

6YfbUi`gYhnh`Ui Z; Ygi bX\Y]h.
; Ygi bX\Y]hga Uf_h`Ua`%+"`GYdhYa VYf
&\$&) °

9bhXYW_Yb`G]Y`X]Y`nYbhfU`Y`F c`Y`XYf; Ygi bX\Y]hgk]fhgW UZh
]b`6YfbUi ž`X]Y`("*) \$`5fVY]hgd`ÀhnY`V]YhYh`i bX`ja`GYdhYa VYf
&\$&) `ZY]Yfh"



6YfbUi ž`8Yi hgW`UbX`!`ž`6YfbUi ž`k`c; Ygi bX\Y]h
[fc» [YgW`f]YVYb`k]fXž`ghY`h`X]Y; Ygi bX\Y]hgk]fhgW UZh`ja
A]hY`di b`h`XYf`5i Za Yf_gUa`_Y]h`5a`%+"`GYdhYa VYf`&\$&) `ÀXh
X]Y`GhUXh`ini`Y]bYa`; Ygi bX\Y]hga Uf_h`Y]bž`XYf`b]W`h`bi`f`X]Y
J]Y`ZU`h`XYg`c`_U`Yb; Ygi bX\Y]hggY`_hc`fg`d`f`AgYbh]Yfhž`gcbXYfb
Ui W`X]Y`nYbhfU`Y`F c`Y`X]YgYf`6fUbW`Y`Z0f`X]Y`FY []cb
\Yfj`cf\`YVh`"60f [Yfa`Y]ghYf`5bXf`Ā`GhU\`Y`Vh`\Yfj`cfž`k]Y
YbhgW`Y]XYb`X`X]Y; Ygi bX\Y]hgVfUbW`Y`Z0f`X]Y`k]fhgW UZh`]W`Y
9bhk]W`_i b [`XYf`GhUXh`]gh`6Y]`fi bX`%&`\$\$\$
gc n]U`j`Yfg]W`Yfi b [gdZ]W`h []b`5fVY]hgd`ÀhnYb`]b`6YfbUi`YbhZU`Yb
YfghUi b`]W`Y`("*) \$`Ui Z`X]Y; Ygi bX\Y]hgk]fhgW UZhž`X]Y`]b

9]b f]W\ hi b[Yb`k]Y`? fUb_Yb`Åi gYfbž`5fnhd fUI Ybž`DZY[Y\Y]a Yb
i bX`5dch\Y_Yb`Zcf]Yfh`8]Yg`nY][hž`XUgg`\]Yf`Y]b`[i hYg`< ÅbXW\Yb
VYk]YgYb`k]fXž`k Ybb`Yg`i a`X]Y`GW\UZZ b[`j cb`5fVY]hgd`ÅhnYb
[Y`h`

8]Y` ; Ygi bX\Y]hgk]fhgW\UZh]b`8Yi hgW\`UbX`\Uh`g]W\`]b`XYb`YhnhYb
Å\ fYb`_cbh]bi]Yf`]W\`ni a`6YgW\ÅZh][i b[ga`chcf`Yb`hk]W_Y`h`"A Y`f
U`g`YXYf`gYW\ghY`9fk YfVghÅh][Y`]gh]b`X]YgYa`GY`hcf`hÅh][ž`k Ug
X]Y`\c\Y`F`Y`Yj Ub`n`XYf`6fUbW\Y`i bhYfghfY]W\h`5i W\`X]Y
6fi hčk YfhgW\ÒdZi b[`k i W\g`]a`8i fW\gW\b]hh`XYf`YhnhYb`nY`\b
Å\ fY`i a` (ž` Dfc`nYb`hž`k Ug`nY][hž`XUgg`8][]hU`]g]Yfi b[`i bX
]bb`cj Uh]j Y`5bgÅhnY`]b`XYf`A`YX]n]bhYW\b]_`gck]Y`VY]`5f`nbY]a`]hhY`b
b]W\h`bi f`HfYbXg`g]bXž`gcbXYfb`Ub[Zf]gh][Y`DYfgdY`_h]j Yb`V]YhYb`
@Ui h`XYb`U`_hi Y`Yb`NU\`Yb`XYg`6i bXYga`]b]ghYf]i a`g`Z0f
; Ygi bX\Y]hgW\fY]hYh`XYf`K`UbXY`XYf` ; Ygi bX\Y]hgk]fhgW\UZh
i bUi Z`0f`]W\`j`cfUb`"9g`]gh`_`Ufž`XUgg`X]Y` ; Ygi bX\Y]h`XYf`
60f[Yf.]bbYb`Ui W\`j`c`_gk]fhgW\UZh]W\`j`cb`6YXYi hi b[`]gh`_`g]Y
i bhYfgh`0hnh`9f`U`hi b[`i bX`Dfc`Xi`_h]j]hÅh`XYf`9fk YfVghÅh][Ybž`k Ug
i bhYfa`Ui Yfhž`k]Y`k]W\h][`]b]j Ygh]h]cbYb`]b`X]YgYb`6YfY]W\`g]bX`

