

GYf]Yba ÒfXYf]b 'Ui g'Ghi hh[Ufh. 'K]Y 'Y]b
A cfX 'Ui Z'Y]bYf'GYI d`UhhZcfa 'YbXYhY`

9]bY`&*!`À\ f][Y: fUi 'k]fX'j cf'XYa '@UbX[Yf]W\h'i `a 'k Y[Yb
\Y]a hØW_]gW\Yb'A cfXYg'Ub'Y]bYa '(*!`À\ f][Yb'A Ubb
Ub[Y_`U[hž'a ch]j]Yfh'Xi fW\`<Ugg'i bX'Fi \a gi W\h"



; Òdd]b[Ybž'8Yi hgW\`UbX '!`a 'DfcnYgg'[Y[Yb'Y]bY`&*!`À\ f][Y
: fUi 'Ui g'XYa 'FUi a 'Ghi hh[Ufhž'X]Y'k Y[Yb'XYg'A cfXYg'Ub'Y]bYa
(*!`À\ f][Yb'A Ubb'Ui g'; Òdd]b[Yb'Ub[Y_`U[h]ghž'ghY\Yb'X]Y
JYf\UbX'i b[Yb'gY]h'XYa '&*"'A U] &\$&) 'Ua '@UbX[Yf]W\h'i `a `ja
A]hhY`di b_h'XYg'ÒZZYbh]W\Yb' ðhYfYggYg"'8Yf'A cfXž'XYf'Ua '%*"
C_hcVYf'&\$&('VY[Ub[Yb'k i fXYž'ZÄ`hi bhYf'X]Y'?UhY[cf]Y'XYg
\Y]a hØW_]gW\Yb'A cfXYg'i bX'k]fX'j cb'XYf'GhUUhgUbk U'hgW\UZh'U`g
5_h'XYf'A cfX'i ghi bX'Ui g'Y]bYa 'h]YZj Yfk i fnY'hYb`<Ugg'Ui Z
A ÀbbYf'VYk YfhYh"

K]Y`gW\k UYV]gW\Y"XY`VYf]W\hYhž'k i fXY'XUg'CdZYf'ØVYf'Y]bY
ðhYfbYhd`UhhZcfa `ZØf'GYI gd]Y'Y`_cbhU_h]Yfh"K `À\ fYbX'XYg
HfYZYbg'k i fXY'XYf'A Ubb'bUW_h'Ub'Y]bYb'Ghi \`[YZYggY'h"BUW

XYa 'a]gg'i b[YbYb'J Yfgi W\XYf'GhfUb[i 'Uh]cb'a]h'Y]bYa 'GY]'
ZØ[hY'X]Y'5b[Y_'U[hY']\a ' &+ 'A YggYfgh]W\Y'a]h'Y]bYa
?ØW\Yba YggYf'ni "i a 'X]Y'GW\fy]Y'XYg'CdZYfg'ni 'ØVYfhØbYbž
gYhnh'g]Y' ?cdZ\ØfYf'Ui Zi bX'\ØfhY'A i g]_"@Ui h'5i ggU[Yb'XYf
5b[Y_'U[hYb'\UbXY'hY'Yg'g]W\VY]'X]YgYa 'HfYZZYb'i a 'XUg'Y]bn][Y
a]h'XYa 'CdZYfž'i bX'g]Y' [UV'Ubž'g]W\ZØf'ZfØ\YfYž'j Yfa Y]bh]W\Y
JYf[Yk U'h][i b[Yb'i bX'A]gg\UbX'i b[Yb'ni 'fÅW\Yb"

DgmW\]gW\ Y'; Ygi bX\Y]h'i bX'GW\ i 'XZÅ\][_Y]h

9]b'nybhfU'Yf'5gdY_h'XYf'; Yf]W\hgj Yf\UbX'i b[']gh'X]Y': fU[Y'XYf
GW\ i 'XZÅ\][_Y]h'XYf'5b[Y_'U[hYb'"8]Y'; i hUW\hYf]b'BU\U\
GU]a Y\ 'VYf]W\hYhY'j cb'Nk Ub[g[YXUb_Ybž'X]Y'X]Y'&*! :Å\ f][Y
d'U[Yb'"8]YgY'Nk Ub[g[YXUb_Yb' _ØbbhYb']a 'Ni gUa a Ybgd]Y'a]h
]\fYb'k ØbgW\Ybž'U'g'GYf]Yba ØfXYf]b'UbYf_Ubbh'ni 'k YfXYbž'gck]Y
]\fYa '[YghY][YfhYb' ðhYfYggY'Ub'GYf]Yba ØfXYf]bbYb'k Å\ fYbX
XYg'YfghYb '@c_W_Xck bg'ghY\Yb'"8]YgY'9'Ya YbhY'UggYb'X]Y
GhUUhgUbk U'hgW\UZh'i bX'J YfhY]X][i b['XUfØVYf'bUW\XYb_Ybž
]bk]YZYfb'dgmW\]gW\ Y'9f_fUb_i b[Yb'Y]bY'Fc''Y']b'XYa
j cf']Y[YbXYb': U'' [Ygd]Y'h'\UVYb' _ØbbhYb"

