

F Yj c`i h]cb`]b`XYf`DZY[Y. `BYi Yg; YgYhn
j YfVYggYfh`5fVY]hgVYX]b[i b[Yb`°

9fZi fh`ZØ\fh`XUg`DZY[YdYfgcbU`!GhÅf`_i b[g[YgYhn`Y]bž`i a
5fVY]hgVYX]b[i b[Yb`ni`j YfVYggYfb`i bX`XYb
DYfgcbU`a Ub[Y`ni`VY_Åa dZYb"



9fZi fhž`8 Yi hgW\`UbX`!`ē`Y]bYa`GW\`f]hh`\]b`ni`VYggYfYb
5fVY]hgVYX]b[i b[Yb`]b`XYf`DZY[Y`k`i`fXY`Ua`%"`>]bi`Uf`&\$%-`XUg
DZY[YdYfgcbU`!GhÅf`_i b[g[YgYhn`fDdG;`É`Y]b[YZØ\fh`N]Y`]gh`X]Y
J YfVYggYfi b[`XYf`G]hi`Uh]cb`ZØf`DZY[Y_fÅZhY`gck`]Y`X]Y
6Y_Åa`dZ`b[`XYg`DYfgcbU`a`Ub[Y`g`]b`XYf`?`fUb`_Yb`!`i`bX
5`hYbdZY[Y`"K`]Y`A`8`F`VYf]W\`hYhž`gc`"XUg;`YgYhn`b]W\`h`bi`f`X]Y
5fVY]hgVYX]b[i b[Yb`Ui`ZdYddYbž`gcbXYfb`Ui`W\`X]Y`E`i`U`]hÅh`XYf
J Yfgcf[i b[`]b`XYb`?`fUb`_Yb`\Åi`gYfb`g]W\`Yfb`"9]b`nYbhU`Yg
5b`]Y[Yb`]gh`X]Y`_`UfY`HfYbbi b[`j`cb`dZY[Yf]gW\`Yb`5i`Z[UVYb`i`bX
UbXYfYb`HÅh][`_Y]hYb`]a`?`fUb`_Yb`\Ui`gž`X]Y`cZh`X]Y`k`Yfhj`c`"Y`NY]h
XYf`DZY[Y_fÅZhY`VYUb`gd`fi`W\`Yb"

8 Ug`DdG;`]gh`HY]`XYg`gc[YbUb`bhYb`GcZc`fhd`fc[fUa`a`g`DZY[Y

XYf'6i bXYgfY[]Yfi b[ž'XUg'XUfUi ZUVn]Y'hž'DZY[Y_fÅZhY'ni
YbhUghYb'i bX'ni gÅhn']WYg'DYfgcbU`ni`[Yk]bbYb" , VYf'X]Y
`YhnhYb`š\ÅFY'k i fXYb`VYfY]hg%' "\$\$\$'bYi Y`GhY`Yb`]b`ghUh]cbÅfYb
DZY[YY]bf]WÅhi b[Yb`[YgWÅ UZZYbž'k Ug'Y]bY`YfZfYi`]WÅY`6YggYfi b[
XUfghY`Yb`gc`hY" 5i WÅ`dZY[YbXY`5b[Y\Öf][Y`gc`Yb`dfcZ]h]YfYbž
]bXYa`g]Y`bi b`Y]WÅhYf`Ni [Ub[`ni`F Y\UV`]hUh]cbga U»bU\A Yb
\UVYbž'gY`Vgh'k Ybb`X]YgY`b]WÅh'a YX]n]b]gWÅ`bchk YbX][`g]bX"

? cb_fYh'J YfVYggYfi b[Yb`Xi fWÅ`XUg`DdG;

Ni`XYb`k YgYbh']WÅYb`Y`bXYfi b[Yb`XYg`DdG; `nÅ\`h'X]Y`9]bZØ\fi b[
bYi Yf'DYfgcbU`i bhYf[fYbnYb`]b`DZY[YY]bf]WÅhi b[Ybž'X]Y
g]WÅYfghY`Yb`gc`Ybž'XUgg`[YbØ[YbX`DZY[Y_fÅZhY'ni f`J YfZØ[i b[
ghY\Yb.

- 6]g'ni` (\$`6Yk c\bYf.`ž) `bYi Y`DZY[YghY`Yb
- (%V]g` , \$`6Yk c\bYf.`%bYi Y`DZY[YghY`Y
- , %V]g`%&\$`6Yk c\bYf.`%ž) `bYi Y`DZY[YghY`Yb
- , VYf`%&\$`6Yk c\bYf.`&`bYi Y`DZY[YghY`Yb

