

6Yhfi b_YbYf'@i I Ya Vi f[Yf'Z]Y\h'a]h'&\$
a # j cf'J Ö``]b[Yf'Dc`]nY]°

9]b`U`_c\c`]g]YfhYf': U\fyf'Ui g'@i I Ya Vi f['Z]Y\h'a]h'&\$`_a #
j cf'XYf'Dc`]nY]'Ui ZXYf'5* &\$"<cWf]g]_c'Zøf
J Yf_Y\fgg]WXYf\Y]h°



@i I Ya Vi f[ž'@i I Ya Vi f['!8]Y'Dc`]nY]']a`GUUf`UbX`\UhhY`Ua
GUa ghU['a]h'Y]bYa`VYgcbXYfg'j Yfi bg]WXYfhYb': U\fyf'ni
_Aa dZYbž'XYf'VYhfi b_Yb`Ui ZXYf'5i hcVU\`b'5* &\$`i bhYfk Y[g'k Uf"
8Yf'A ÀbbYf'ghUa a h'Ui g'@i I Ya Vi f['i bX'Z]Y`XYb
CFXbi b[g\øhYfb`Xi fW`gY]b`Ui ZZA`][Yg': U\ fj Yf\U`hYb`Ui Zž'XU`Yf
]b`GW`Ub[Yb`]b]Yb`Z` \f"°9]b`5`_c\c`hYgh'Yf[UV`Y]bYb`K Yfhj cb
XYi h]W`ØVYf`%ž%`Dfca]`Yž'k Ug]`b`bUW`XYb`XYi hgWXYb
J Yf_Y\fgfY[Y`b`]b`XYb`6YfY]W`XYf'UVgc`i hYb': U\ fi bhØW`h][_Y]h
_UhUdi`h]YfhY"

Hfchn`XYf'J Yfgi WXY`XYf'Dc`]nY]ž'XYb': U\fyf'nk]gWXYb`XYb
5i gZ\fhYb`bUW`K YfXYb`i bX`K UX[UggYb`Ui Z'g]WXYfYfY`GhfU» Yb
ni`Y]hYbž'a]ggUW`hYhY`X]YgYf`X]Y`5bk Y]gi b[Yb`i bX`gW`]W

k Y]hYf\]b'a]h'Y]bYf'; YgWk]bX][_Y]h] cb'[YfUXY'Y]ba U`Yhk U`&\$
Ghi bXYb_]ca YhYfb'ØVYf'X]Y'5i hcVU\`b"8]Y
; YgWk]bX][_Y]hgØVYfgWfY]hi b[`k Uf'XUVY]'XUg'[Yf]b[ghY
DfcV`Ya ž'XYbb'UV`%ž%Dfca]`Y'[]h'a Ub']b'8Yi hgW`UbX`U`g
UVgc`i hZU\fi bhØW`h][`i bX`VYfUi Vh'g]W`XYf': Å\][_Y]hž'g]W`Yf'Ua
GhfU» Ybj Yf_Y\`f'hY]'ni bY\`a Ybž'c\`bY`UbXYfY`J Yf_Y\`fghY]'bY\`a Yf
ni `[YZÅ\`fXYb"

Dc`]nY]'gW U`hYh'g]W`Y]b

8]Y'Dc`]nY]`_cbbhY`XYb`A Ø»][[Åb[Yf'gW`Y]Y»`]W`Ui ZXYa
GhUbXghfY]ZYb`ghcddYb`i bX'g]W`YfghY`Yb" `a `Ni [Y`XYg`J cfZU`g
k i fXY`Y]bY`6`i hdfcVY'[Ybca a Ybž`i a `XYb`[YbUi Yb
5`_c\`c`[Y\U`hni `VYgh]a a Ybž`i bX`XYf': Ø\`fYfgW`Y]b`XYg': U\`fYfg
k i fXY`g]W`Yf[YghY`h"Ni XYa `k i fXY`XUg': U\`fnYi [`j cb`XYf
5i hcVU\`b`i a [YgYhnh"': U\`fYfž`X]Y`a]h'gc`W`\`c\`Yb`Dfca]`YnU\`Yb
Ua `GhYi Yf'[YgY\`Yb`k YfXYbž`gY\`Yb`g]W`b]W`h`bi f`gcZcfh][Yb
fYW`h]W`Yb`?cbgYei YbnYb`[Y[YbØVYfž`gcbXYfb`a ØggYb`Ui W
XUg`F]g]_c`Y]bYg': Ø\`fYfgW`Y]bYbni [g`i bX`; Y`XghfUZYb`]b`?Ui Z
bY\`a Yb"

