

: U\ffUXhci f' 9I fcdU'j cf'XYf'HØf .
9bhXYW_Y'XY]bYb'?]Yn'Ua "' \$"'A U]°

6Yn]f_gVØf[Yfa Y]ghYf]b'FYa `]b[Yf`ÄXh'Ua "' \$"'A U] &\$&)
ni f': U\ffUXhci f' 9I fcdU'j cf'XYf'HØf `]b'6Yf`]b!A]hhY'Y]b"



Cg`cYf'Ghf"%&ž%' ') - '6Yf`]bž'8Yi hgW`UbX'!5a "' \$"'A U]
&\$&) 'j YfUbghU'hYh'XYf'6Yn]f_'A]hhY'Y]bY': U\ffUXhci f'a]h'Y]bYa
VYgcbXYfYb'9i fcdU!6Yni ["'6Yn]f_gVØf[Yfa Y]ghYf]b'GhYZUb]Y
FYa `]b[Yf`ÄXh'XUni 'Y]bži bhYf'XYa 'A chhc' 9I fcdU'j cf'XYf'HØf'
K]Y'9i fcdU'i bgYfYb'?]Yn'VYk Y[h' [Ya Y]bgUa `]b'X]Y'DYXU`Y'ni
hfYhYb"'8]Y'Hci f'VY[]bbhi a ' %*"\$ \$'I \f']a ' ðbYb\cZ'XYf': UVf]
Cg`cYf'GhfU»Y'i bX'ZØ\fh'V]g'ni f'6YfUhi b[gghY`Y'ZØf'A YbgWYb
Ui g'XYf'9i fcdÄ]gWYb'! b]cb'XYg'J YfY]bg'?i `hi fYb']a '?']Yn'Y"J"ž
k c'Y]b [YgY`][Yf'5i g_Ub['a]h'GbUW_g'i bX'; YhfÄb_Yb'V]g'Yhk U
%, "' \$'I \f' [Yd`Ubh]gh"HY]`bY\ a Yf'g]bX'Y]b[Y`UXYbž`\f'Y][YbYg
: U\ffUX'a]hni Vf]b[Yb'i bX'k YfXYb' [YVYhYbž'VYfY]hg'i a ' %) '\$
I \f'Ua 'GhUfhd b_h'ni 'YfgWY]bYbži a 'g]W'fYW hnY]h]['Ui ZXYb
K Y['ni 'a UWYb"'8]Y'5ba Y`Xi b['YfZc`[h'dYf'9!A U]`Ub

gUV]bY"_i YghYf4 VU!a]hhY"VYf`]b"XY"

9]b`k Y]hYfYg`<][\`][\h`XYf`Hci f`]gh`Y]bY`GhUh]cb`]a` A U_YfgdUW
XYf`GW`]`Yf!6]V`]ch\Y_ž`k c`_fYUh]j Y`5b[YVchY`ni f`; YghU`hi b[
Y]bYg`Yi fcd`À]gW`Yb`5bXYb`_Ybg`Ub[YVchYb`k YfXYb`"8]YgY
≠]h]Uh]j Y`k]fX`j cb`XYf`K]`Y`[; a V<`i bhYfghØhnhž`X]Y`gcn]U`!
]bbcj Uh]j Y`Dfc`Y`_hY`ZØfXYfhž`X]Y`Xi fW`X]Y`9I`Z]bUbn]Y`
i bhYfghØhnh`k YfXYb`"8]Y` : U\ffUXhci f`]gh`Y]bY`\Yfj cffU[YbXY
; Y`Y[Yb\Y]hž`X]Y`J YfV]bXi b[`nk]gW`Yb`9i fcdU`i bX`XYa` `c_U`
[Y`YVhYb`?]Yn`Ui ZUbG`W`Ui`]W`Y`K`Y]gY`ni`YfZU\fyb"