I a ZUb[`i bX`K UW\ ghi a`XYf ; Ygi bX\Y]hgk]fhgW\UZh

A]h`Y]bYf`6fi hčk YfhgW\ÒdZi b[`j cb`(- \$ž&`A`]"UfXYb`9i fc`]a` Å\ f
&\$&(ž`k Ug`%&ž) `Dfc`nYb`h`XYf`[YgUa`hYb`6fi hčk YfhgW\ÒdZi b[`]b
8Yi hgW\`UbX`Ui ga`UW\hž`nY][h`XYf` ; Ygi bX\Y]hga`Uf`_`h`gY]bY
GhÅf`_Y`"5`Y]b`) (ž`Dfc`nYb`h`XYf`K`YfhgW\ÒdZi b[`]ghUa`a`Yb`Ui`g`XYf`
a`YX]n]b]gW\Yb`J`Yf`gcf[i b[ž`k Ug`X]Y`Ybcfa`Y`6YXYi hi b[`XYf`
X]fY`_`hYb` ; Ygi bX\Y]hgX]Yb`gh`Y]ghi b[Yb`j`YfXYi`h]W\h`"8]YgY
6YfY]W\Y`dfcZ]h]YfYb`b]W\h`bi f`j`cb`Y]bYa`_`ghUV]`Yb`K`UW\ghi`a`ž
gcbXYfb`Ui W\`j`cb`Y]bYa`_`cbh]bi]Yf`]W\Yb`5bg]Y[`XYf`
6YgW\ÅZh][hYbnU\`Yb`"&\$&(`k UfYb`W]fWU`+ž+`A`]"cbYb`A`YbgW\Yb
]b`XYf` ; Ygi bX\Y]hgk]fhgW\UZh`hÅh][ž`Y]b`6Y`Y[`Z0f`X]Y`GhUV]`]hÅh
i bX`X]Y` : cfhgW\f]hhY`]b`X]YgYf`XmbUa`]gW\Yb`6fUbW\Y`

8]Y`ghÅf`_ghYb`K`UW\ghi`a`ghfY]VYf`g]bX`\]YfVY]`b]W\h`bi f`X]Y
ghUh]cb`ÅfYb`9]b f]W\hi b[Ybž`gcbXYfb`Ui W\`]bb`cj Uh]j Yž`X][]hU`Y
5bgÅhnY]a` ; Ygi bX\Y]hgk YgYb`"8]YgY`_`Y]bYbž`UVYf`k UW\gYbXYb

6YfY]W\Yž'X]Y'Xi fW'X]Y'DUbXYa]Y'k Y]hYf'[YghÅf_h'k i fXYbž
nY][Yb'[fc» Yg'DchYbn]U'ZØf'X]Y'Ni _i bZh"; 'Y]W\ nY]h]['k]fX'XYf
: UW_fÅZhYa Ub[Y'ž]bgVYgcbXYfY'ja 'DZY[YVYfY]W\ž]a a Yf
XfÅb[YbXYfž'gcXUgg'X]Y'; Ygi bX\Y]hgk]fhgW\UZh] cf'XYf
< YfUi gZcfXYfi b['ghY\hž'Ui gfY]W\YbX'ei U']Zn]YfhYg'DYfgcbU'ni
[Yk]bbYbž'i a 'XYb'UbghY][YbXYb'6YXUfZni 'XYW_Yb"

