

# I bk YhhYfW\ Ucg`]b`6Yf`]b. `G!6U\ b!6Yhf]YV YfbYi h`Y]b[ YghY``h°

I bk YhhYf`]b`6Yf`]b`Ua`'&+"`\$\*"`&\$&)`ZØ\fh`ini`G!6U\ b!  
5i`gZÄ``Yb`i`bX`9]bgW\ fÄb`\_i`b[ Yb`]a`'FY[ ]cbU`j`Yf`\_Y\`f"  
`bZcfa` ]YfYb`G]Y`g]W\`'\`Yf"



6Yf`]bž`8Yi`hgW\`UbX`!`b`6Yf`]b`\_Ua`'Yg`\Yi`hYž`Ua`'&+"`›`b]  
&\$&)`ž`Ui`Z[`fi`bX`\YZh][`Yf`I`bk`YhhYf`YfbYi`h`ini`'a`Ugg]j`Yb  
9]bgW\ fÄb`\_i`b[ Yb`]a`'G!6U\ b!J`Yf`\_Y\`f" `8]Yg`]gh`X]Y`nk`Y]hY  
I`bhYfVfYW\i`b[ ]bbYf\U`V`Y]bYf`K`cW\Y" `8]Y`GhUX`h`k`]fX`j`cb  
ghUf`\_Yb`FY[ YbZÄ``Yb`i`bX`ghØfa`]gW\Yb`6ÖYb`VYhfc`ZYbž`X]Y  
i`a`[ YghØfnhY`6Äi`a`Y`i`bX`YghY`Ui`Z`X]Y`;'`Y]gY`[ YgdØ`h`\UVYb" `8]Yg  
ZØ\fhY`Ua`'[ Yghf][ Yb`HU[ `XUni`ž`XUgg`XYf`[ YgUa`hY`G!6U\ b!J`Yf`\_Y\`f`  
i`a`'%,`.&\$`I`\f`Y]b[ YghY``h`k`i`fXYž`XU`NØ[ Yž`X]Y`VYfY]hg`i`bhYfk`Y[ g  
k`UfYbž`Ub`XYb`bÄW\gh[ Y`Y[ YbYb`6U\ b\ÖZYb`Ui`Z`X]Y`K`Y]hYfZU\`fh  
k`UfhY`hYb" `9fghY`G!6U\ b!@]Yb`bU\`a`Yb`[ Y[ Yb`%-`.&\$`I`\f`XYb  
6Yhf]YV`k`]YXYf`Ui`Zž`XcW\`X]Y`YfZc`fXYf`]W\Yb`9f`\_i`bXi`b[ gZU\`fhYb  
Ui`Z`k`Y]hYfYb`GhfYW`\_Yb`ghUfhY`hYb`Yfghi`a`'&\$`.\$`I`\f`ž`k`]Y`h!  
c`b`]bY`"XY`VYf]W\`hY`h"

8]Y'6Yf`]bYf`JYf\_Y\fgVYhf]YVY'f6J; Łj Yfa Y`XYhYb`YVYbZU`g  
9]bgWk fÀb\_i b[ Yb`]a`'6i g!`i bX`GhfU»YbVU\bj Yf\_Y`f"8]Y  
l bk YhhYf`k UfbhY`XYf`8Yi hgWk Y`K YhhYfX]Ybgh`fBK 8Łj cf  
cf\_UbUfh][ Yb`6ÖYb`a`]h; YgWk k`]bX][ \_Y]hYb`V]g`ni`'%%\$`\_a`#"  
=bg[ YgUa`h`\UbXY`hY`Yg`g]Wk`i`a`Y]b`XfUa`Uh]gWk Yg`9fY][ b]gž`XU`X]Y  
: Yi Yfk Y`f`ØVYf`" \$ \$`9]bgÀhY`a`Y`XYhYž`XUfi bhYf`Ui Wk`Y]bYb  
j Yf`YhhYb`:`i » [ Àb[ Yf`]b`<Y`][ YbgYY`"Ni`XYb`j cfUb[ Y[ Ub[ YbYb  
l bk YhhYfbž`X]Y`Ua`A`cbhU[ `6Yf`]b`\Y]a`gi Wk`hYbž`\_Ua`Yg`ni  
gWk YfYb`GWk`AXYbž`k cVY]Y]bY`:`fUi`ghUfVž`U`g`Y]b`6Ui`a`Ui Z]\f  
5i hc`Z]Y`ž`i bX`a`Y`fYfY`A`YbgWk Yb`hY]g`YVYbg[ YZÀ`f`]Wk`j Yf`Yhh  
k`i fXYb"