8]Y`fYW`h]W`Yb': c`[Yb`j cb`5`_c\`c`Ua `GhYi Yf`g]bX`]b
8Yi hgW`UbX`_`Uf'[YfY[Y`h"6YfY]hg`VY]'Y]bYa `6`i hU`_c\`c`[Y\U`h
j cb`\$ž`Dfca]`Y`VY[]bbh`X]Y`fY`Uh]j Y': U\`fi bhØW`h][_Y]hž`k Å\`fYbX
K YfhY`nk]gW`Yb`\$ž` `i bX`%ž\$`-`Dfca]`Y`U`g`CfXbi b[gk]Xf][_Y]hYb
[Y`hYbž`X]Y`a]h'; Y`XVi »Yb`i bX`Di b`hYb`]b': `YbgVi f[`[YU\`bXYh
k YfXYb"5V`Y]bYf'; fYbnY`j cb`%ž%Dfca]`Y`k]fX`Yg`YXcW`Yfbgh
8]Y': U\`fhUi [`]W`_Y]h]gh`U`g`UVgc`i hY': U\`fi bhØW`h][_Y]h
_`Ugg]Z]n]Yfhž`i bX`Y]bY`a YX]n]b]gW`!dgmW`c`c[]gW`Y`i bhYfgi W`i b[
fÅ DI Ł`_Ubb`VY]'Y]bYa `K Yfh`UV`%ž*`Dfca]`Y`YfZcfXYf`]W`k YfXYb"
<]YfVY]'a i gg`Ui W`Ub[Ya Yf`_h`k YfXYbž`XUgg`VY]'Y]bYf
J Yfk Y][Yfi b[`XYg`5hYa hYghg`Y]bY`6`i hYbhbU\`a Y`Ub[YcfXbYh
k]fXž`k Ug`ni gÅhn`]W`Yb`8fi W`_`Ui ZXYb`VYhfcZZYbYb': U\`fYf
Ui gØVYb`_Ubb"

F]g]_Yb`i bX`?cbgYei YbnYb

9]b`J Yfghc»`[Y[Yb`X]Y`Dfca]`Y[fYbnY`_Ubb`ZØf`X]Y`6YhfcZZYbYb

Yf\YV`jWXY`Z]bUbn]Y`Y`i bX`fYW`h]WXY` : c`[Yb`\UVYb`"8]Y
; Y`XghfUZYb`j Uf]]YfYb`Y`bUW`9]b_ca a Yb`i bX`_`ObbYb`]b
HU[Ygg`A`hYb`j Yf\`Ab[h`k YfXYb`"6Y]Y]bYa` YfghYb`J Yfghc» `Xfc\Yb
b]W`h`bi f`\c\Y`6i » [Y`XYfž`gcbXYfb`Ui W`Y]b`Y]ba`cbUh][Yg
: U\`fj YfVch`gck]Y`Di b_hY`]a` : U\`fY][bi b[gfY[]ghYf"
6YgcbXYfg`Z0f` : U\`fUbZ`Ab[Yf`i bX`i bhYf`&%`A\`f][Y`[]`h`Y]b
UVgc`i hYg`5`_c\c`j YfVch`"8]Y`F`Y[Y`b`g]bX`_`Ufž`i bX`XUg
G]W`Yf\Y]hgf]g]_c`Xi fW`5`_c\c`_cbgi a`Ua`GhYi Yf`]gh`b]W`h`ni
i bhYfgW`A`hYb`"

8]Y`ni`VYUW`hYbXYb`Dfca]`Y[fYbnYb`g]bX`k]Y`Zc`[h`

- \$ž\$`Dfca]`Y.`5Vgc`i hYg`5`_c\c`j YfVch`Z0f`DYfgcbYb`V]g`&%
 ¼\`fY`i bX` : U\`fUbZ`Ab[Yf`]b`XYf`DfcVYnY]h"
- \$ž`Dfca]`Y.`6Y[]bb`XYf`fY`Uhj] Yb` : U\`fi bh0W`h][_Y]h"
- \$ž`V]g`%ž\$-`Dfca]`Y.`CfXbi b[gk]Xf][_Y]h"
- %ž%`Dfca]`Y`i bX`a`Y\`f.`5Vgc`i hY` : U\`fi bh0W`h][_Y]hž
 ghfUZVUf"
- %ž*`Dfca]`Y.`A`DI`bchk YbX]["

8]Y`J`cfZ`A`Y`XYg`K`cW`YbYbXYg`j YfXYi h]W`Yb`X]Y`B`chk YbX][_Y]h
ghfYb[Yf`J`Yf`_Y\`fgfY[Y`b`i bX`XUg`J`YfUbhk`cfhi b[gVYk`i`gghgY]bž
XUg`Y`XYf` : U\`fYf`nY][Yb`a`i`ggž`]bgVYgcbXYfY`k`Ybb`5`_c\c`]a
Gd]Y`]]gh`8Yf`J`cfZU`k`]fX`gck`c\`Z0f`XYb`i`I`Ya`Vi`f[]gW`Yb` : U\`fYf
U`g`Ui`W`Z0f`X]Y`Dc`nY]`Ub`gW`]Y» YbXY`fYW`h]W`Y`GW`f]hY`bUW`
g]W`n]Y\`Ybž`i`a`X]Y`G]W`Yf\Y]h`Ui`Z`XYb`GhfU» Yb`ni`[Yk`A\`f`Y]ghYb`"

8YhU]`g	
Cfh	@ Ya Vi f[ž`@ Ya Vi f[
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "`YggYbh]Y`"i • k k k "UXUWXY

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