

DcYhfm'G`Ua !: Ygh]b`6]Y`YZY`X.`K Yf [Yk]bbh`XUg`G`Ua !8i Y``&\$&) 3

9f`YVYb`G]Y`XYb`DcYhfm'G`Ua !: Ygh]b`6]Y`YZY`X`Ua `&+"`A U]
&\$&) ž'a]h'Hcd!DcYhYb`Ui g`F`Y]b`UbX!DZU`n`i bX
XYi hgW`UbXk Y]hYb`HY]`bY`a Yfb"



@c_gW`i ddYb`6]Y`YZY`Xž`8Yi hgW`UbX`!`5a`8]YbghU[ž`XYb`&+"`
A U] &\$&) ž`Z]bXYh]a`@c_gW`i ddYb`6]Y`YZY`X`XUg`a]h`Yfk Y]`Y`&- "
DcYhfm'G`Ua !: Ygh]b`C gk YghZU`Yb`ghUhh`5V`&\$`i`f`hfYhYb
hU`Ybh]YfhY`DcYhYb`[Y[YbY]bUbXYf`Ubž`i a`XYb`dfYgh][Yhf`W`h][Yb
H]hY`XYg` DcYhfm'5`GhUfg`i bX`XYb` ; c`XYbYb`@Y]bYk YVYf`ini
[Yk]bbYb``8]Y`J YfUbghU`hi b[`V]YhYh`b]W`h`bi f`gdUbbYbXY
K YhhVYk YfVYž`gcbXYfb`Ui W`Y]b`i bhYf`U`hgUa Yg`@j Y!9f`YVb]gž
XUg`X]Y`?`i`hi`f`j`cb`XYf`6`Ø`bY`X]fY`_h`ni a`Di`V`_]i a`Vf]b[`h`
J YfUbghU`hYf`VYhcbYbž`XUgg`X]Y`DcYhfm'G`Ua !?`i`hi`f`X]Y
A]hgdFUW`Y`i bX`X]Y`_fYUhj`Y`5i gXfi W`gZ`A`][`_Y]h`]\fYf`HY]`bY`a Yf
ZY]Yfh"

Ni`XYb`YfUi gfU[YbXYb`HY]`bY`a Yfb`[Y`ØfYb`ž`]i g`?Y]bUh`ž`XYf

Ua h]YfYbXY`H]hY`j YfhY]X][Yf`i bX`XYi hgW\Yf`J]nYa Y]ghYf`&\$&(ž
gck]Y`@]gU`DUi`]bY`K U[bYfž`X]Y`U`g`Ua h]YfYbXY`H]hY`j YfhY]X][Yf]b
i bX`J]nY!A Y]ghYf]b`Ubhf]hh`K Y]hYf\]b`gW\Y]bYb`G]a`cb
A]XXY`_ccdž`@YU`K YVYfž`5bbU`@]gU`5ni`f`i bX`:`cf]Ub`GhY]b`[i h
Ui Z[YghY`hž`i a`]\fY`:`À\][_Y]hYb`]a`K YhhVYk YfV`ni`VYk Y]gYb`"9]b
UVk YW\g`i b[gfY]W\Yg`HY]`bY\`a YfZY`X`[UfUbh]Yfh`Y]bYb
gdUbbYbXYb`5VYbX`j c`Yf`_fYUhj Yf`9bYf[]Y`i bX`5i gXfi W`_"

8 Ug`? cbnYdh`XYg`DcYhfm`G`Ua`g

8Yf`DcYhfm`G`Ua`]gh`b]W\h`bi`f`Y]bY`D`UhZcfa`ZØf`K YhhVYk YfVYž
gcbXYfb`Ui W\`Y]bY`:`cfa`XYf`?i bghž`X]Y`U`g`XYa`c`fUh]gW\`[]`h`"8Yf
K YhhVYk YfV`k i fXY]b`XYb`%-, \$Yf`U\`fYb`j cb`A UfW?Y`m`Ga`]h\
]bg`@YVYb`[Yfi ZYbž`i a` ; YX]W\hY`Ui ZfY[YbXYf`i bX`ni`[Àb`[]W\Yf
ni`a UW\Yb`"HY]`bY\`a Yf`ZØ\`fYb`]\fY`K Yf`_Y`j cf`Y]bYf`@]j Y!ž`fm
i bX`Y]bYa`Di`V`_i a`Ui Zž`k À\`fYbX`X]YgY`X]Y`DYfZcfa`UbW\g
VYk YfhYb`"8]Y`ZØbZ`ni`ZÄ`][[Yk À\`hYb`ž`fm!A]h[]YXYf`j Yf[YVYb
Di`b`_hY`j cb`\$`V]g`%\$ž`k cVY]`X]Y`\`ØW\ghYb`i bX`b]YXf][ghYb
6Yk Yfhi`b[Yb`b]W\h[Yk YfhYh`k YfXYb`"8]Y`Gi`a`a`Y`XYf
j YfV`Y]VYbXYb`6Yk Yfhi`b[Yb`VYgh]a`a`h`XYb`G]Y[Yf"

