

: fUb_fY]Wk g'; Ygi bX\Y]hga]b]ghYf]b
_ØbX][h'ghfYb[Yg'F Ui Wk j YfVch'UV 'ž `]
&\$&) `Ub

: fUb_fY]Wk `ZØ\fh'UV%'`ž `]&\$&) `Y]b `UbXYgk Y]hYg
F Ui Wk j YfVch'Ub`GhfÅbXYbž'DUf_g'i bX'ÖZZYbh]Wk Yb`C fhYb
Y]bž'i a `; Ygi bX\Y]h'ni `gWkØhnYb"

: fUb_fY]Wk `! : fUb_fY]Wk `d`Ubh'Y]b`i a ZUggYbXYg'F Ui Wk j YfVch'Ub
j]Y`Yb'ÖZZYbh]Wk Yb`C fhYbž`XUg'UV`XYa `%"`ž `]&\$&) `]b`?fUZh'fhYhYb
gc`""8]YgYg'j YfVch'VYhf]Zh`GhfÅbXYž'DUf_gž`ÖZZYbh]Wk Y; ÅfhYbž
6i g\U`hYghY`Ybž`GdcfhUb`U[Yb`i bX`X]Y`i a [YVi b[`j cb`GWk i `Yb"
8]Y`5b_ØbX][i b[`k i fXY`j cb`XYf`ZfUbnÖg]gWk Yb
; Ygi bX\Y]hga]b]ghYf]b`7Uh\Yf]bY`j Ui hf]b`Ua `&- "'A U]`&\$&)
j YfÖZZYbh]Wk hi bX`n]Y`h`XUfUi ZUVžj cf`U`Ya `?]bXYf`i bX
ž [YbX`]Wk Y`j cf`XYb`gWk`ÅX`]Wk Yb`5i gk]f_i b[Yb`j cb`HUVU_fUi Wk
ni `gWkØhnYb""5i ZX]YgYa `K Y[`k]`X]Y`F Y[]Yfi b[`Y]bY`fUi Wk ZFY]Y
; YbYfUh]cb`]b` : fUb_fY]Wk `UbghfYVYb"

6YfY]hg`ni j cf`\UhYb`Y]b][Y`?ca a i bYb`Å\b`]Wk Y`FY[Y`i b[Yb
Y]b[YZØ\fh`/bi b`k YfXYb`X]YgY`UbXYgk Y]h`j YfY]b\Y]h]Wk h"
5b[Yg]Wk hg`XYf`YfgWk fYW_YbXYb`NU\`Yb`j cb`Å\`f`]Wk `fi bX`+) "\$\$\$
HUVU`!HchYb`]b` : fUb_fY]Wk `i bhYfghfY]Wk h`j Ui hf]b`X]Y`8f]b[`]Wk_Y]h
X]YgYf`A U» bU\`a Yb""`Å\`f`]Wk `ghYfVYb`ØVYf`&\$`A YbgWk Yb`hÅ[`]Wk
Ub`XYb` : c`[Yb`XYg`F Ui Wk Ybg žYf_`Åfh'g]Y""5i Wk`X]Y`Z]bUbn]Y`Yb
5i gk]f_i b[Yb`g]bX`Ybcfa `.`?fYVgYf_fUb_i b[Yb`_cghYb`XUg
; Ygi bX\Y]hggmghYa `YXYg`ž\`f`Yhk U`%) \$`A]`]UfXYb`9i fc"

GhfUZYb`i bX`5i gbU\`a Yb

: Øf`j YfghØ» Y`[Y[Yb`XUg`F Ui Wk j YfVch'g]bX`6i » [Y`XYf`j cb`V]g`ni
*, `9i fc`Ub[YXUWk hž`X]Y`VY]`B]Wk hnU\`i b[`Ui ZV]g`ni `() \$`9i fc

ghY][Yb`_ÖbbYb"5i W`J YfUbk cfh]WXY`XYf`ÖZYbh]WYb`CfhY
a ØggYb`GhfUZhU`i b[Yb`Y]ghYbž`k Ybb`g]Y`XUg`J Yfvch`b]W h
Xi fW`gYhYb` `Yf`Y[h`X]Y`GhfUZY`VY`%`) `9i fc`i bX`_Ubb`V]g`ni
+) \$`9i fc`VYhfU[Yb"8]Y`9]b`U`hi b[`XYf`J cfgW`f]ZhYb`k]fX`Xi fW`
X]Y` ; Ya Y]bXYdc`nY]`ØVYfk UW`hž`k Y`W`Y`ghfYb[Y`?cbhfc`Yb
Ub_ØbX][h"

5`YfX]b[g[]Vh`Yg`Ui W`5i gbU`a Yb.`FUi W`Yb`Ui Z`7UZ`hYffUggYb
V`Y]Vh`Yf`Ui Vhž`k Å`fYbX`9!N][UfYhhYb`j cfYfgh`b]W`hj cb`XYa
J Yfvch`VYhf`cZYb`g]bX"8]Yg`k i fXY`]b`XYb`Y`hYb`A U» bU`a Yb
XYg`bUh]cbU`Yb`5bh]!HUVU`!D`Ub`g`fDB`@HŁ`&\$&' &\$&+`ZYgh[Y`U`hYbž
XYf`]a `Bcj Ya VYf`&\$&' j cf[YghY`h`k i fXY"