8]Y'J Yf\UZh'i b['XYf'5b[Y_'U[hYb'YfZc'[hY'XfY]'HU[Y'bUW\ 'XYf'HUH
Xi fW\ 'X]Y'GcbXYf_ca a]gg]cb' GW\]YZYf "'GY]h'\fYf': YghbU\ a Y
A]hhY'C_hcVYf'&\$&('VYZ]bXYh'g]W\ 'X]Y': fUi ']b'i bhYfgi W\ i b[g\UZh'
8]Y'GhUUhgUbk U'hgW\UZh'\Uh'X]Y'HUH'U'g'\Y]a hØW_]gW\Yb'A cfX'Ui g
b]YXf][Yb'6Yk Y[[fØbXYb'Y]b[Yghi Zhž'k Ug'X]Y'GW\k YfY'XYf
5b_'U[Y'j YfghÅf_h'i bX'X]Y' [YgY'gW\UZh']W\Yb'8YVUhYb'ØVYf
; Yk U'h'i bX'; YgW\ 'W\hYfj Yf\Å'hb]ggY'VYZYi Yfh"

8]Y'Fc''Y'j cb': fUi Yb']b'XYf'? f]a]bU`]hÅh

CVk c\ 'k Y]V']W\Y'GYf]Yba ØfXYf'gY'hYbYf'g]bX'U'g']\fY
a Åbb']W\Yb'DYbXUbhgž'g]bX'g]Y'XYbbcW\ 'HY]'XYf
?f]a]bU'[YgW\W\hY'"8]Y'; fUi gUa _Y]h'i bX'6fi hU']hÅhž'X]Y'g]Y
nY][Ybž']gh'b]W\h'ni 'i bhYfgW\ÅhnYb'"9]b'\]ghc f]gW\Yg'6Y]gd]Y''gh
5]YYb'k i cfbcgž'X]Y'nk]gW\Yb'%- , - i bX'%- - \$'g]YVYb'A ÅbbYf
Yfa cfXYhY'i bX'X]Y'U'g' =cbY'XYg'k Y]V']W\Yb'GYf]Yba cfXg'[]'h'' Æf
@VYb'i bX']\fY'HUH'Yb'k i fXYb'Xi fW\ 'XYb':]'a ' A cbghYf 'a]h

7\Uf`nY`H\Yfcb`VY_Ubbh[Ya UWXh"5i WX`X]Y`Vf]h]gWXY
 GYf]Yba`ÒfXYf]b`A mfU`<]bX`Ymž`X]Y`ni gUa`a`Yb`a`]h`Uj`6fUXmiZØbZ
 ?]bXYf`j`Yf[Yk`U`h][hY`i`bX`h`ÒhYhYž`]gh`]b`X]Y` ; YgWX`]WX`hgVØWX`Yf
 Y]b[Y[Ub[Yb`"K`]Y`ZU_hUgh]gWX`"XY`ni gUa`a`Yb`ZUgghž`nY][`h`g]WX`ž
 XUgg`Ui`WX` : fUi`Yb`ni`YI`hfYa`Yb` ; Yk`U`h`h`U`h`Y`b`Z`À`][`g]bX`"

8Yf`U`_hi`Y`Y` : U`Y`Ui`g` ; Òdd]b[Yb`k`]fZi`bi`b` : fU[Yb`b`UWX`XYb
 [YgY`g`WX`UZh`]WX`Yb`i`bX`dgmWX`c`c`[]gWX`Yb` : U`_hc`fYb`Ui`Zž`X]Y`gc`WX`Y
 HUHyb`a`chj`]YfYb`"8]Y`J`Yf\`UbX`i`b[`k`]fX`a`]h`Gd`Ubbi`b[`j`YfZc`[`hž
 k`À`fYbX`9I`dYfhYb`XYb`_ca`d`YI`Yb`<]bhYf[fi`bX`i`bX`X]Y
 dgmWX`]gWX`Y`J`YfZUggi`b[`XYf`5b[Y`_U[hYb`ni`Yb`hgWX`ØggY`b
 j`Yfgi`WX`Yb`"

8YhU]`g	
J`c`f`ZU```	A`c`f`X`#`h`c`g`W`X``U[
I`f`g`U`W`X`Y	<`U`g`g``U`i`Z`A`À`b`b`Y`f`ž`K`i`b`g`W`X``b`U`W`X``F`i` \`a`ž` F`U`W`X`Y
C`f`h`	;`Ò`d`d`]b[`Y`b`ž`8`Y`i`h`g`W`X``U`b`X`
J`Y`f`Y`h`n`h`Y	%
:`Y`g`h`b`U`\`a`Y`b`	%
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"g`W`X`k`U`Y`V`]g`W`X`Y`"XY` • k`k`k`"g`h`i`h`h`[`U`f`h`Y`f`!`b`U`W`X`f`]W`X`h`Y`b`"XY` • ZU_hUgh]gWX`"XY`

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