9]bY`k Y]hYfY`k]WÅh][Y`A U»bU\A Y`]gh'X]Y`5VfYWÅbi b[`XYf
DZY[YdYfgcbU`_cghYb`ØVYf`Y]b`Y][YbYg`DZY[YVi X[Yhž'k Y`WÅYg
g]h`&\$&\$`i bUV\Åb[][`j ca`U``Ya Y]bYb`?fUb_Yb\Ui gVi X[Yh
[UfUbh]Yfhž'XUgg`X]Y`:]bUbn]Yfi b[`[Yn]Y`h`ZØf`DZY[Y_fÅZhY`[Ybi hnh
k]fX" `Gc`gc`Yb`DZY[Y_fÅZhY`b]WÅh'a Y\`f`ZØf`ZfYa XY`5i Z[UVYb`k]Y
J Yfk U`hi b[`YfUb[Ync[Yb`k YfXYb" `8]YgY`F Y[Y`i b[Yb`_ØbbhYb
\Y`ZYbž'X]Y`j YfgdfcWÅYbY`J YfVYggYfi b[`XYf`6YX]b[i b[Yb`Ui WÅ
hUhgÅWÅ`]WÅ`Xi fWÅ`ni gYhnYb"

? f]h]_`i bX`< YfUi gZc fXYfi b[Yb

Hfchn`XYf`dcg]h]j Yb`5bgÅhnY`g]Y\`h'X]Y`F YU`]hÅh`_ca`d`Yi Yf`Ui`g`
? f]h]_Yf`k UfbYbž'XUgg`X]Y`Ub[YgdfcWÅYbYb`%' "\$\$\$'bYi Yb`GhY`Yb
bi f`XUbb`K]f`_i b[`YbhZU`hYb`_ØbbYbž'k Ybb`[YbØ[YbX`A YbgWÅYb
]b`XYb`DZY[YVYfi ZY]bghY][Yb`a`ÖWÅhYb" `6YXYb_Yb`k i fXYb
YVYbZU`g`Ui hž'XUgg`X]Y`9]bZØ\fi b[`j cb`DYfgcbU`i bhYf[fYbnYb
XUni`ZØ\Yb`_ØbbhYž'XUgg`Y]b][Y`9]bf]WÅhi b[Yb`]Yf`DZY[Yd`ÅhnY
gWÅ`]Y» Yb`a`ØggYbž'k Y`]X]Y`F Yggci fWÅ`b`b]WÅh`Ui gY]WÅYb" `=

X]YgYa `Ni gUa a Yb\Ub[`]gh`Ui W`X]Y`Gcf[Y`[fc» ž`XUgg
 ?fUb_Yb\`Ai gYf`DZY[YdYfgcbU`j cb`ghUh]cb`fYb`9]bf]W`hi b[Yb
 UVk YfVYb`_`ObbhYbž`k Ug`X]Y`G]hi Uh]cb`]b`XYf`DZY[Y`ni g`h`n`]W`
 VY`UghYb`k ØfXY"

8 Ug`DZY[Yd`c`f`h`U`"XY`\\YVh`\\Yfj`c`f`ž`XUgg`X]Y`8][`]hU`]g]Yfi b[`]b`XYf
 DZY[Y`YVYbZU`g`Y]bY`F`c`Y`gd]Y`h`"8 Ug`DdG; `ZØfXYfh`X][`]hU`Y
 @Øgi b[Yb`a`]h`Ni`g`W`ØggYb`j`cb`V]g`ni``%&`\$\$\$`9i`fc`ž`i`a`X]Y
 hY`W`b]g`W`Yb`5b`Zc`f`X]Yfi`b[Yb`]b`XYb`9]bf]W`hi`b[Yb`ni`j`YfVY`ggYfb`"
 8]Y`A`c`X]Yfb]g]Yfi`b[`XYf`5fVY]hgk`Y]gY`_`ObbhY`XUVY]`\\Y`ZYbž`X]Y
 5fVY]hg`Ugh`XYf`DZY[Y`f`Å`ž`h`ni`j`Yff]b[Yfb`i`b`X`X]Y`E`i`U`]h`h`XYf
 DZY[Y`ni`ghY][`Yfb`"

Ni gUa a Yb[YZUggh`nY][`h`g]W`ž`XUgg`XUg`DdG; `nk`Uf
 j`]Y`j`Yfgd`fY`W`Yb`XY`5bg`h`nY`ni`f`j`YfVY`ggYfi`b[`XYf`DZY[Y
 VY]b`\\U`h`hž`Y`Xc`W`[`Y]W`nY]h][`_`UfY`<`YfUi`g`Zc`f`X]Yfi`b[Yb`i`b`X
 ?f]h]_di`b`_hY`VY`ghY`\\Yb`ž`X]Y`bc`W`UXfY`gg]Yfh`k`YfXYb`a`ØggYb`"Bi`f
 gc`_Ubb`XUg;`YgYh`n`gY]bY`N]Y`gYhni`b[Yb`YffY]W`Yb`i`b`X`X]Y
 Xf]b[Yb`X`VYb`Øh][`hYb`j`YfVY`ggYfi`b[Yb`]b`XYf`DZY[YVfUb`W`Y
 g`W`UZZYb`"

8YhU]`g	
C`f`h	9fZ`f`hž`8Yi`hg`W`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "a`Xf`XY • k k k "dZY[`Y`XY • k k k "hY`Y`_`c`b`bY`_`h`XY

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