9]bgWk fÀb\_i b[ Yb`]a`'G!6U`b!`i bX  
F Y[ ]cbU`j Yf\_Y`f

8]Y`5i gk ]f\_i b[ Yb`XYf`l bk YhhYf`g]bX`Ui Wk`\Yi hY`gdØfVUf.  
6YgcbXYfg]a`B`cfXYb`6Yf`]bg`g]bX`a`Y`fYfY`G!6U`b!  
GhfYW\_YbUVgWk`b]hhY`k ]Y`X]Y`@]b]Yb`G%ž`G&ž`G`ž`G, ž`G- ž`G&) `i bX  
G+) `[ YgdYffh"8]Y`G&\*`i bX`G, )`ZU`fYb`YVYbZU`g`b]Wk`h`:`Øf  
VYhfcZYbY`:`U`f[ ÀghY`k`i fXY`Y]b`9fgUhnj Yf\_Y`f`a`]h`6i ggYb  
Y]b[ Yf]Wk`hYhž`XYf`nk ]gWk Yb`GWk`Öb`c`n`i bX`<c`Yb`BYi YbXcfZ  
gck ]Y`nk ]gWk Yb`<Ybb][ gXcfZi bX`HY[ Y`j Yf\_Y`f`h`5i Wk`XYf  
F Y[ ]cbU`j Yf\_Y`f`]gh`VYhfcZYbž`k cVY]5i gZÀ`Y`i bX`J YfgdÀhi b[ Yb  
VY]`XYb`@]b]Yb`F 6&%ž`F 6) )`gck ]Y`nk ]gWk Yb`:`c`a`i bX  
<Ybb][ gXcfZi bX`Ui Z`XYf`F 9\*`j cb`<Ybb][ gXcfZ`bUWk  
7\Uf`chhYbVi f[ `ni`Yfk UfhYb`g]bXž`k ]Y`fVV&( "XY`VYf]Wk`hYhY"

5i » YfXYa`\_Ua`Yg`ni`9]bgWk fÀb\_i b[ Yb`]a`:`Yfbj Yf\_Y`f`ž  
]bgVYgcbXYfY`Ui Z`XYf`GhfYW\_Y`nk ]gWk Yb`6Yf`]b`i bX`<Ubbcj Yfž`XU  
X]Y`C VYf`Y]hi b[ `nk ]gWk Yb`<Ubbcj Yf`i bX`GhYbXU`fYdUf]Yfh  
k YfXYb`a`i gg"8]YgY`5fVY]hYb`k YfXYb`j cfUi gg]Wk`h]Wk`V]g`]b`X]Y  
A ]hhU[ gghi bXYb`XYg`\Yi h][ Yb`HU[ Yg`UbXUi Yfb`"Dcg]hj`ni  
j Yfa Yf\_Yb`]ghž`XUgg`X]Y`GhfYW\_Y`bUWk`<Ua`Vi f[ `k ]YXYf  
ZfY][ Y[ YVYb`k`i fXY"

: cfh`Ui ZYbXY`9bhk ]W`\_i b[ Yb

8]Y`G]hi Uh]cb`]gh`k Y]hYf\]b`XmbUa ]gW`i bX`X]Y  
 J Yf\_Y\fgHY`bY\`a Yf`k YfXYb`[ YVYhYbž`g]W`fY[ Y`a Å»][`ØVYf`X]Y  
 U\_hi Y`Yb` : U\fd`UbÅbXYfi b[ Yb`Ui Z`XYf`K YVgY]hY`XYf`G!6U\`b  
 6Yf`]b`ni` ]bZcfa ]YfYb``8]YgY`A U»bU\`a Yb`\_ca a Yb`k Å\`fYbX`XYf  
 \_ca d`]n]YfhYb`D\UgY`j cb`l bk YhhYfb`b]W`h`ØVYffUgW`YbXž`XU`ni  
 XYb`U``[ Ya Y]bYb`GhØfi b[ Yb`Ui W` [ Yd`UbhY`6Ui ghY`Yb`i bX  
 : U\fd`UbUbdUggi b[ Yb`\]bni`\_ca a Yb``5i Z`XYf`cZ]n]Y`Yb  
 K YVgY]hY`XYf`G!6U\`b`6Yf`]b`g]bX`U`Y`6Ui a U»bU\`a Yb`i bX  
 6i gYfgUhmj Yf\_Y\`fY`Ui Z[ YZØ\`fh`f`gVU\`b`"VYf`]b`Ł"

: U\`f[ ÅghY`gc`hYb`g]W`VYk`i ggh`gY]bž`XUgg`X]YgY`l bk YhhYfb`b]W`h  
 bi`f`\_i`fnZf]gh][ Y`GhØfi b[ Yb`a` ]h`g]W`Vf]b[ Ybž`gcbXYfb`Ui W`  
 `Åb[ YfZf]gh][ Y`5i`gk` ]f`\_i` b[ Yb`Ui Z`X]Y` ðZfUghfi`\_hi`f`\UVYb`\_ØbbYbž  
 X]Y`k`Å\`fYbX`XYf`Gca`a`Yfa`cbUhY`]bhYbg]j`Yf`[ Ybi`mh`k`]fX``8]Y`G!  
 6U\`b`i`bX`UbXYfY`J`Yf\_Y\`fgi`bhYfbY\`a`Yb`UfVY]hYb`a` ]h`<c`W`Xfi`W\_  
 XUfUbž`XYb`[ Yk`c\`bhYb`GYfj` ]W`gc`gW`bY``k` ]Y`a` Ø[`]W`  
 k` ]YXYf\`Yfni`ghY`Yb`"

8YhU]`g	
C fh	6Yf`]bž`8Yi`hgW`\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "fVV&amp;("XY</li> <li>• gVU\`b"VYf`]b</li> <li>• k k k "h!`c`b`]bY"XY</li> </ul>

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