

F Yj c`i h]c b`]a`GWX ]ZZgVYhf]YV. `J F!  
HfU]b]b[ `ZØf`g]WYfY`GYYZU\ fYf!  
5i gV]`Xi b[ °

GUa gi b[ `HfU]b]b[ `ZØf`GYYZU\ fYfž`i a`i a k Y`hZFYi bX`]WY`GWX ]ZZY  
g]WYfYf`ni `VYhfY]VYb"



9j Yf[ fYYb`GYUZUfYf`HfU]b]b[ `7YbhYfž`HU]k Ub`!`b`XYf  
a Uf]h]a Yb`bXi ghf]Y`hi h`g]WY`XYfnY]h`Y]b][ Yg`i bX`XUg`j cf`U`Ya  
]b`GUWYb`5i gV]`Xi b[ °`A`]h`XYa`N]Y`ž`X]Y`G]WYf\Y]h`i bX`9ZZ]n]Ybn  
VY]a`6Yhf]YV`j cb`i a k Y`hZFYi bX`]WYb`GWX ]ZZYb`ni `Yf\Ö\Ybž  
\UVYb`g]W`GUa gi b[ `FYYXYfY]`9j Yf[ fYYb`ni gUa a Yb[ YhUbž`i a`Y]bY`]bbcj Uh]j Y  
@Øgi b[ `ni `Ybhk ]W\_Y`b.`J]fhi U`FYU`]hm`HfU]b]b[ ``5a``%`" `& \$ % )  
k i fXY`X]Y`9]bZØ\fi b[ `X]YgYf`VU\ bVfYWYbXYb`HYW`bc`c[ ]Y`]a  
9j Yf[ fYYb`GYUZUfYf`HfU]b]b[ `7YbhYf`cZZ]n]Y`d`f`ÄgYbh]Yfh"

5VYf`k Ug`a UW`h`X]YgYg`J F!HfU]b]b[ `gc`VYgcbXYfg3`GhUhh`X]Y

GYY`Yi hY`j b`fYU`Yž`dchYbn]Y``[ YZÀ`f`]WXY`G]hi Uh]cbYb`ni `Vf]b[ Ybž`  
\_ÒbbYb`g]Y`j b`Y]bYf`]a a Yfg]j Ybž`j ]fhi Y``Yb`l a [ YVi b[ ``YfbYb`i bX  
ØVYb``8]Y`HfU]b]b[ ga cXi `Y`g]bX`Ui Z`X]Y`bYi YghY` ; YbYfUh]cb`j cb  
%\*`) \$\$`H9I `a Yh\Ubc`Xi U`!Z`Y`7cbhU]bYfgW`]ZZYb`ni [ YgW`b]hhYbž`  
X]Y`9j Yf[ fYYb`]b`XYb`\_ca a YbXYb`š\`fYb`Y]bZØ`fYb`k ]fX``6]g  
&\$`+`gc``Yb`]bg[ YgUa h`&(`X]YgYf`GW`]ZY`Ui g[ Y`Y]ZYfh`k YfXYbž`  
i bX`X]Y`k UW`gYbXYb`l a k Y`hj c`fgW`f]ZhYb`ghY``Yb`\_Ufž`XUgg  
YZZ`\_hj Y`HfU]b]b[ g`Ògi b[ Yb`j cbb`ÒhYb`g]bX`

