

: U\ f[UghnU\`Yb`]a`@UbX_fY]g`8]Yd\c`n.
9]b`5i ZgWk i b[`ZØf`XYb`² DBJ`°

8]Y` : U\ f[UghnU\`Yb`]a`@UbX_fY]g`8]Yd\c`n`ghY][Yb
_cbh]bi]Yf`]Wk`gY]h`&\$&%ž`VYgcbXYfg`Xi fW`XUg
8Yi hgW`UbXh]W_Yh"



Gm_Yž`8Yi hgW`UbX`!`8]Y` : U\ f[UghnU\`Yb`]a`@UbX_fY]g`8]Yd\c`n
g]bX`Ui Z`XYb`@UbXYgVi`g`b]Yb`[Ygh]Y[Ybž`k`]Y`>bg`<Y]XYbfY]Wk
j`ca`HYUa`²`DBJ`#GW`Ø`YfVYZØfXYfi`b[`]a`GW`i`Ui`ggW`i`gg`b`Gm_Y
VYf]Wk`hY`hY`"9]bY`5bU`mgYž`X]Y`8U`hYb`j`cb`&\$&%`V]g`&\$&(`
VYfØW_g]Wk]h[hYž`\Uh[YnY][hž`XUgg`X]Y`NU\`Yb`bUW`Y]bYa
FØW_[Ub[`k`À`fYbX`XYf`7`cfc`bU!DU`bXYa`]Y`_cbh]bi`]Yf`]Wk
Ubgh]Y[Yb`"6YgcbXYfg`VYa`Yf_Ybgk`Yfh`]gh`XYf`5bgh]Y[`XYf`
: U\ f[UghnU\`Yb`gY]h`XYf`9]bZØ\fi`b[`XYg`8Yi hgW`UbXh]W_Yhg`8]Yg
\Uh`ni`Y]bYa`g][b]Z_UbhYb`K`UWk`ghi`a`XYg`ÒZZYbh`]WkYb
DYfgcbYbbU\j`Yf_Y\fg`fP`DBJ`Ł`]b`XYf`FY[]cb`VY][YhfU[Yb`"

8]Y`Ui`hca`Uh]gWkYb`NÀ\`[YfÀhYž`X]Y`gY]hj`]Yf`>\fYb`X]Y` : U\ f[ÀghY
YfZUggYbž`nY][Yb`XYi`h]WkY` : c`fhgWk]hY`"Ni`XYb`Ui`g[YnÀ\`hYb`"

@]b]Yb`[Y\ŌfYb`X]Y`%&'`fbUggi a` `Gi`]b[YbŁž%' +`fB]Yd\c`n`
Gi`]b[YbŁž%' ,`fGi`]b[Yb` `B]YbVi f[Ł`i bX`%) \$`fGm_Y`
6fi W\Ui gYb!J]`gYbŁ`K À\fYbX`X]Y`@]b]Y`%) \$`Y]b` Yhk Ug
gWk ÀWYfYg`5b[YVch`Ui Zk Y]ghž`nY][Yb`X]Y`8UhYb`XYg
Nk YW_j YfVUbXg`J Yf_Y\fgj YfVi bX`6fYa Yb`#B]YXYfgUW`gYb
fNJ 6BŁ`Y]bYb`5bgh]Y[`XYf` : U\ f[UghnU\`Yb`j cb`&-`i`nk]gWYb
&\$&%`i bX`&\$&&]b`XYf`FY []cb`i bX`gc[Uf`(` , ž`i` `]a`@UbX`fY]g
8]Yd\c`n`"

5_hi Y`Y`HfYbXg`]a`² DBJ

æ` ; YgUa hXYi hgW\`UbX`gh]Y[`XUg` : U\ f[UghUi Z_ca` a Yb`]a
@]b]Ybj Yf_Y\`f`a`]h`6i ggYb`i bX`6U\`bYb`]a` `U\`f`&\$&` `i a`+`i` `]a
J Yf[`Y]W`ni a` `J cf`U\`fž`k]Y`Ui g`XYb`bYi YghYb`GhUh]gh]_Yb`j cb`
8YghUh]g`\Yfj cf[Y\`h`" `əg[YgUa h`k`i fXYb`XUVY]`ZUgh`%\$ž-
A]`]UfXYb` : U\ f[ÀghY` [YnÀ\`hž`k Ug`YXcW` ,`i` `i bhYf`XYa` `J cf!
7cfcbU!B]j YUi`j cb`&\$%-` ``]Y[h`" `əgVYgcbXYfY`]a` `BU\j Yf_Y\`f`a`]h
9]gYbVU\`bYb`i bX`GhfU» YbVU\`bYb` [UV`Yg`Y]bYb`5bgh]Y[`j cb`-`i` ž
k À\fYbX`XYf` : Yfbj Yf_Y\`f`a`]h`6i ggYb`Y]bY`VYa Yf_Ybgk YfhY
GhY][Yfi b[`j cb`" -`i` `j YfnY]W`bYhY"

