

F UXZU\ fYf`bUW\ `? c``]g]cb`]b` : f]YXYk U`X]bg`? `]b]_i a `[YVfUW\ h°

9]b`) ' !`Å\ f][Yf`F UXZU\ fYf`Ui g`<YfgZY`X!F chYbVi f[`k i fXY`]b
: f]YXYk U`X`j cb`Y]bYa `i bVY_UbbhYb`5i hc`hci W\]Yfh`i bX
j Yf`Yhnh`' <]bk Y]gY`Ub`X]Y`Dc`]nY]`YfVYhYb"



< Ui dhghfU» Yž: f]YXYk U`Xž`8 Yi hgW\`UbX`!`5a`gd`ÅhYb
GUa ghU[UVYbXž`XYa`' %&"`ž`]`&\$&) žYfY][bYhY`g]W\`Ui Z`XYf
< Ui dhghfU» Y`]b` : f]YXYk U`X`Y]b`VYXUi Yf`]W\Yf`J cfZU``ž`VY]`XYa`Y]b
) ' !`Å\ f][Yf`F UXZU\ fYf`Ui g`XYa` `@UbX_fY]g`<YfgZY`X!F chYbVi f[
]bj c`j]Yfh`k Uf``@Ui h`6Yf]W\hYb`XYf`< B5`_Ua`Yg`ni`Y]bYf`? c``]g]cb
a]hY]bYa`i bVY_UbbhYb` : U\fnYi [ž`XUg`Ui g`Y]bYf`GY]hYbghfU» Y
Ui Z`X]Y`< Ui dhghfU» Y`Zi` \f``8Yf`F UXZU\ fYf`ž`XYf`UbZUb[g`_Y]bY
J Yf`Yhni b[Yb`j YfgdØfhYž`ghØfnhY`i bX`dfU`hY`[Y[Yb`Y]bYb`Ui Z
Y]bYa`< chY`dUf`_d`Uhn`UV[YghY`hYb`?`Y]bVi gž`c`bY`XUgg`XUVY]
GUW\gW\UXYb`YbhghUbX"

9g]gh`VYnY]W\ bYbXž`XUgg`XYf` : U\ fYf`XYg`i bVY_UbbhYb`5i hcg
bUW`XYa`5i ZdFU``Ui gghY[`i bX`a]h`XYa`F UXZU\ fYf`gdFUW`"

I b[`ØW`]WYfk Y]gY`gYhnhY`XYf`F UXZU\ fYf`gY]bY` : U\ fh`Zc fh`c` \ bY
XUgg`Y]b`5i ghUi`gW`XYf`DYfgcbU`Y]b`ghUhhZUbX" `9]b][Y`Ghi`bXYb
gd`hYf`VYa`Yf`_hY`Yf`YXcW`GW`a`YfnYb`i`bX`k`i`fXY`gW`Y]Y»`]W`]bg
?`]b]_i`a`6UX`<YfgZY`X`[YVfUW`h`i`a`Äfnh`]W`j`Yfgcf[h`ni`k`YfXYb"
8]Y`Dc`]nY`]\Uh`bi`b`Y]bYb`5i`Zfi`ZUb`X]Y`6Yj`Ö`_Yfi`b[`]`YghUfhYh
i`bX`V]hhYh`Yhk`U][Y`NYi`[.]bbYb`ž`g]W`VY]`XYf`Dc`]nY]ghUh]cb`6UX
<YfgZY`X`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`\$`*`&`%`#`'`&\$`c`XYf`ØVYf`X]Y
Cb`]bYk`UW`Y`i`bhYf`dc`]nY]"`YggYb"XY`ni`a`Y`XYb`ž`i`a`k`Y]hYfY
`bZcfa`Uh]cbYb`ni`a`J`cfZU`ni`Yf`U`hYb"