9]b`UXi b['ni a ; Ygi bX\Y]hga Uf_h

6Y]a ; Ygi bX\Y]hga Uf_h]Ua '%+"GYdhYa VYf']b'6YfbUi 'k]fX'X]Y
GhUXh'X]Y'j YfgW\]YXYbYb': UW\hhYb'\fYf'; Ygi bX\Y]hgk]fhgW\UZh
j cfghY''Yb"<]Yf'\UVYb'6Ygi W\Yf.]bbYb'X]Y'A Ò['W\ _Y]hž'X]fY_h'a]h
8]Ybgh'Y]ghYfbž'5fVY]hg_fÅZhYb'i bX'UbXYfYb'5_hyi fYb'XYf
6fUbW\Y']b'?cbhU_hini 'hfYhYbž'i a 'g]W\ ØVYf'X]Y'bYi YghYb
9bhk]W_ì b[Yb'ì bX'5b[YVchY'ni 'b]Zcfa]YfYb"'8]Yg']gh'Y]bY
\Yfj cffU[YbXY'; Y'Y[Yb\Y]hž'i a 'g]W\ 'Y]b'6]X'j cb'XYb
8]Ybgh'Y]ghi b[Yb'XYf'; Ygi bX\Y]hgk]fhgW\UZh'ni 'a UW\Yb'ì bX'ni
YfZU\ fYbž'k]Y'Ui W\G]Y'j cb'XYb'5b[YVchYb'dfcZ]h]YfYb'_ØbbYb"

Ni gUa a Yb[YZUggh.'8]Y'; Ygi bX\Y]hgk]fhgW\UZh']gh'b]W\h'bi f'Y]b
VYXYi hYbXYf'K]fhgW\UZh]gVYfY]W\ 'b'8Yi hgW\`UbXž'g]Y']gh'Ui W\ 'Y]b
nYbhfU'Yg'H\Ya U']b'6YfbUi "'8]Y'GhUXh']bj Ygh]Yfh']b'X]Y
9fk Y]hYfi b['j cb'; Yk YfVYZÅW\Yb'ì bX'ZØfXYfh'bUW\ \U'h]['X]Y
9bhk]W_ì b['X]YgYf'ni _i bZhghfÅW\h][Yb'6fUbW\Y"'8UVY]'k]fX'X]Y
6YXYi hi b['XYf'; Ygi bX\Y]hgk]fhgW\UZh'ZØf'6YfbUi 'ì bX'XUfØVYf
\]bUi g'gdØfVUfž'[YhfU[Yb'j cb'Y]bYa 'ghUf_Yb'BYhmk Yf'_Ub
l bhYfghØhni b["

K Ybb'G]Y'a Y\ f'ØVYf'X]Y'; Ygi bX\Y]hgk]fhgW\UZh']a '5`[Ya Y]bYb
i bX']bgVYgcbXYfY'ØVYf'XYb'; Ygi bX\Y]hga Uf_h]b'6YfbUi
YfZU\ fYb'a ØW\hYbž'VYgi W\Yb'G]Y'X]Y'Ybhgd fYW\YbXYb'@]b_g'ni
XYb'6Yf]W\hYb.'6Ufb]a '5_hi Y`ž

6i bXYg[Ygi bX\Y]hga]b]ghYf]i a 'i bX'

6i bXYgk]fhgW\UZhga]b]ghYf]i a "

C fh	6YfbUi ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • VUfb]a !U_hi Y`"XY • k k k "Vi bXYg[Ygi bX\Y]hga]b]ghYf]i a "XY • k k k "Vi bXYgk]fhgW UZhga]b]ghYf]i a "XY

6Ygi WYb`G]Y`i bg`Ui Z.`b!U["bYh