

< Ui g\ U`hgXYVUhhY `]b `6fUbXYbVi f[.
Ni _i bZh`d`UbYb `cXYf`gdUfYb 3

5a `%" ' ħ b] '\$&)' `hU[h`XYf`@UbXhU[`6fUbXYbVi f[`ni f
<Ui g\U`hgVYfUhi b[`'\$&)' #&\$\$&*" '@j Y!8YVUhhYb`i bX
5ba Y`XYa Ò[`]W_X]hYb`j cf`Cfh"



6fUbXYbVi f[ž'8Yi hgW`UbX`!`b`6fUbXYbVi f[`k`]fX`j ca `%" `V]g
ni a `%, ` " ħ b] '\$&)' `]bhYbg]j `ØVYf`XYb`<Ui g\U`hgd`Ub`ZØf`X]Y`š\ÅfY
&\$\$&)' i bX`'\$&\$\$&`VYfUhhYb`"K`jY`UbXhU["VfUbXYbVi f["XY
VYf]W`hYhž`VY[cbbYb`k`]fX`X]Y`%) "G]hni b[`Ua` `A`]h`k`cW`i`a``%\$
l` \f`a`]h`Y]bYf`i`Y]Yfghi bXY`ni`a` `B`Uh]cb`U`Yb` `J`YhYf`Ub`Yb`hU[ž`[`Y`Zc`[`h
j`cb`XYf`fY[`i` `ÅfYb`G]hni b[`i`a``%%`l` \f`ž`k`c`X]Y`78l`!`fU`_h]cb`Y]bYb
5bhU[`ni`f`K`ØfX][`i`b[`XYg`J`c`_gUi`ZghUbXg`j`ca``%"`' ħ b]`%`-`)'
Y]bVf]b[`Yb`k`]fX"

8]Y`5V[`YcfXbYhYb`k`YfXYb`]b`XYf`D`YbUfg]hni b[`j`cf`U`Ya` `ØVYf
XYb`<Ui g\U`h`i`bX`XUg`XUni` [`Y`\`Øf][`Y`<Ui g\U`hgVY[`Y]h[`YgYhm
XYVUhh]YfYb`"5`g`HY]`XYg`Z]bUbn]Y`Yb`?`cbnYd`hg`k`]fX`XYf
:]bUbnd`Ub`XYg`@UbXYg`6fUbXYbVi f[ž`XYf`ZØf`XYb`NY]hfUi`a` `j`cb

&\$&('V]g'&\$&, '[]h'z'VYVbZU`g'Ui Z'XYf'5[YbXU'ghY\Yb": Øf'X]Y
@]j YØVYfhfU[i b['XYf'8YVUhYb'k]fX'gck c\`X]Y'K YVgY]hY'XYg
@UbXhU[g'U'g'Ui W\`XYf'GYbXYf'5@9L'6Yf']b' [Ybi hnh"

9ggYbn]Y`Y`H\Ya Yb`XYf

< Ui g\U`hgVYfUhi b[Yb

9]b`VYgcbXYfYg'5i [Yba Yf_`k]fX'Ui Z'XUg'<Ui g\U`hgj c`i a Yb
[Y`Y[h'z'XUg'`Ui h'XYb'U`hi Y`Yb'`bZcfa Uh]cbYb'XYg'
VfUbXYbVi f["XYž]a `8cddY`\Ui g\U`h'&\$&' #&\$&('VY]'Yhk U`%) ž(
A]`)]UfXYb'9i fc'ZØf'&\$&' `i bX`%) ž `A]`)]UfXYb'9i fc'ZØf'&\$&(`)]Y[h'
`a `JYf[`Y]W\`XUni `VYhfi [`XYf'<Ui g\U`h'&\$&'%) ž&'A]`)]UfXYb
9i fc"8]YgYg'`J\`f']gh'X]Y`BYi j YfgW\i `Xi b[`Ui Z' ` \$`A]`)]cbYb'9i fc
ZØf'&\$&' `i bX`&(`A]`)]cbYb'9i fc'ZØf'&\$&(`ZYgh[Y`Y[h"

