

7 \ Ua d]cbg!@YU[i Y! :]bU`Y`&\$&) . `DG; `j g"
=bhYf` `5 ``Yg`ni a `A Y[U!9j Ybh`

7 \ Ua d]cbg!@YU[i Y! :]bU`Y`&\$&) . `DG; `hf]Zhi`Ui Z`bhYf`A U]`UbX
Ua `` %"A U]`]b`A ØbWYb" `@j Y`]a `N8: `i bX`85NB "
, VYfhfU[i b[`VY[]bbhi a `&\$.% `I \f"



5 ``]Ubn`5fYbUž`, \$' ' - `A ØbWYbž`8Yi hgW`UbX`!`5a `` %"A U]
&\$&) `k]fX`X]Y`I 9: 5`7 \ Ua d]cbg!@YU[i Y`a]h`Y]bYa `gdUbbYbXYb
:]bU`Y`] \fYb`<Ø\Ydi b`_h`YffY]WYb" `8Yf`5bghc» `YfZc`[hi a `&%`I \f
]b`XYf`5 ``]Ubn`5fYbU`]b`A ØbWYb" `8]YgYg`9bXgd]Y`k]fX`X]Y`VY]XYb
A UbbgW UZhYb`DUf]g`GU]bh!; Yfa U]b`fDG; Łi bX`bhYf`A U]`UbX
[Y[YbY]bUbXYf`UbhfYhYb`UggYbž`k cVY]`DG; `U`g`%`!ZUWYf`A Y]ghYf
XYf`ZfUbnØg]gWYb`@[U]b`&\$&(#&) `]b`XUg`Gd]Y``[Y`h`8]Y
, VYfhfU[i b[gfYW`hY`ZØf`XUg`Gd]Y`g]bX`gck c\`]a `: fYY!HJ `U`g
Ui W`]a `DUm`HJ `[Yg]WYfh"

8]Y`@j Y!, VYfhfU[i b[`YfZc`[hi]a `: fYY!HJ `Xi fW`XUg`N8: ž`k Y`WYg
a]h`Y]bYa `J YfhfU[`X]Y`, VYfhfU[i b[gfYW`hY`V]g`&\$&+ [Yg]WYfh
\Uh`8]Y`, VYfhfU[i b[`VY[]bbh`(`) `A]bi hYb`j cf`5bdZ]ZZ`U`gc`i a

&\$.%) 'I \f''Ni 'XYb`C b`]bY!GhfYUa]b[!C dh]cbYb`[Y\ÖfYb`X]Y`N8: !
A YX]Uh\Y_žX]Y`_cghYb`cg`]ghž`gck]Y`8 5NBžY]b`_cghYbdZ]W h][Yf
8]Ybgh`UV` ((ž - `9i fc`dfc`A cbUhž`GhUbX`5df)`&\$&) "'I a`XUg
:]bU`Y`\Ui hbU\`ni`Yf`YVYbž`\UVYb`X]Y` : Ubg`Ui W\`X]Y`A Ö[`]W\`_Y]hž
j cf`C fh]b`A ØbW\Yb`cXYf`]b`XUZØf`j cf[YgY\`YbYb` : Ub!NcbYb`i bX
VY]`Di V`]WJ]Yk]b[g`hY]`ni bY\`a`Yb"

8]Y`HYUa`g`]a`'9bXgd]Y`

8 Ug` :]bU`Y`k]fX`nk]gW\Yb``hYf`A U]`UbX`i bX`DUf]g`GU]bh! ; Yfa`U]b
Ui`g[YhfU[Yb``8]Yg`]gh`Y]b`VYgcbXYfYg`8i`Y`ž`XU`VY]XY`HYUa`g
V]g\Yf`bcW\`b]Y`]b`Y]bYa`'DZ]W hgd]Y``[Y[Yb`Y]bUbXYf`[Ygd]Y`h
\UVYb``K`Ä\`fYbX``hYf`A U]`UbX`]a`'J]YfhY`Z]bU`Y`X]Y`6UmYfb
VYg]Y[hY`i bX`VYfY]hg`&\$&&]a` :]bU`Y`[Y[Yb`A`UbW\YghYf`7]hm
i bhYf`U[ž`ghfYVh`DG;`'gY]bYb`YfghYb`H]hY``]b`XYf`7\`Ua`d]cbg!
@YU[i`Y!;`YgW\]W\`hY`Ub"