## 9]bY`]a a Yfg]j Y`9fZU`fi b[ `ZØf`GYY`Yi hY`

8]Y`J F!GmghYa Y`V]YhYb`fY]W` \U`h][ Yž`fYU`]h`hgbU`Y`G]a i`Uh]cbYb`  
j cb`\_f]h]gW`Yb`6Yhf]YVgUV`Ài ZYb``J cb  
A UgW`]bYb`fUi a ]bgdY`\_h]cbYb`ØVYf`?fUZhghcZZVi b`\_Yfb`V]g` \]b`ni  
BchZU``fYU`\_h]cbYb`k ]Y`6f`ÀbXYb`cXYf`@YW`\_g`\_ÒbbYb`X]Y`HfU]bYYg`]b  
Y]bYf`g]W`YfYb`l a [ YVi b[ `GnYbUf]Yb`Xi fW`gd]Y`Yb``8]Y`J F!  
HYW`bc`c[ ]Y`VUg]Yfh`Ui Z`XYb`i` 8!GW`]ZgXYg][ b!8UhYb`j cb`G<=i bX  
Yfa Ò[ `]W`h`Ygž`\_cb`\_fYhY`9fZU`fi b[ Yb`ni`gUa a Y`bž`c`bY  
hUhg`W`]W`Ub`6cfX`Y]bYg`GW`]ZYg`ni`gY]b``8]Yg`fYXi n]Yfh`b]W`h  
bi f`c[ ]gh]gW`Y`<YfUi gZcfXYfi b[ Ybž`gcbXYfb`gYb`\_h`Ui W`X]Y  
5i gV]`Xi b[ g`cgYb`Yf`YV`]W`

8cb[ !mYcb`@YŽ`J ]nYdf`Àg]XYbh]j cb`G<ž`VYhcb`h`X]Y`6YXYi hi b[  
a U» [ YgW`bY]XYfhYf`J F!@Ògi b[ Yb`ZØf`X]Y`cdYfUh]cbU`Y`GhUV`]h`h  
i a k Y`hž`fYi bX`]W`Yf`GW`]ZY``a a Yf` \]b`k ]fX`Xi fW`X]Y  
9bhk ]W`\_i b[ `gc`W`Yf`HYW`bc`c[ ]Yb`XYf`[ YgUa hY  
5i gV]`Xi b[ gUbgUhn`]b`XYf`a Uf]h]a Yb`šXi ghf]Y`fY]c`i h]cb]Yfhž`k Ug  
XYb`HfU]bYYg`b]W`h`bi f`bYi Y`i` À\][ \_Y]hYb`j Yfa ]hY`hž`gcbXYfb  
Ui W`X]Yb`l a [ Ub[ `a ]h`\_ca d`Yi Yb`GmghYa Yb`Yf`Y]W`hYfh`

## 8Yf`VfY]hYfY`?cbhYI h`XYf`J F!5i gV]`Xi b[

8Yf`HfYbX`ni f`Bi hmi b[ `j cb`J ]fhi U`FYU`]hm]a `a Uf]h]a Yb`HfU]b]b[  
]gh`b]W`h`bYi `Yf`nY][ h]g]W`j ]Y`a Y`f`U`g`HY`]Y]bYf`i a ZUggYbXYb`  
8][ ]hU`]g]Yfi b[ `]b`XYf`6fUbW`Y`A Uf]h]a Y`HfU]bYf`VYgW`fY]Vhž`  
k ]Y`]a a Yfg]j Y`9fZU`fi b[ Ybž`X]Y`]b`\_cb`hfc``]YfhYb`l a [ YVi b[ Yb  
[ YbcggYb`k YfXYbž`XUni `ZØ`fYbž`XUgg`HfU]bYYg`k ]W`h][ Y  
h`YcfYh]gW`Y`?Yb`b`hb]ggY`]b`d`fU`\_h]gW`Yb`G]hi Uh]cbYb`Ub`k YbXYb`

\_ÖbbYb"8]YgY`XmbUa ]gWXYbž]bhYfU\_h]j Yb`A Yh\cXYb`Yfk Y]hYfb  
X]Y`A Ö[ `]W\_X]hYb`]a `J Yf[ `Y]W`ni `hfUX]h]cbY`Ybž  
\_`UggYbVUg]YfhYb`@YfbUbgÄhnYb"