8]Y':]bUbna]b]ghYf]b'?Uhf]b`@Ub[Y`Yf_`ÅfhYž'XUgg'X]Y'5b\YVi b[
XYf'5i g[UVYb'`k Yb][`ØVYffUgW\YbX `gY]ž`Ub[Yg]W\hg'XYf
U`[Ya Y]bYb'`bZUh]cb" `A]b]ghYfd'fÅg]XYb'h'8]Yha Uf'K c]X`Y`VYhcbh
]bXYg'X]Y`Bchk YbX][`Y]h'z']b'?f]gYbnY]hYb'b]W\h'ni `gdUfYb" `b
X]YgYf'<]bg]W\h'k]fX'Ui W\`X]Y`i a gYhni b[`k]W\h][Yf'Dfc`Y`_hYž'k]Y
XYf'`b]Ygh]h]cbgni gW\i gg'ZØf'?fUb_Yb\`Åi gYf']b'<Ø\Y`j cb`%`\$
A]`)]cbYb'9i fc'Å\`f']W\`i bX'XYf'DU`h'ZØf'DZY[Y`a]h'%, ž+`A]`)]cbYb
9i fc'Å\`f']W\ž`Yfj cf[Y\cVYb"

Ghfi _hi f`i bX`; YbY\ a][i b[`XYf

< Ui g\U`hgd`ÀbY

5VYf'k]Y`k]fX`Y]b'gc`W\Yf'<Ui g\U`hgd`Ub'ØVYf\Ui dh'Ui Z[YghY`h3
@Ji h'XYa `Dc`h]gW\Y`6`Xi b[`6fUbXYbVi f[`k]fX'XYf
<Ui g\U`hgd`Ub']b'JYfk U`hi b[g!`i bX`JYfa Ø[Ybg\Ui g\U`h
i bhYfhY]h"8]Y':]bUbn]Yfi b[`_ca`a`h'Ui g`j YfgW\]YXYbYb
9]bbU\`a Yei Y`Ybž'XUfi bhYf'; fi bXghYi Yfb'`i bX`; YVØ\`fYbž
k Å\`fYbX'5i g[UVYb'`i bhYf'UbXYfYa `DYfgcbU`Ui g[UVYb'`i bX
Gcn]U`\`ZYb'`i a ZUggYb"

8Yf'[YgUa hY`DfcnYgg']gh'Zcfa U`]g]Yfh'z'VY[]bbYbX`a]h'XYf
9fghY`i b[`Xi fW\`X]Y'; Ya Y]bXYj YfhfYhi b[`i bX'[Y\`h'V]g'ni `Y]bYf

ÖZZb h]W Y b 'G]hni b [ž]b 'XYf'X]Y' < Ui g\U`hggU hni b ['VYgW`cggYb
 k]fX" '9]b' < Ui g\U`h`_Ubb`nk]gW Y b`%\$\$`i bX`%\$`\$\$\$
 < Ui g\U`hgg hY`Yb`i a ZUggYb ž`Y`bUW ; fÖ» Y`XYf`Yk Y]] [Yb
 ; Ya Y]bXY"

8]Y`_ca a YbXY`K cW Y`k]fX`U`gc`b]W h`bi f`YbhgW Y]XYbX`ZØf`X]Y
 Z]bUb n]Y`Yb`6YfY]W Y`6fUbXYbVi f[gž`gcbXYfb`Ui W`ZØf
 j YfgW]YXYbY`dc`h]gW Y`b]h]Uh]j Yb ž`X]Y`XYb`6Øf[Yfb
 ni [i hY`_ca a Yb`gc`Yb`5a` : fY]hU[ž`XYb`&\$`ž`b]ž`k]fX`X]Y`"
 @Ygi b ['XYg`< Ui g\U`hg[YgYhnYg`gck]Y`XYg
 < Ui g\U`hgVY[`Y]h[YgYhnYg`Yfk UfhYhž`k cbUW`Y]bY`5Vgh]a a i b [
 ØVYf`XYb`< Ui g\U`h`ghUhhZ]bXYb`k]fX"

8YhU]`g	
C fh	6fUbXYbVi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`UbXhU["VfUbXYbVi f["XY • k k k "VfUbXYbVi f["XY • k k k "dc`h]gW Y!V]`Xi b [! VfUbXYbVi f["XY

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