HfU]bYf`@`]g`9b]f]ei`Yž`XYf`DG;`'UbZØ\`fhž`_ÖbbhY`gY]bYb`nk`Y]hYb
7\`Ua`d]cbg!@YU[i`Y!H]hY``[Yk]bbYbž`bUW\XYa`'Yf`&\$%)`'a`]h`XYa
: 7`6UfW\`cbU`hf]i`a`d\`YfhY``5i`Z`XYf`UbXYfYb`GY]hY`ZcfXYfh`G]a`cbY
`h`nU[\`]gY]bY`Gd]Y`Yf`Ui`Zž`XYb`j`]YfhYb`H]hY``ZØf``hYf`]a
Yi`fcdÄ]gW\Yb`K`YhVYk`YfV`ni`'\`c`Yb``8Yf`Y`hY`7\`Ua`d]cbg!
@YU[i`Y!H]hY``ZØf``hYf`A U]`UbX`XUh]Yfh`ni`fØW`_`Ui`Z`&\$%\$ž`U`g`g]Y
[Y[Yb`XYb` : 7`6UmYfb`A`ØbW\Yb`[Yk`UbbYb"

8]Y` ;`YgW\]W\`hY`XYf`i`9: 5`7\`Ua`d]cbg`@YU[i`Y`

8]Y`i`9: 5`7\`Ua`d]cbg`@YU[i`Yž`Y]b`\`cW\`_Uf`Äh][Yf`K`YhVYk`YfV`ZØf
Yi`fcdÄ]gW\Y` : i`»`VU``j`YfY]bYž`k`]fX`gY]h`XYf`GU]gcb`%-`-`&#`'
Ui`g[YhfU[Yb`i`bX`k`Uf`ni`j`cf`U`g`9i`fcdUdc`_U`XYf`@UbXYga`Y]ghYf
VY`_Ubbh``A`]h`FYU``A`UXf]X`U`g`FY`_cfXg]Y[Yfž`XYf`%)`'H]hY`
[Yk`cbbYb`\`Uhž`]gh`X]Y`@[`U`Y]b`VYXYi`hYbXYg`9j`Ybh]a
: i`»`VU``_U`YbXYf``8Yf`G]Y[Yf`XYg`Hi`fb]Yfg`ei`U`]Zn]Yfh`g]W\`Ui`W\`
ZØf`XYb`i`9: 5`Gi`dYf`7i`dž`XYb` : = 5!`hYf`_cbh]bYbhU`!Dc`_U`i`bX`X]Y
: = 5!`?`i`V!K`Y`ha`Y]ghYfgW\`Už"

: Øf`XUg`U`hi`Y``Y`š\`f`\`UVYb`X]Y`J`YfY]bY`gdUbbYbXY`YbXYfi`b[Yb
Xi`fW\`Ui`ZYbž`XYbb`UV`XYf`GU]gcb`&\$&(`#&)`k`]fX`X]Y`5bnU\``XYf`

hY]`bY\`a YbXYb`HYUa g`j cb`' &`Ui Z` *`Yf\`Ò\`h"8]Y`FYZcfa Yb
 VY]b\`U`hYb`Y]bY`5bdUggi b[`XYg`k YhhVYk YfVg]bhYfbYb` : cfa Uhgž
 gcXUgg`YXYf`HY]`bY\`a Yf`[Y[Yb`UW\`h`j YfgW\]YXYbY`HYUa g`gd]Y`h"
 8Yf`K YhhVYk YfV`V`Y]Vh`YXcW\`Ui W\`]b`Ni`_i bZh`Y]bYg`XYf
 nYbhfU`Yb`<][\`][\hg`]a`Yi fcdÄ]gW\Yb`JYfY]bgZ`»VU`"

8 Ug`:]bU`Y`]b`A ØbW\Yb`a Uf_]Yfh`XUg`ZØbZhY`A U`ž`XUgg`X]Y`GhUXh
 ; Ugh[YVYf`Y]bYg`9i fcdUdc`_U`!9bXgd]Y`g`]gh"J cf\Yf][Y
 6Y[Y[bi b[Yb`]b`XYf`5`"]Ubn`5fYbU`i a ZUgghYb`i bhYf`UbXYfYa`XYb
 ?`Ugg]_Yf`nk]gW\Yb`6cfi gg]U`8cfha`i bX`i bX`ž`j Ybhi`g`Hi f]b`%-`-`+
 gck]Y`XUg`XYb`_k ØfX][Y`&`\$`%`&Yf` :]bU`Y`nk]gW\Yb`7\`Y`gYU`i bX
 6UmYfb`A ØbW\Yb`ž`XUg`]a`9`Za`YhYfgW\]Y`»Yb`Yb`hgW\]YXYb`k`i`fXY"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	5``]Ubn`5fYbUž`,\$`'`'-`A ØbW\Yb`ž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "fYa gnY]hi b["XY • k k k "bYk g"XY • XY"k]_]dYX]U"cf[

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