

H]YfÀfnh]b`8f"A YfhYbg. `5W\hi b[`H]Yf`]YVY `BYi Y`GhUZZY`UV`A`Àfn`

8]Y`VY`]YVhY`GYf]Y` H]YfÀfnh]b`8f"A YfhYbg `k]fX`ja`Ncc
@Y]dn][`Zcfh[YgYhnh`a]hgdUbbYbXYb`bYi Yb`: c`[Yb`i bX
Ya`ch]cbU`Yb`; YgW\]W\hYb`



@Y]dn][`ž`8Yi hgW\`UbX`!`8]Y`VY`]YVhY`HJ`!GYf]Y` H]YfÀfnh]b`8f"
A YfhYbg `k]fX`Ui W\`k Y]hYf\]b`X]Y`6`XgW\]fa`Y`VY[Y]ghYfb`"K`JY`
H\Øf]b[Yb&(`VYf]W\hYhž`[]Vh`Yg`VYnØ[`]W\`Y]bYf`: c`fhgYhni b[
bUW\`XYa`X]Yg`À\`f][Yb`GhUZZY`!`:]bU`Y`Y]b][Y`I`bg]W\Yf\Y]hYb`
K`À\`fYbX`5F`8`g]W\`cZZYbVUfhž`XUgg`a`Ub`j`cb`k`Y]hYfYb`: c`[Yb
Ui`g[Y\`Yž`ghY\`Yb`cZZ]n]Y`Y`GhUhYa`Yb`hg`ni`f`DfcXi`_h]cb`i`bX
5i`gghfU\`i`b[`bcW\`Ui`gi`bX`8`YhU]`g`]b`6Yni`[`Ui`ZX]Y`=b\`U`hY`XYf
b`ÀW\`ghYb`GhUZZY`g]bX`YVYbZU`g`bcW\`i`bVY`_Ubbh`"8]Y
8fY\`UfVY]hYb`\`UVYb`Ui`h`**Ncc`@Y]dn][`YXcW\`VYfY]hg`VY[`cbbYb`
i`bX`k`YfXYb`V]g`Bcj`Ya`VYf`ja`Ncc`@Y]dn][`gck`JY`Ub`UbXYfYb`
C`fhYb`]b`A`]hY`XYi`hgW\`UbX`ghUhhZ]bXYb`**

NccX]fY`_hc`f`DfcZ`"Øf[`ž`b\`c`X`nY][`hg]W\`ghc`n`ØVYf`X]Y

: cfhgYhni b['bUWk '&\$' :U\ fYbž'X]Y'X]Y'; YgWk]Wk hY' bUWk 'XYa 'YfghYb
D]'chZ]'a 'dfÀ[h''8]YgY': cfhgYhni b[']'gh'XUg'F Ygi 'hUh'XYg'9fZc`[Yg
XYf'`YhnhYb'GhUZZY`ž'VYghÀh][Yb'X]Y'J YfUbhk cfh]Wk Yb'XYf'5F8"
<Ui dhXUfghY``Yf]b.'9]gUVYh\ '@Ubnž'X]Y'8f"'Gi gUbbY'A YfhYbg'gY]h
&\$ \$* 'j Yf_ÖfdYfhž'V`Y]Vh'Ui Wk']b'XYf'_ca a YbXYb'GhUZZY``Ub'6cfX"
G]Y'XfØW_h']\fY'8Ub_VUf_Y]h'žØf'X]Y'Ub\U'hYbXY'Ni gWkUi Yf'Y]VY
Ui gž'X]Y'XYf'GYf]Y'Y]b``Ub[Yf'5hYa 'j Yf'Y\Yb'\Uh"

9]b'6`]W_`\]bhYf'X]Y'? i`]ggYb

K Ug'Yfk UfhYh'X]Y'Ni gWkUi Yf']b'XYb'bYi Yb': c`[Yb3' ð'XYf'bYi Yb
GhUZZY`k YfXYb'Ya ch]cbU'Yg': Ua]']Yb'YVYb'i bX'gdUbbYbXY
H]YfZÀ``Y]a 'Ncc'ni 'gY\Yb'gY]b"'6YgcbXYfg'\Yfj cfni \YVYb']ghž
XUgg'XYf'; YbYfUh]cbgk YWk gY``]a '@Y]dn][Yf'Ncc'Y]bY'nYbhfU'Y
Fc``Y'gd]Y'Yb'k]fX"'8f"'Gi gUbbY'A YfhYbgž'[Ygd]Y'hj cb '@Ubnž'k]fX
U'g'A Ybhcf]b'žØf'X]Y'bÀWk ghY'; YbYfUh]cb'XYf'J YhYf]bÀfa YX]n]bYf
Ui ZhfYhYbž'i bhYfghØmhj cb'XYa 'bYi Yb'? c``Y[Yb'8f"'A UhhYc
6Yf[Yfžj Yf_ÖfdYfhj cb'HcV]Ug'@]Wk h''8]Y'<YfUi gZcfXYfi b[Ybž'X]Y
a]h'X]YgYa 'K YWk gY`Y]b\Yf[Y\Ybžj Yf'Ub[Yb'9a dUh\]Y'i bX
; YXi 'X"

