

Ghfca Ui gZU``']b`?i W_gk]b_Y`.
=bghUbX\U`hi b[gUfVY]hYb`UV`%&'I \f°

≠`C VYf_fÅa Yf`YfZc`[h`Ua``%\$"\$+ "&\$&) `Y]bY`d`Uba`Å»][Y
Ghfca bYhmk Ufhi b[žX]Y`_i fnnY]h][Y`GhØfi b[Yb`j Yfi fgUWXYb
_Ubb`"H]ddg`ni f`J cfVYfY]hi b["



C VYf_fÅa Yfž`8Yi hgW\`UbX`!`≠`C VYf_fÅa Yfž`[YbUi Yf`[YgU[h
]a`C fhghY]`?i W_gk]b_Y`ž`g]bX`Ua` \Yi h][Yb`HU[žXYa``%\$`"ž`]
&\$&) ž`d`Uba`Å»][Y`≠bghUbX\U`hi b[gUfVY]hYb`Ua`Ghfca bYhmk]a
; Ub[Y`"8]YgY`K Ufhi b[ga U»bU\`a Yb`ZØ\`fYb`ni`a`Ø[`]WXYb
GhØfi b[Ybž`X]Y`YXcW\`]b`XYf`FY[Y`b]W\h`Åb[Yf`U`g`Y]b][Y
A]bi hYb`UbXUi Yfb`k YfXYb`"`a` ; YgUa hYb`g]bX`X]Y`<Ui g\U`hY`]b
C VYf_fÅa Yf`]a`GW\`b]h`bi f`k Yb][Y`A]bi hYb`dfc`ž\`f`c`\`bY`Ghfca`ž
k Ug`X]Y`GhUV]`]hÅ`hXYg`XYi hgW\`Yb`Ghfca bYhmk]g`i bhYfghfY]W\h`"8]Y`
**BYk g`XY`VYf]W\hYž`XUgg`X]Y`9"8`G`BYhn`;`a`V`<`ZØf`X]Y`
K Ufhi b[gUfVY]hYb`ni`ghÅ`bX][`]ghž`X]Y`\Yi hY`i`a``%&.`\$\$`I` \f
VY[]bbYb`i`bX`j`cfUi`gg]W\h`]W\`i`a``%)`.\$`\$`I` \f`UV[YgW\`cggYb`gY]b
k YfXYb`"**

æ 'l a ZY`X`j cb`Yhk U`Y]bYa `?]`ca YhYf`fi bX`i a `X]Y`8 cfZghfU» Y`]b
GWk UbhY`_ÒbbYb`5bk c`bYf`a]h`a Ò[`]WXYb`6YY]bhfÅWk] [i b [Yb
fYWk bYb`"8]Y`YhnhYb`[fÒ» YfYb`GhÒfi b [Yb`]a `Ghfca bYhn`_cbbhYb
VYfY]hg`VY`cVYb`k YfXYbž`XUfi bhYf`DfcV`Ya Y`]b`XYf`@]bXYbU`YY
]b`JY`Y`ZUbn`i bX`XYf` ; UfhYbghfU» Y`]b`CVYf`fÅa Yfž`X]Y`VY]XY
VYfY]hg`j Yf [Ub [YbYb`K cWXYb`VY`cVYb`k i fXYb`"Ni gÀhn`]Wk
k i fXYb`Ui Wk`X]Y`GhÒfi b [Yb`]b`K YbXYa Uf`_i bX`A Ufk]hn
YfZc`[fY]Wk`VYgY]h] [h"

9a dZY` \ `i b [Yb`ni f`J cf [Y`Yb`gk Y]gY`VY] Ghfca Ui gZÀ`Yb

: Øf`XYb` : U`YY]bYg`Ghfca Ui gZU`g` \ Uh`X]Y`9"8 Æ`BYhn` ; a V<`Y]b] [Y
k Yfhj c`Y`H]ddg`dUfUh`Fi` \] [`V`Y]VYb`i bX`ni bÅWkgh`X]Y
G]WXYfi b [Yb`]a `G]WXYfi b [g_UghYb`ØVYfd`fØZYbž`UbghUhh`gcZcfh
FYhhi b [g`Y]hghY`Yb`ni `_cbhU`_h]YfYb`"GhUhhXYggYb`gc`hY`a Ub`XYb
9bYf []Yj Yfgcf [Yf`X]fY`_h]bZcfa]YfYb`"Ni`XYb`Ya dZc`YbYb
JcfVYfY]hi b [Yb`nÀ`Yb`i bhYf`UbXYfYa `X]Y`6YfY]h`U`hi b [`Y]bYf
U`hYfbUh]j Yb`<Y]nei Y`Y`k]Y`Y]bYa ` ; UgcZYb`gck]Y`XUg
Ni gUa a YbghY`Yb`Y]bYf`@]ghY`a]h`JYf`U`hYb`gfY [Y`bž`Y]bYf
Dck YfVUb`_ZØf`XUg`< UbXmž`? YfnYbž`GhfY]Wk` \ Ò`nYfbž
HUgWXYb`Ua dYbž`k Ufa Yf`?`Y]Xi b [ž`8YW`Yb`i bX`Y]bYa `Bchj cffUh
Ub`@VYbga]hY`b`gck]Y`Hf]b`_k UggYf`"

