

F Yj c`i h]c b`Ui Z`XYf`5 * . `=bXi _h]j Yg`@UXYb
ZØf`9`Y`_hfc Ui hc g`[YghUfhYh°

5a `*"'> b] &\$&) `ghUfhYh`X]Y` : 5I `9f`Ub[Yb!B ØfbVYf[`Y]bY
HYghghfYW_Y`ZØf`]bXi _h]j Yg`@UXYb`j cb`9!5i hc g`Ui Z`XYf`5 * "

5 * ž' - &' *' `6 &- - ž'8 Yi hgW\`UbX`!`5a `*"'> b] &\$&) `k i fXY`Y]b
VYXYi hYbXYf`A Y]`YbghY]b`ja `Dfc`Y`_h`9pA DC K`9F`YffY]W\h`9]bY
HYghghfYW_Y`ZØf`XUg`]bXi _h]j Y`@UXYb`j cb`9`Y`_hfcZU\fnYi [Yb`k`]fX
Ui Z`XYf`5i hcVU\`b`5 * `]b` : U\fhf]W\hi b[`B ØfbVYf[`Y]b[Yf]W\hYhž`]b
XYf`B`À\Y`XYf`F UghUb`U[Y`C`VYfdZ`nYf`5`V`B`cfX`"8]YgYg
k Y[k Y]gYbXY`Dfc`Y`_h`k`]fX`j cb`XYf` : **f]YXf]W\!5`YI`UbXYf!**
**I`b]j`Yfg]h`Åh`9f`Ub[Yb!B ØfbVYf[`f] 5I`Ł`[Y`Y]hYhž`_cb`_fYh]j`ca`
@Y\fgi` \`ZØf` : Yfh][i b[gUi`hca`Uh]g]Yfi`b[`i`bX`
DfcXi`_h]cbggmghYa`Uh]`_f] 5DGŁ"**

DUfhbYf`XYg`Dfc`Y`_hg`g]bX`X]Y`5i hcVU\`b` ; a`V<`XYg`6i`bXYgž`J`=5
=A`7ž`9`YWfYcbž`F]gca`Uh`i`bX`X]Y`H<`B ØfbVYf["`6Y]`XYf`cZ]n]Y`Y`b
9]bk`Y]`i`b[` [UVYb`X]Y`VUmYf]gW\Yb`GhUUhga`]b]ghYf`A`Uf`_i`g`6`i`a`Y
i`bX` :ε`UW\]a` `<`Yffa`Ubb`XYb`GhUfhgW\i`gg`ZØf`X]Y`HYghghfYW_Y`"
8]YgY`k`]fX`a`Y\fyfY` \i`bXYfh`A`YhYf`Ub[`gY]b`i`bX`gc`X`XUg
]bXi`_h]j`Y`@UXYb`k`À\fybX`XYf` : U\fh`Yfa`Ò[`]W\Yb"

=b bcj Uh]j Y`HYW\bc`c`[]Y`XYg`]bXi`_h]j`Yb
@UXYbg

8]Y`HYW\bc`c`[]Y`XYg`XmbUa`]gW\Yb`]bXi`_h]j`Yb`@UXYbg`bi`hnh]a
GhfU»`YbVY`U[`]bghU`YfhY`Gdi`Ybž`X]Y`Y]b`A`U[`bYhZY`X`YfnYi`[`Yb`"
 : U\fnYi`[`Yž`X]Y`a`]higdYn]Y`Y`b` ; Y[`Ybgdi`Yb`Ui`g[`YghUhhYh]g]bXž
_ÒbbYb`Xi`fW\`X]YgYg`A`U[`bYhZY`X`k`À\fybX`XYf` : U\fh`Ui`Z[`Y`UXYb
k`YfXYb`"8]YgYg`J`YfZU\fyb`_ÒbbhY`Y]b`Yb`hgW\Y]XYbXYf`GW\f]h`h`ni`f
@Øgi`b[`XYf`F`Y]W\k`Y]hYbdfcV`Ya`Y`j`cb`9`Y`_hfcZU\fnYi`[`Yb`gY]bž`XU