8 Ug`8 Yi hgW\`UbX!H]W_Yhž`XUg`gY]h`XYa` `%"`A U]`&\$&` `]b`? fUZh]ghž
\Uh`Yf\`YV`]W`ni f`GhY][Yfi b[`XYf` : U\ f[UghnU\`Yb`]a`² DBJ
VY][YhfU[Yb`" `i bhYf`XYb`6i gi bhYfbY\`a Ybž`X]Y`Ui hca Uh]g]YfhY
: U\ f[UghnÀ\`gmghYa Y`fB: NGŁ`j Yfk YbXYbž`g]bX`X]Y`Ni k ÀW`gY
gc[Uf`bcW` \Ō\`Yf`U`g`XYf`8i fW`gW`b]h`"8]YgY`GmghYa Y
Yfa Ō[`]W`Yb`d`f`Àn]gYfY`9f\`YVi b[Yb`i bX`hfU[Yb`gc`ni`Y]bYa
VYggYfYb`J Yfgh`À`b`Xb]g`XYg`Bi hni b[gj Yf\`U`hYbg`VY]"

B UW\U`h][_Y]h`i bX`A cV]`]h`Àhgk YbXY

8]Y`A]h[`]YXYf`XYg`**J 8 J**`VYZŌfXYfb`hÀ[`]W` `&`*`A]`]cbYb` : U\ f[ÀghY
a]h`6i gi bX`6U\`b`i bX`hfU[Yb`U_h]`ni f`A cV]`]h`Àhgk YbXY`VY]"`æ
`U\`f`&\$&` `bi mhYb`fi bX`-`ž(`A]`]UfXYb` : U\ f[ÀghY`XYb`ŌZZYbh`]W`Yb
BU\j Yf_Y\`f`XYf`J 8 J!A]h[`]YXgi bhYfbY\`a Yb`"8]YgY`i bhYfbY\`a Yb
`Y]ghYhYb`ni XYa` ,`&`A]`]UfXYb`DYfgcbYb_]`ca YhYfž`k Ug`X]Y
FY`Yj Ubn`XYg`² DBJ`]b`XYf`U_hi Y`Y`b`A cV]`]h`Àhgg]hi Uh]cb
i bhYfghfY]W`h"

8]Y`Ö_c`c[]gWXYb`J cfhY]`Y`g]bX`YVYbZU`g`g][b]Z]_Ubh`8Yf`² DBJ
 \Uh`%\$`A]`]cbYb`HcbbYb`HfY]V\Ui g[UgYa]gg]cbYb`Y]b[YgdUfhž
 i bX`^XYf`?]`ca YhYf`a]h`ÖZZYbh`WXYb`J Yf`Y\fga]hhY`b`gdUfh
 Xi fW`gW`b]hh]W`(-) ; fUa a`HfY]V\Ui g[UgY`"8]YgY`NU\`Yb
 j YfXYi h`WXYb`X]Y`k]W`h][Y`F`c`Y`XYg`² DBJ `]b`XYf`bUW`\U`h][Yb
 9bhk]W`_i b[`i bX`XYf`6Y_Äa dZ b[`XYg`?`]a Uk UbXY`g"

æg[YgUa h`nY][Yb`X]Y`ghY][YbXYb` : U\ f[UghnU\`Yb`gck c`\`]a
 @UbX`_fY]g`8]Yd\c`n`U`g`Ui W`]a ` [YgUa hYb`6i bXYg[YV]Yh`Y]bY
 dcg]hj] Y`HYbXYbn`8]Y`<YfUi gZcfXYfi b[Ybž`X]Y`Xi fW`X]Y`7cfcbU!
 DUbXYa]Y`YbhghUbXYb`g]bXž`gW`Y]bYb`ØVYfk i bXYbž`i bX`X]Y
 9]bZØ\fi b[`XYg`8Yi hgW`\UbXh]W`_Yhg`a Uf_]Yfh`Y]bYb`K YbXYdi b_h
 ZØf`XYb`² DBJ "

8YhU]`g	
C fh	Gm_Yž`8Yi hgW`\UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • k k k "XYghUh]g"XY • k k k "j Xj "XY

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