Gcn]U`Y`Dfc`Y`_hY`a]h`XYa` : U\ffUX

≠g[YgUa`h`nY][h`X]Y`J YfUbghU`hi b[`]b`A]hhYž`k]Y`k]W`h][
: U\ff`XYf`b]W`h`bi f`ZØf`X]Y`A cV`]h`h`g]bXž`gcbXYfb`Ui W`ZØf
gcn]U`Y`HY`]`UVY`i bX`9b[U[Ya`Yb`h`"8 Ug`Dfc`Y`_h`XYf`A U`hYgYfž`XUg
: U\ffUXk Yf_gh`h`hYb`]b`< Ua`Vi f[`VYhfY]Vhž`]gh`Y]b`k Y]hYfYg
6Y]gd]Y`XUZØf`"<]Yf`k YfXYb`[YgdYbXYhY` : U\ff`XYf`j cb
Y\fybUa`h]W`Yb`<Y`ZYfbž`Ui W`VY`_Ubb`h`U`g`DYXU`f]hhYf`ž`fydUf]Yfh
i bX`Ub`; YZØW`hYhY`k Y]hYf[Y[YVYb`"N]f`_U`nk`Ò`Z: fY]k]`][Y
UfVY]hYb`h`À[`]W`XUfUbž`A YbgW`Yb`a cV`]`ni`a UW`Yb`i bX
I bhYfghØhni b[`ni f`GY`Vgh\]ZY`ni`Y]ghYb`"<Ài Z[Y`FYdUfUhi fYb
i a ZUggYb`d`UhY`FY]ZYb`cXYf`XYZY`_hY`6Y`Yi W`hi b[`"8YhYZGW`i`nž
Y]bYf`XYf`9\fybUa`h]W`Yb`ž`YVh`Yfj cfž`XUgg`X]Y`≠]h]Uh]j Y
A YbgW`Yb`]b`]\fyf`A cV`]h`h`hi bhYfghØhnh`i bX`]\bYb`]\`Zhž`g]W`
VYggYf`]b`X]Y` ; YgY`gW`UZh`Y]bni [`]YXYfb"

8]YgY`Dfc`Y`_hY`ghY`Yb`Ui W`]b`9]b`_Ub[`a]h`XYb`6YghfYVi b[Yb
XYg`6i bXYga`]b]ghYf]i a`g`ZØf`8][]hU`Yg`i bX`J Yf`_Y`f`f`A`8J`ž
]bbcj Uh]j Y`≠XYb`ni f`: ØfXYfi b[`XYg`FUXj Yf`_Y`fg`ni
i bhYfghØhnyb`"≠`F U\`a`Yb`XYg`BUh]cbU`Yb`FUXj Yf`_Y`fgd`Ubg`" "\$
k i fXY`Y]bY`bYi Y` : ØfXYffi bXY`[YghUfhYhž`X]Y`V]g`ni a`≠U`f`&\$&+
`Ui ZYbXY`A]hhY`]b`<Ø\Y`j cb`fi bX`%)`A]`]cbYb`9i fc`VYfY]hghY`h"
5b[YghfYVh`k]fXž`8Yi hgW`_UbX`ni`Y]bYa` : Ø\fyf`]b`XYf
FUXa`cV`]h`h`ni`a`UW`Yb`"8]Y`GW`k Yfdi b`_hY`]Y[Yb`XUVY]`Ui ZXYf
J YfVYggYfi b[`XYf`FUXj Yf`_Y`fgei U`]h`h`hYbž`XYf` : ØfXYfi b[`gcn]U`Yf
HY`]`UVY`i bX`XYf`9bhk]W`_i b[`]bbcj Uh]j Yf`?cbnYdhY`ZØf`X]Y
FUX]bZfUghfi`_hi`f"

8 Ug`N]Y`Y]bYf`fUXZfYi bX`]W\Yb`Ni _i bZh

8]Y': ÒfXYffi bXY`Zc_i gg]Yfh`Ui Z`Dfc`Y_hYž`X]Y`F`UXj`Yf`Y\fgbYhnY
gW\by`Ui`gVUi`Yb`i`bX`X]Y`Bi`hni`b[`XYg': U\ffUXg`]b`U`Yb`gcni]U`Yb
GW\]W\hYb`Ub`fY[`Yb`"A`]h`X]YgYb`N]Y`Yb`_ÖbbYb`'è]h]Uh]j`Yb`k`]Y`X]Y
: U\ffUXhci`f`]b`A`]hY`gck`]Y`X]Y`Dfc`Y_hY`XYf`A`U`hYgYf`a`U»[`YV`]W\
ni`f`J`YfVYggYfi`b[`XYf`F`UX]bZfUghfi`_hi`f`i`bX`ni`f': ÒfXYfi`b[`Y]bYf`
fUXZfYi`bX`]W\Yb`?i`hi`f`VY]hfU[`Yb`"8]Y`NY]h]gh`fY]Zž`gck`c\`c`_U`
U`g`Ui`W\`Ui`Z`bUh]cbU`Yf`9VYbYž`i`a`XYb`GhY`Ybk`Yfh`XYg': U\ffUXg
]b`XYf'; YgY`gW\UZh`ni`Yf\Ö\Yb`"

8YhU]`g	
Cfh	Cg`cYf`Ghf`"%&ž%' ') - `6Yf`]bž`8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "VYf`]b"XY• k k k "a`U`hYgYf"XY• k k k "Va`Xj`"Vi`bX"XY

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`bYh