Yg'gc'_c b n]d]Yfh'ghz'XUgg'Yg'bi f'a]h'Ui g[YfØghYhYb': U\fnYi [Yb
]bhYfU[]Yfh"Ni XYa 'g]bX'X]Y' ðXi _h]cbggdi 'Yb'g]WXYf'i bX
YbhgdFYWXYb'XYb']bhYfbUh]cbU'Yb'G]WXYf\Y]hgghUbXUfXg'ZØf
a U[bYh]gWXY': Y'XYf"

5_hi Y''YfZc'[h'X]Y' ðhY[fUh]cb'XYf'bchk YbX][Yb'Gdi 'Yb']b'XYb
GhfU» YbVY'U[ž[YZc'[hj cb'hYWb]gWXYb'HYghgž'i a 'X]Y' ðghU''Uh]cb
ni 'ØVYfdFØZYb''9fghY': U\ fj Yfgi WXY'g]bX'ZØf'X]Y'nk Y]hY
»U\ fYg\À`ZhY'&\$&) '[Yd`Ubhž'k Ug'X]Y'dfU_h]gWXY'5bk YbXi b['X]YgYf
bYi Yb'HYWbc`c[]Y'j cfUbhfY]Vh"

< YfUi gZc fXYfi b [Yb 'i bX 'N]Y`Y`XYf
@UXY]bZfUghfi _hi f

8 Ug'Dfc'Y_h'9pA DC K 9F ']gh'HY]'`Y]bYf'VfY]hYfYb'J]g]cbž
8Yi hgW'UbX'ni a '@Y]ha Uf_h'ZØf'9`Y_hfca cV]'hÅh'ni 'Ybhk]W_Y'b"
Gc'\UVYb'g]W'X]Y'GD8ž'X]Y': fØbYb'i bX'X]Y': 8D'ja
?cU'h]cbgj YfhfU['XUg'N]Y''[YgYmhž'V]g'&\$' '\$'%) 'A]''cbYb
j c''Y`Y_hf]gWXY'D_k 'i bX'Y]bY'A]''cb'ÖZYbh]WXY'@UXYdi b_hY'ni
gWUZZYb''8]Y'l a gYhni b['X]YgYf'Y\ f[Y]n][Yb'N]Y`Y`V`Y]Vh'YXcW
j cb'l b'_Uf\Y]hYb'[YdfÅ[hž'XU'_cb_fYhY'?cbnYdhY'ZY'\`Yb"

8Yf'K]fhgWUZhg!'i bX'?`ja UgW'ihna]b]ghYf'F cVYfh'< UVYW_
fl fØbY'gYhnh'Ui ZX]Y' ðbcj Uh]cbgdfÅa]Y'ZØf'9`Y_hfca cV]'hÅh'ni 'Ybhk]W_Y'b"
k]''YXcW'UV'&\$&('X]Y': ØfXYfi b[Yb'ghÅf_Yf'Ua ' '?`ja UgW'ihn
Ui gf]WXYhYb''8]Y'bUh]cbU'Y '@Y]hghY''Y '@UXY]bZfUghfi _hi f'_ccfX]b]Yfh
XYb'5i gVUi 'XYf'@UXY]bZfUghfi _hi fž'\Uh'YXcW'_Y]bY'9]bnY'\Y]hYb
ni 'ni _ØbZh][Yb': ØfXYfdfc[fUa a Yb'j YfÖZYbh]WXYh"

9g'VYghY'h'Y]b'_UfYf'6YXUfZ'Ub'Y]bYf', VYfUfVY]hi b['XYg
A UghYfd'Ubg'@UXY]bZfUghfi _hi fž'i a 'Zc'[YbXY'5gdY_hY'ni
VYfØW_g]WXYh][Yb.