- GhUfh'XYf'bYi bhYb'GhUZZY`. '%, "A Àfn'&\$&*
- 6YgcbXYfY'š V]`Ài a gZc`[Y. '%\$\$": c`[Y'Ua ', "'5df'
&\$&*
- <Ui dhXUfghY``Yf]b.'9]gUVYh\ '@Ubn

8]Y'ZYggY'bXY'8UfghY``i b['j cb '@Ubn'nY][hž'XUgg'g]Y'\fY':][i f'a]h
dYfgØb`]Wk Yb'9fZU\fi b[Yb'i bX'9]bV`]W_Yb'Ui g']\fYa 'Y][YbYb
@YVYb'fY]Wk \U'h]['[YghU'hYh"'Gc'\Uh'g]Y'Xi fWk 'j]\fY'?]bX\Y]h']a
GC G!]?]bXYfXcfZ'k Yfhj c``Y'9]bg]Wk hYb']b'X]Y'a YbgWk`]Wk Y'DgmWk Y
[Yk cbbYb"'Ni XYa '\Uh'g]Y'k À\YbX'XYf'8fY\UfVY]hYb'j]Y'Y
]bhYfYggUbhY'5gdY_hY'XYf'H]Yfa YX]n]bž'k]Y'Yhk U
?U'hd`Uga Uh\YfUd]Y'i bX': fYei Ybnh\YfUd]Yž`_YbbYb[Y'Yfbh"

ð'XYf'bYi Yb'GhUZZY`g]bX'Ghi X]YfYbXY'XYf'J YhYf]bÀfa YX]n]b'HY]
XYf'<UbX'i b[g[YgWk]Wk hYž'k Ug'XYb'Ni gWkUi Yfb'b]Wk h'bi f
gdUbbYbXY' i bhYf\U'hi b[ž'gcbXYfb'Ui Wk'Y]b'V]ggWk Yb'K]ggYb
bÀ\YfVf]b[Yb'k]fX"' ð'Y]bYa ' ð'hYfj]Yk 'Yf_`Àfh@Ubnž'XUgg'g]Y'\fY

5fVY]h`b]W`h`U`g`DZ]W`h`z`g`c`b`X`Y`f`b`U`g`6`Y`f`i`Z`b`[`g]Y`h`8]Y`G`Y`f`Y`
j`Y`f`g`d`f]W`h`z`X`Y`b`N`i`g`W`U`i`Y`f`b`Y]b`Y`a`c`h]c`b`U`Y`g`i`b`X`Y`V`Y`b`g`b`U`Y`g`
9f`Y`V`b]g`n`i`V]Y`h`Y`b`z`X`U`g`g]Y`b]W`h`g`c`g`W`b`Y`j`Y`f[`Y`g`g`Y`b`k`Y`f`X`Y`b"

Gc`V`]W`_`Y`b`:`U`b`g`j`c``Y`f`J`c`f`Z`F`Y`i`X`Y`U`i`Z`X`U`g`z`k`U`g`X]Y`b`Å`W`g`h`Y`b`
:`c`[`Y`b`V`Y`f`Y]h`U`h`Y`b``5`F`8`k`]f`X`j`c`f`U`i`g`g]W`h`]W`9`b`X`Y`5`i`[`i`g`h`c`X`Y`f`
5`b`Z`U`b[`G`Y`d`h`Y`a`V`Y`f`j`Y`f`V]b`X`]W`X`Y`5`i`g`g`U[`Y`b`n`i`f`N`i`_`i`b`Z`h`X`Y`f`G`Y`f`Y`
h`f`Y`Z`Y`b``6]g`X`U`[`b`V`Y]V`h`X]Y`H`f`Y`i`Y`n`i`f`H]Y`f`Å`f`n`h]b`8`f``A`Y`f`h`Y`b`g`
i`b[`Y`V`f`c`W`X`Y`b"

:`Ø`f`U``Y`z`X]Y`a`Y`f`Ø`V`Y`f`X]Y`b`Å`W`g`h`Y`G`h`U`Z`Y``Y`f`Z`U`f`Y`b`a`Ø`W`h`Y`b`z`
`c`\`b`h`g]W`X`Y]b`6`]W`_`U`i`Z`X]Y`6`Y]h`f`Å[`Y`j`c`b`5`\<`c`]@`Y]d`n][`ž`k`c`
k`Y]h`Y`f`Y`g`d`U`b`b`Y`b`X`Y`8`Y`h`U]g`n`i`f`G`Y`f`Y`i`b`X`X`Y`b`X`U`f`U`i`Z`c`[`Y`b`X`Y`b`
9f`Y`V`b]g`g`Y`b`]a`N`c`c`@`Y]d`n][`j`c`f[`Y`g`h`Y``h`k`Y`f`X`Y`b"

8`Y`h`U]`g`	
C`f`h`	@`Y]d`n][`ž`8`Y`i`h`g`W`X`U`b`X`
E`i`Y``Y`b`	<ul style="list-style-type: none">• k`k`k`"h`\<`i`Y`f]b[`Y`b`&(`"X`Y`• k`k`k`"n`c`c`!`Y]d`n][`"X`Y`• U`\<`c`]!`Y]d`n][`"X`Y`

6`Y`g`i`W`X`Y`b`G]Y`i`b`g`U`i`Z.`b`!`U[`"b`Y`h`