5i » YfXYa `]gh`Yg`fUhgUa ž`Y]bY`BchUdch`Y`_Y`gck]Y`<m []YbYUfh]_Y`
VYfY]hni `U`hYb`"

Ghfca bYhn`]b`XYf`FY []cb`]a `l a Vfi Wk

8]Y` [Yd`UbhYb`5fVY]hYb`g]bX`HY]`Y]bYf`[fÒ» YfYb`l a ghY`i b [`XYg
Ghfca bYhnYg`j cb`%) "\$\$\$`Jc`h`Ui Z&\$`\$\$\$\$`Jc`hž`X]Y`Xi fWk`X]Y
æVYhf]YVbU`a Y`Y]bYg`bYi Yb`l a gdUbbk Yf`_g]b` ; Yfa YbXcfZ
YfZcfXYf`]Wk` [Yk cfXYb`]gh`"8]Yg` [YgWk]Y`h]a `6YfY]Wk`j cb
JY`Y`ZUbn`i bX`GWk UbhYž`k c`Ui Z [fi bX`X]YgYf`A U» bU`a Yb`Ui Wk
]b`XYb`_ca a YbXYb`K cWXYb`a]h`k Y]hYfYb`Ghfca Ui gZÀ`Yb`ni
fYWk bYb`]gh`"

K]Y`X]Y`A`Äf_]gW`Yb`5``[Ya`Y]bYb`VYf]W`hYhž`g]bX`ZØf`X]Y`
 ?U`YbXYfk`cW`Yb`" -`i`bX`(` \$`VYfY]hg`Ghfca`UVgW`U`hi`b[`Yb`]a`
 FUi`a`BYi`!JY`Y`YZUbnž`K`c`Zg`U`Y`i`bX`;`fc»!N]Yh`Yb`]b`D`Ubi`b[`.

- 8]YbghU[ž&("GYdhYa`VYf.`;`.'`\$`'`%%`\$\$`I` \f`]b`BYi`!
 JY`Y`YZUbnž`K`c`Zg`U`Y`i`bX`;`fc»!N]Yh`Yb`"
- 8cbbYfghU[ž&*("GYdhYa`VYf.`;`.\$`\$`'`%&.`\$\$`I` \f`]b`
 GW`k`UbhY`"
- 8]YbghU[ž%"`C`_hc`VYf.`'+.`'`\$`'`%\$`.\$`\$`I` \f`]b`GW`k`UbhY`i`bX`
 %\$`.\$`\$`'`%&.`\$\$`I` \f`]b`JY`Y`YZUbn`"

9]b`ghUV`]Yf`6Yhf]YV`XYg`Ghfca`bYhnYg`V`Y]Vh`Ub[`Yg]W`hg`X]YgYf`
 I`a`ghY`i`b[`Yb`]cb[`fc»Yf`6YXYi`hi`b[`"8]Y`6i`bXYgbYhnU[`Ybhi`f`
 VYhcbhž`k`]Y`k`]W`h[`GmghYa`ghUV`]h`Äh`ZØf`X]Y`F`c`Vi`gh`Y]h`XYg`
 Ghfca`bYhnYg`]gh`"8]YgY`[`]h`Yg`ni`[`]Yk`Ä`f`Y]ghYbž`i`a`d`Öh`]W`Yb`
 GhÖfi`b[`Yb`]gY`]Yg`Xi`fW`J`YfVfUi`W`g`Ä`b`XYfi`b[`Yb`]c`XYf`[`fÖ»`YfY`
 5i`gZ`Ä`Y`[`]Yk`UW`g`Yb`ni`gY]b`" ð`X]YgYa`G]bbY`k`]fX`Ui`W`Ub`XYf`
 K`Y]hYfYb`hk`]W`i`b[`]XYf`HYW`b]_`[`YUfVY]hYh`"

:`Øf`X]Y`6Yk`c`b`Yf`]cb`C`VYf`_f`Äa`Yf`i`bX`I`a`[`YVi`b[`]V`Y]Vh`Yg`U`gc`
 gdUbbYbXž`k`]Y`g]W`XUg`Ghfca`bYhn`]b`XYb`_ca`a`YbXYb`A`cb`UhYb`
 Yb`hk`]W`Y`b`k`]fX`ž`k`Ä`f`Yb`X`g]Y`g]W`Ui`Z`X]Y`Ub[`Y`_Øb`X][`hYb`
 K`Ufhi`b[`gUfVY]hYb`i`bX`a`Ö[`]W`Y`GhÖfi`b[`Yb`Y]b`f]W`hYb`a`ØggYb`"

8YhU]`g	
Cfh	CVYf`_f`Äa`Yfž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "bYk`g"XY • k k k "a`Un!`cb`]bY"XY • k k k "Vi`bXYgbYhnU[`Ybhi`f"XY

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