@Ub[Zf]gh][Y` ; Ygi bX`Y]hgn]Y`Y

8]Y`ZfUbnÖg]gW`Y`FY[]Yfi b[j YfZc`[h`a]h`X]YgYb`A U» bU`a Yb`XUg
Ua V]h]cb]YfhY`N]Y`ž`V]g`&\$` &Y]bY`hUVU`zfY]Y` ; YbYfUh]cb`ni
gW`UZZYb"æ`F U`a Yb`X]YgYg`D`Ub`g`gc`Yb`UV`A]hY`&\$&`*`ni XYa
XYf`B]_ch]b[Y`U`h]b`HUVU`dfcXi`_hYb`[YgYb`_hi bX`X]Y
5fca Uj]Y`ZU`h`fYXi n]Yfh`k YfXYb"8]YgYg`J cf`UVYb`fY]`h`g]W`]b
X]Y`Yi fcdUk Y]hYb`6Ya Ø`i b[Yb`ni f`6Y`_Åa`dZ] b[`XYg
HUVU`__cbgi a`g`Y]bž`XYbb`HUVU`[]`h]b`XYf`9I`U`g`XUg`[fÖ`hY
j Yfa Y]XVUFY` ; Ygi bX`Y]hgf]g]_c`i bX`]gh`ZØf`ZUgh`+\$\$\$`\$\$\$
HcXYgZ`Y`Å`f`]W`j YfUbk cfh]W`"

æ`XYf`9I`fUi W`Yb`Yhk U`&`Dfc`nYbh`XYf` ; YgUa`hVYj`Ö`_Yfi b[ž
k Å`fYbX`i bhYf`† b[Yb`A YbgW`Yb`]a`5`hYf`j cb`%)`V]g`&(`Å`fYb
gc[Uf`&-`Dfc`nYbh`fY[Y`a`Å»][`ni`N][UfYhhYb`[fY]ZYb"l`a`XYb
HUVU`__cbgi a`ni`j Yff]b[Yfbž`UVYb`X]Y`9I`i bX`]fY
A]h[`]YXghUUhYb`nU`fY]W`Y`A U» bU`a Yb`Yf[f]ZYbž`XUfi bhYf
[YgYh`W`Y`FY[Y`i b[Yb`i bX`æZcfa Uh]cbg`_Ua`dU[bYb"9]b
VYgcbXYfYg`5i [Yba Yf`_k]fX`Ui Z`š [YbX`]W`Y`[Y`Y[hž`XU`-`
Dfc`nYbh`XYf`FUi W`Yf`j cf`]fYa`&`*`@YVYbg`U`f`a]h`XYa`FUi W`Yb
VY[]bbYb"

8Ua]h[fY]Zh` : fUb`fY]W`X]Y`]bhYfbUh]cbU`Y`8]g`_i gg]cb`i a`X]Y
9]bX`Åa`a i b[`XYg`HUVU`__cbgi a`g`Ui Zi bX`Zc`[h`XYa`6Y]gd]Y`
UbXYfYf`Yi fcdÅ]gW`Yf`@ÅbXYf`k]Y`GdUb]Ybž`XUg`VYfY]hg]a`A U]

&\$&'`FUi Wkj YfVchY`Ub`GhfÅbXYb`Y]b[YZØ\fh`Uh"@Ui h`
**GÅW g]gW X Y`Yb hghY`Yb`Xi fW`N][UfYhhYbghi a a Y`Yf\YV`]W X
 l a k Y`hVY`Ughi b[Ybž`X]Y`XYb`GhfUbXVYgi W`ZØf`6UXYbXY
 [YZÅ\`fXYb"8]Yg`j YfghÅf`h`X]Y`Bchk YbX][_Y]h`ghfYb[YfYf
 A U»bU`a Yb"**

8]Y`j cb`**bUi "W`**Ub[Y_ØbX][hYb`bYi Yb`FY[Y`i b[Yb`fYZY`_h]YfYb
 X]YgY`VYgc f[b]gYffY[YbXYb`GhUh]gh]_Yb`i bX`ghY`Yb`X]Y
 ; Ygi bX`Y]h`XYf`Øb[YfYb` ; YbYfUh]cb`]b`XYb`A]hhY`di b`h`XYf
 [YgY`gW`UZh`]W`Yb`6Ya Ø\i b[Yb`ni f`HUVU`VY`Åa dZ b["Ni a
 K c`Y`U`Yf`k]fX`Y]b`Yb hgW`cggYbYf`GW`f]hh`ni f`GW`UZZ b[
 fUi W`ZfY]Yf`l a [YVi b[Yb`]b` : fUb`fY]W`i bhYfbca a Yb"

8]Y`j cb`XYf`**9l`**[YZØ\`fYb`A U»bU`a Yb`ni f`9]bXÅa a i b[`XYg
 HUVU`__cbgi a g`nY][Yb`VYfY]hg`9fZc`[Yž`i bX`j]Y`Y`A]h[`]YXghUUhYb
 UfVY]hYb`Yb[`ni gUa a Ybž`i a `XYb`HUVU`__cbgi a `Ui Z[`cVU`Yf
 9VYbY`ni `fYXi n]YfYb" : fUb`fY]W`g`bYi Y`FY[Y`i b[Yb`g]bX`Y]b
 k]W`h][Yf`GW`f]hh]b`X]YgY`F]W`hi b["

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	: fUb`fY]W`
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`X Y"XY • k k k "bUi "W` • \YU`h`"YW`Yi fcdU"Yi

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