9]b`k Y]hYfYf`J cfhY]`VYghY`h`XUf]bž`XUgg`J F!HfU]b]b[ `g\_U`]YfVUF  
i bX`\_cghYbYZZ]n]Ybh`]gh"8]Y`Bchk YbX][ \_Y]h`d`mg]gWXYf  
FYggci fWb`i bX`Ui Zk`ÄbX][ Yf`c[ ]gh]gWXYf`5ffUb[ Ya Ybhg`YbhZÄ`h  
k Y]h[ Y`YbX" `a `; Y[ YbgUhn`ni `Yf\_Öa a `]WXYb`G]a i `UhcYbž`X]Y  
`c`Y`?cghYb`j Yfi fgUWXYb`i bX`Ui Z`dfU\_h]gWXYb`,` Vi b[ Yb  
VUg]YfYbž`\_ÖbbYb`a ]h`J F!HYW`bc`c[ ]Y`fYU`]gh]gWXY`GnYbUf]Yb`a ]h  
a ]b]a U`Yb`F]g]\_Yb`ZÖf`X]Y`HfU]bYYg`g]a i `]Yfh`k YfXYb"

I a `]a `a Uf]h]a Yb`GY`hcf`YfZc`[ fY]W`ni `gY]bž`]gh`Yg`YbhgWXY]XYbXž  
X]Y`5i gV]Xi b[ `Ui ZX]Y`\_ca a YbXYb`<YfUi gZcfXYfi b[ Yb  
Ui gni f]W`hYb"8]Y`h`hY[ fUh]cb`j cb`J F`]b`HfU]b]b[ gdfc[ fUa a Y  
i bhYfghØhnh`XUVY]`b]W`h`bi f`X]Y`9ZZ]n]Ybnž`gcbXYfb`gcf[ h`Ui W`ZÖf  
X]Y`bchk YbX][ Y`7ca d`]UbW`a ]h]bhYfbUh]cbU`Yb`J cfgW`f]ZhYbž  
]bgVYgcbXYfY`Ub[ Yg]W`hg`XYf`ghY][ YbXYb`5bZcfXYfi b[ Yb`Ub  
i a k Y`hZfYi bX`]WXY`GW]ZgUbhf]YVY"7fYk a ]ffc f`YVh`Yfj cfž  
XUgg`X]YgY`9bhk ]W`i b[ Yb`ZÖf`X]Y`a Uf]h]a Yb`: UW`\_fÄZhY`j cb  
a cf[ Yb`i bYf`Ägg`]W`g]bXž`i a `]b`Y]bYa `g]W`gW`bY`  
j YfÄbXYfbXYb`I a Z`X`ni `VYghY`Yb"

h`g[ YgUa h`i a ZUggh`X]YgYg`gdUbbYbXY`? Ud]hY`XYf`a Uf]h]a Yb  
5i gV]Xi b[ `Y]bYb`VfY]hYfYb`K UbXY` `]b`ni `BUW`U`h][ \_Y]h`i bX  
hYW`bc`c[ ]Y[ YghØhnhYb`@Ögi b[ Yb"8]Y`DUf`hbYfgW`UZ`ink ]gWXYb  
GUa gi b[ `<YUj m`h`Xi ghf]Yg`i bX`9j Yf[ fYb`]gh`XUg`dYfZY`\_hY  
6Y]gd]Y`XUZÖfž`k ]Y`XYf`a Uf]h]a Y`GY`hcf`Ui W`]b`Ni `i bZh  
]bbcj Uh]j `i bX`i a k Y`hVYk i ggh`V`Y]Vh"

8YhU]`g	
C fh	9j Yf[ fYYb`GYUZUfYf`HfU]b]b[ `7Yb`hYfž`HU]k Ub
E i Y`Yb	<ul style="list-style-type: none"><li>• gUZYhm( gYU"W`a</li><li>• WfYk a ]ffc f"W`a</li><li>• a Uf]h]a YhfU]bYf"W`a</li></ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY