

6`i h][Yf`A YggYfUb[f]ZZ`]b`BYi _Ö`b. Dc`n]gh`]b`@YVYbg[YZU`f°

ᄁ`6Yf`]b!BYi _Ö`b`k i fXY`Y]b`Dc`n]gh`gWk Yf`j Yf`Ynhž`U`g`Y]b
&, !Å\ f][Yf`]\b`a]h`Y]bYa `A YggYf`Ub[f]ZZ`8]Y
A cfX_ca a]gg]cb`Yfa]hh`h"



BYi _Ö`bž`8Yi hgWk`UbX`!`5a` :`fY]hU[UVYbXž`XYb`%+`"A U]`&\$&) ž
YfY][bYhY`g]Wk`]b`6Yf`]b!BYi _Ö`b`Y]b`gWk`k YfYf`J`cfZU`ž`VY]`XYa
Y]b`Dc`n]gh`]b`@YVYbg[YZU`f`gWk`k YVh`9]b`&, !Å\ f][Yf`A`Ubb`ghUWk
XYa`6YUa`hYb`a`]h`Y]bYa`A`YggYf`]b`XYb`<`U`gž`k`Ug`ni`Y]bYf
bchcdYfUh]j`Yb`6Y\`UbX`i`b[`Z0\`fhY`"5i`g[`Ub[`gdi`b`_h`XYf`
5i`gY]b`Ub`XYfg`Yhni`b[`k`Ufž`XUgg`XYf`J`YfXÅWk`h][`Y`ni`j`cf`Y]b
Dc`n]Y]ZU`fnYi`[`j`cf`Y]b`Yf`K`UWk`Y`VYgWk`ÅX][`h`\`UhY`"6Y]`XYf`XUfUi`Z
Zc`[`Yb`XYb`?`cbhfc`Y`nc[`Yf`XUg`A`YggYf`i`b`X`j`Yf`YnhY`XYb
Dc`n]ghYb`gWk`k`Yf`8Yf`&, !Å\ f][`Y`A`Ubb`k`c`hY`ni`b`ÅWk`gh`Y]bY
5bnY][`Y`VY]`XYf`Dc`n]Y]`Yfgh`UhYb`i`b`X`k`i`fXY`gd`ÅhYf`Ui`Z[`fi`b`X`XYg
J`YfXUWk`hg`XYg`j`Yfgi`Wk`hYb`Hc`hgWk`U[`g`ZY`gh[`Yb`ca`a`Yb`8]Y
A`cfX`_ca`a`]gg]cb`\`Uh`X]Y`9fa`]h`i`b[`Yb`ØVYfbca`a`Yb`Ni`b`ÅWk`gh
[`UV`Yg`j`cb`XYf`Dc`n]Y]`Y`Xc`Wk`X]Y`ᄁ`Zc`fa`Uh]cbž`XUgg`_Y]bY

@VYbg[YZU\ f`ZØf`XYb`6YUa hYb`VYgh\Yž`k Ug`gd`hYf`VYf]W\h][h
k i fXY`**H!C b`**]bY`VYf]W\hYhž`XUgg`X]YgYf`J cfZU``]b`Y]bYa`?`cbhYI h
]a`a`Yf`k`]YXYf`_Y\`fYb`XYf`A`YggYfUhhUW`_Yb`]b`8Yi`hgW\`UbX`ghY`h`

6Ygc f[b]gYffY[YbX`]ghž`XUgg`XYf`J cfZU``bi`f`Y]bYb`HU[`bUW\
Y]bYa`_UbXYfYb`5b[f]ZZ`Ui`ZY]bYb`Dc`n]ghYb`ghUhhZUbX``8]YgYf
k i fXY`k`Å\`fYb`X`Y]bYf`dfcdU`Ågh]bYbg]gW\Yb`?`i`bX[`YVi`b[`]b
6Yf`]b`gW\k`Yf`j`Yf`Ymhž`U`g`Yf`]b`X]Y`A`Yb[`Y`\]bY]b[`Yf]ggYb`i`bX
`b]YXYf[`YhfUa`dY`h`k`i`fXY``8]Y`];`YbYfU`ghUUhgUb`k`U`hgW\UZh`6Yf`]b
\Uh`X]Y`9fa`]h`i`b[`Yb`ni`X]YgYa`_J`cfZU``ØVYfbca`a`Yb`**A`c`n`**
VYf]W\hYhž`XUgg`X]Y`Ni`bU\`a`Y`j`cb`];`Yk`U`hhUhYb`X]YgYf`5fh`]b`XYf
GhUX`hi`b`X`]a`_`[`Ub`nYb`@`Ub`X`U`Ufa`_]YfYb`X`]gh`

A`Y`ggYf`Ub[`f]ZZY`]b`8Yi`hgW\`Ub`X`

@Ui`h`U`_hi`Y``Yb`GhUh]gh]_Yb`\`Uh`X]Y`NU\``XYf`A`YggYf`Ub[`f]ZZY`]b
8Yi`hgW\`Ub`X`]b`XYb`Y`hnhYb`_Å\`fYb`ghUf`_ni`[`Ybca`a`Yb``Nk`]gW\Yb
&\$(`i`b`X`&\$&`k`i`fXYb`ØVYf`&%&`\$\$\$`GW\k`Yfj`Yf`YmhY`]b`?`]b`_Yb
VY\`Ub`XY`hž`XUfi`bhYf`ZUgh)`\$\$\$`a`]h`A`YggYfj`Yf`Yhni`b[`Yb`
6Ygcb`XYfg`VYhfc`ZZYb`g]b`X`A`ÅbbYfž`XYfYb`5bhY`]i`bhYf`XYb
J`Yf`YmhYb`VY`]i`(`i`Y[`hž`k`Å\`fYb`X`X]Y`GhYfV`]W\`_Y]h`VY`]A`YggYf!
J`Yf`YmhYb`Yhk`U`i`ž)`i`VYhf`Å[`h`5i`ZZ`Å``[`]ghž`XUgg`X]Y`<`Åi`Z[`_Y]h
j`cb`A`YggYfj`Yf`Yhni`b[`Yb`]b`XYb`j`Yf[`Ub[`YbYb`nY`\`b`_Å\`fYb`j`cb
i`bhYf`&i`_Ui`Z`_bUdd`i`i`[`Ygh]Y[`Yb`]gh``6Yf`]bg`F`Y[`]YfYb`XYf
6Øf[`Yfa`Y]ghYf`?`U]`K`Y[`bYf`f7`8`I`Zcf`XYfh`Y]b`[`YbYfY``Yg`A`YggYf!
J`YfV`ch`U`g`F`YU`_h]cb`Ui`Z`X]YgY`U`Ufa`_]YfYb`XYb`9bhk`]W`_i`b[`Yb``9f
\Uh`X]Y`Øb[`ghYb`J`cfgW\`Å[`Y`j`cb`6i`b`XYg]bbYba`_]b]ghYf]b`B`UbWm
:`UYgYf`fGD8`È`U`g`i`bni`fY]W\Yb`X`_f]h]g]Yfh`

8]Y`6Yf`]bYf`Dc`nY`]`Uh`&\$&`_`]bg[`YgUa`h`"(`,`&`A`YggYf`Ub[`f]ZZY
fY[`]ghf]Yfh`%*)`_a`Y\`f`U`g`]a`_J`cf`U\`f``8]Yg`j`YfXYi`h`]W\h`X]Y
8f]b[`]W\`_Y]hž`X]Y`ÒZZYb`h]W\Y`G]W\Yf\`Y]h`]b`XYf`<`Ui`d`hghUX`h`ni
[`Yk`Å\`f`Y]ghYb`i`b`X`[`]Y]W\`nY]h][`_Ub[`Ya`YggYbY`A`U`>`bU\`a`Yb`[`Y[`Yb
X]Y`ghY][`Yb`XY`;`Yk`U`h`ni`_Yf[`fY]ZYb`**6Yf`]bYf`?`i`f]Yf`]**Zcfa`_]Yfhž
XUgg`X]Y`7\`Uf]h`Å`]b`6Yf`]b`VYfY]hg`]a`_YfghYb`<`U`V`U\`f`&\$&(`)`\$`V]g
)`_C`d`ZYf`j`cb`A`YggYfUhhUW`_Yb`VY\`Ub`XY`h`\`Uh`

8YhU]`g	
C fh	BYi _Ò`bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h!cb`]bY"XY • k k k "a cn"XY • k k k "VYf`]bYf!_i f]Yf"XY

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