≠b`XYf`G`Ua`!DcYg]Y`ghY\`Yb`H\`Ya`Yb`k]Y`≠Ybh]h`hž`?Ua`dZi`bX
9fa`ÀW\h][i b[]`ja`A`]hY`di`b`_h`"6YUW\hYbgk YfhY`GhØW`Yž`X]Y`XUg
VfY]hY`GdY`_hfi`a`X]YgYf`?i bghZcfa`j YfXYi`h]W\Ybž`i a`ZUggYb
i bhYf`UbXYfYa`A`Ua`U`j cb`9a`]A`U\`a`ci`X`i bX`5XfYbU`]bY
Fi`g\`j cb`Fi`Xm`: fUbW]gWc`"8]YgY`K Yf`_Y`nY][Yb`Y]bXfi`W`gj`c`ž`
k]Y`DcYhYb`ØVYf`dYfg`Øb`]W\Y`i bX`[YgY`gW\UZh]W\Y
<YfUi`gZcfXYfi`b[Yb`fYZY`_h]YfYb`i bX`X]Y`Ni`\`ØfYf`XUa`]h`ZYggY`b
_ØbbYb"

J YfUbghU`hi`b[gXYhU]`g`i bX`HY]`bY\`a`Yf

8Ug`DcYhfm`G`Ua`!: Ygh`k]fX`j cb`Y]bYf`YV\`UZhYb`5ha`cgd`\`ÄfY
VY[]Y]hYhž`X]Y`XYb`HY]`bY\`a`Yfb`i bX`XYa`Di`V`_i a`Y]bY`X]fY`_hY
J YfV]bXi`b[Yfa`Ø[]W\h`"i bhYf`XYb`Y\`Ya`U`][Yb`DfY]ghfÀ[Yfb
VYZ]bXYb`g]W\`VY`_UbbhY`BUa`Yb`k]Y`:`Y`]i`@c`VfYW\hž`GUfU\`6cgYhh]
i bX`H]`F`Y]bYfgž`X]Y`VYbZU`g`XYb`K Y[]ZØf`j]Y`Y`Ui`ZghfYVYbXY
?ØbghYf`[YVYbYh`\UVYb`": Øf`X]Y`Ni`gW\Ui`Yf`k]fX`Yg

j YfgWk]YXYbY`NU\`i b[ga Ò[`]Wk_Y]hYb`[YVYbž`X]Y`VUf[Y`X`cg`]a
@c_gWk i ddYb`U_nYdh]Yfh`k YfXYb`

- 8Uhi a .`8]YbghU[ž`&+`"A U]`&\$&)
- I \fnY]h`&\$`I \f
- Cfh`@c_gWk i ddYb`6]Y`YZY`X

: Øf`U`Y`DcYhfm!@]YV\ UVYf`]gh`X]Yg`Y]b`A i ggž`XU`X]Y`J YfUbghU`hi b[
b]Wk h`bi f`Y]b`K Yh_Ua dZ]ghž`gcbXYfb`Ui Wk`Y]b` : Ygh`XYf
?fYUh]j]hÅhi bX`XYg`5i ghUi gWk`g`"CV`U`g`U_hj] Yf`HY]`bY\ a Yf`cXYf
U`g`Ni \ØfYf` `X]Y`[Ubn`VYgcbXYfY`9bYf[]Y`Y]bYg`DcYhfm`G`Ua g`]gh
Y]b`9f`YVb]gž`XUg`a Ub`b]Wk hij YfdUggYb`gc``hY``Ni gÅhn`]Wk Y
≠Zcfa Uh]cbYb`ØVYf`_ØbZh][Y`J YfUbghU`hi b[Yb`_ØbbYb`VY]`c_U`Yb
NY]hi b[Yb`i bX`D`UhZcfa Yb`k]Y`6cc`_F]ch[YZ bXYb`k YfXYbž`X]Y
Ui Wk`Y]bYb` , VYfV`]W_ØVYf`U_hi Y`Y`G`Ua !DcYh!9j Ybhg`[YVYb`

8YhU]`g	
Cfh	@c_gWk i ddYb`6]Y`YZY`Xž`8Yi hgWk`UbX
Ei Y`Yb	<ul style="list-style-type: none">• k k k "V]Y`YZY`X``Yhnh• Vcc_f]ch`Wċa

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