bÅWghYb`A cbUhY`Vf]b[Yb`k YfXYb3`8 Ug`V`Y]Vh
UVni k UfhYb``8cW`Y]bYg`ghY`hZYgh`Gck c\`A 67`GmbhU]b]Wg`U`g
Ui W`X]Y`UbXYfYb`HYUa`g`g]bX`\cW`a`chj`]Yfhž`g]W`ja`Dc`U`ni
VYk`Y]gYb`i`bX`]\fY`:`Ubg`a`]h[`fc»`Ufh][`Yb`Gd]Y`Yb`ni`VY[`Y]ghYfb`
8]Y`5bgYhni`b[`Yb`ZØf`XUg`5W`hY`Z]bU`Y`g]bX`ZØf`XYb`%,`"i`bX`%-`
C`_hcVYf[`Yd`Ubhž`i`bX`X]Y`J`cfZfYi`XY`ghY][`h`VYfY]hg`Yhnh`

8]Y`_ca a YbXYb`Gd]Y`Y`k`YfXYb`YbhgW`Y]XYbX`gY]bž`b]W`h`bi`f`ZØf
XYb`Dc`U`ž`gcbXYfb`Ui`W`ZØf`X]Y`9bhk`]W`i`b[`XYf`HYUa`g`]b`X]YgYf
GU]gcb``8]Y`:`Ubg`XØfZ]b`U`gc`gY`\f[`YgdUbbh`gY]bž`k`Y`W`Y
,`VYffUgW`i`b[`Yb`X]Y`66@]b`XYb`bÅWghYb`A`cbUhYb`VYfY]h\`À`h`
K`Y]hYfY`≠Zcfa`Uh]cbYb`i`bX`GhUh]gh]_Yb`ni`f`U`hi`Y`Yb`GU]gcb`g]bX
Ui`Z`6Ug`_YhVU``GhUhg&(`+`ni`Z]bXYb`"

8YhU]`g	
C fh	›bUž`8Yi`hgW`U`bX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "gd c fhgW`Ui`"XY • k k k "VUg`_YhVU``ghUhg&(`+"W`a

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