I bZU`ghUh]gh]_`i`bX`d`c`hYbn]Y`Y` ; YZU\ fYb`ZØf`
F UXZU\ fYf`

8]Y`I`bZU`ghUh]gh]_`nY][h`U`Ufa`]YfYbXY`NU\`Yb.`a``J\`f`&\$`&(`
j`Yf`c`fYb`]bg[YgUa`h`i`(`%`F`UXZU\`fYf`]\`f`@YVYb`]a`GhfU»Ybj`Yf`_Y`f`ž
k`Ug`Y]bYb`5bgh]Y[`]a`J`Yf[`Y]W`ni`XYb`Y`hnhYb`J\`fYb`XUfghY`h"
`XYg`gYW`ghY`HcXYgcdZY`f`k`Uf`a`]h`XYa` : U\`ffUX`i`bhYfk`Y[g`ž`i`bX
?`c`]g]cbYb`a`]h`5i`hc`g`k`UfYb`]b`ØVYf`+\$`Dfc`nYb`h`XYf` : Ä`Y`X]Y
I`fgUW`Y`ZØf`I`bZÄ`Y`a`]h`DYfgcbYbgW`UXYb" `5i`hc`ZU\`fYf`hfi`[Yb`]b
+)`ž`Dfc`nYb`h`XYf` : Ä`Y`X]Y`<`Ui`dhgW`i`X`Ub`X]YgYb`I`bZÄ`Yb"
6YgcbXYfg`VYhfc`ZYb`g]bX`F`UXZU\`fYf`ØVYf`*)`J\`fY`ž`X]Y`]b`XYf`
5`hYfg[fi`ddY`XYf`h`ØX`]W`J`Yfi`b[`ØW`_`hYb`ghUf`_`j`YfhfYhYb`g]bX" `9]b
6`]W`_`]b`X]Y`NU\`Yb`XYg`GhUh]gh]gW`Yb`6i`bXYgUa`hYg`j`YfXYi`h`]W`h
X]Y` ; YZU\`fYb`ž`X]Y`ZØf`F`UXZU\`fYf`]a`GhfU»Ybj`Yf`_Y`f`]a`a`Yf`bcW`
VYghY`Yb`f`HU[YggW`Ui`Ł"

9g`]gh`j`Yfgh`AbX`]W`ž`XUgg`F`UXZU\`fYf`g]W`]b`XYf`\`Yi`h][Yb`NY]h
ni`bY`a`YbX`i`bg]W`Yf`ZØ\`Yb`ž`k`Ug`g]W`Ui`W`Ui`ZXUg
F`UXZU\`fj`Yf`U`hYb`i`bX`X]Y`K`U\`XYf` : cfhVYk`Y[i`b[ga`]hhY`
Ui`gk`]f`_`h" `8]Y`NU\`Yb`j`YfXYi`h]W`Yb`Y]ba`U`a`Y`f`ž`k`]Y`k`]W`h][`Yg
]gh`ž`Ui`ZY]bUbXYf`F`ØW`_g]W`h`ni`bY`a`Yb`i`bX`X]Y`J`Yf`_Y`f`gfY[Y`b`ni
VYUW`hYb" `8`Ug`6Yk`i`gghgY]b`ZØf`X]Y` ; YZU\`fYb`]a`GhfU»Ybj`Yf`_Y`f`
]gh`j`cb`YggYbn]Y`Yf`6YXYi`hi`b[ž`i`a`X]Y`G]W`Yf`\`Y]h`j`cb
F`UXZU\`fYf`b`ni`Yf`\`Ö\`Yb"

`b`X]YgYa`Ni`gUa`a`Yb`\Ub[`]gh`Yg`Yb`hgW`Y]XYbX`ž`XUgg`NYi`[Yb`j`cb
I`bZÄ`Yb`k`]Y`XYa`]b` : f]YXYk`U`X`g]W`a`Y`XYb`i`bX`ni`f`5i`Z`Äfi`b[
VY]hfU[Yb" `8]Yg`_`Öbb`hY`b]W`h`bi`f`XYa`VYhfc`ZYbYb`F`UXZU\`fYf`

\Y`ZYbž'gcbXYfb`Ui W`ni f`J YfVYggYfi b[`XYf`J Yf_Y`fgg]W`Yf\Y]h`]b
 XYf`FY[]cb`VY]hfU[Yb"8Ybb`YXYf`l bZU``]gh`Y]b`l bZU``ni `j]Y`ž`i bX
 Yg`Y[h`Ub`i bg`U``Ybž[Ya`Y]bgUa`ZØf`a Y`f`G]W`Yf\Y]h`Ui Z`XYb
 GhfU»Yb`ni `gcf[Yb"

8YhU]`g	
C fh	< Ui dhghfU»Yž: f]YXYk U`Xž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "\ bU"XY • k k k "dfYggYdcfhU"XY • k k k "hU[YggW`Ui "XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!\YggYb"XY