- 6YZÅ\][i b['XYf'?ca a i bYb
- 5_h]j]Yfi b['[YY][bYhYf': `ÅWXYb
- J YfY]bZUW'i b['XYg'@UXY]j cf[Ub[g
- 6YgW'Yi b][i b['j cb'; YbY'a][i b[gj YfZU\ fYb

8]Y`5i hcVfUbWXY`ZcfXYfh'a Y\`f`HYa dc`VY]a `5i gVUi `XYf
 @UXY]bZfUghfi _hi f"5_hi Y`k YfXYb`bi f" \$\$`bYi Y`@UXYdi b_hY`dfc
 K cWXY`]bghU`Yfhz`cVkc\`&"\$\$\$`bchk YbX][`k`ÅfYb"Ni a`Ubi Uf
 &\$\$&[UV`Yg`VYfY]hg`ØVYf') &"\$\$\$`ÖZZYbh]WXY`@UXYdi b_hY`]b
 8Yi hgW`UbXž`XUfi bhYf`+"%+`GW`bY`UXYdi b_hY"

Ni gÅhn`]W`ZcfXYfh`XYf`NJ 9<`Y]bYb`ghÅf`YfYb`: c_i g`Ui Z`df]j UhY
 @UXY]bZfUghfi _hi fž`XU`, \$i`XYf`@UXYj cf[Åb[Y`Xcfh`ghUhhZ]bXYb"
 8]Y`?f]h]_`Ub`ghUffYb`5i gVUi n]Y`Yb`ZØf`XUg`@UXYgÅi`YbbYhn`]gh
 `Ui hž`XU`XYf`hUhgÅW`]WXY`6YXUfZ] cb`XYf`J YfZØ[VUf`_Y]h`df]j UhYf
 i bX`ÖZZYbh]WXYf`@UXY]bZfUghfi _hi f`UV\Åb[h`8Yf`689K`ZcfXYfh
 XmbUa`]gWXY`5i gVUi n]Y`Y`i bX`ghUV]`Y`FU\`a`YbVYX]b[i b[Yb`gck`]Y
 gW`bY`YfY`; YbY\`a`][i b[gj YfZU\`fYbž`i a`XYb`YfZcfXYf`]WXYb
 5i gVUi `XYf`@UXY]bZfUghfi _hi f`ni`VYgW`Yi b][Yb"9]bY`Ghi`X]Y
 nY][hž`XUgg`XYf`5bhY]`XYf`@UXYj cf[Åb[Y`Ub`df]j UhYf`ZfUghfi _hi f
 V]g`&\$`\$`Ui ZV]g`ni` , , i`ghY][Yb`_ØbbhYž`k Ug`X]Y`8f]b[`]WXY`h
 YbhgdFYWXYbX`i bhYfghfY]WXYh"

Æg[YgUa`h`k`Y]gh`XUg`Dfc`Y`_h`9pA`DC`K`9F`XUfUi`Z`\]bž`k`]Y`k`]WXYh][
 Yg]ghž]bbcj`Uhj`Y`@Øgi`b[Yb`ZØf`XUg`@UXYb`j`cb`9`Y`_hfc`ZU\`fnYi`[Yb
 ni`Ybhk`]W`_Y`b`i`bX`[`Y]WXYnY]h][`X]Y`ÆZfUghfi`_hi`f`i`a`ZUggYbX
 Ui`gni`VUi`Yb"Bi`f`gc`_Ubb`XYf`K`Y[`]b`Y]bY`bUWXY\`U`h][Y`A`cV]`]hÅh
 [YYYVbYh`k`YfXYb"

8YhU]`g	
Cfh	5*ž`-`&`*`'`6&`-`ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "ZUi`"XY • YW`a`Ybhc`"XY • k k k "XYi hgWXY!\`UbXk Yf_g! nY]hi b["XY

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