

8 O``VYf[ZYgh']b'Gi\`. '6fUhk i fgh_Ob][Vf]b[h'GdU» 'hfchn'k Yb][Yf'; AghY'

8 O``VYf[ZYgh']b'Gi\``Ua'%, "\$*"&\$&).'6fUhkifgh_Ob][BcfVYfh'5Vh'VY[Y]ghYfh'hfchn'kYb][Yf'6YgiW\Yf'XifW_i`]bUf]gW\Y'<O\Ydib_hY"



Gi \ `ž'8 Yi hgW\ `UbX'!'\DiGi \ ``k i fXY'Ua '\%, "'\Joh b] \ &\&\) `XUg
8 \Di`\VYf[ZYgh'[YZY]Yfhž'XUg'nk Uf'k Yb][Yf'6Ygi W\Yf'U\g']a 'J cf'U\f
j YfnY]W\bYb'_cbbhYž'XcW\ 'XYbbcW\ 'ZØf'Y]bY 'Zf\D\ `]W\Y'Gh]a a i b[
gcf[hY"'8]Y'gW\k Ø`k Ufa Yb'HYa dYfUhi fYb'nc[Yb'j Yfa i h']W\
Y]b][Y': Y]YfbXY'UVž'i bX'Ui W\ 'X]Y'J]Y`nU\``Ub'`c_U`Yb
J YfUbghU`hi b[Yb'_\ObbhY'XYb'6Ygi W\YfUi Zhf]YV'[YX\Aa dZh\\UVYb''
8 YbbcW\ 'k UfYb'X]Y'5bk YgYbXYb']b'VYghYf'@Ui bYž']bgVYgcbXYfY
VY]a '; f]``ž'k c'X]Y': Ua]`]Yb'GUZh'i bX'<YmXYbV`i h\ 'XUg': Ygh
_i `]bUf]gW\ 'VYfY]W\YfhYb'''<\D\Ydi b_h'XYg'9j Ybhg'k Uf'XYf'6Ygi W\
XYg'6fUhk i fgh_\Ob][g'BcfVYfh'5Vhž'XYf'a]h'gY]bYf'GdYn]U`]h\Ahz'XYa
6fUhk i fgh']_\Ofz'X]Y'; YgW\a U\U_g_bcgdYb'XYf'6Ygi W\Yf'_]hnY'hY'''
]bgi YXh\i Yf]b[Yb''XY'VYf]W\hYh'j cb'XYf'gh]a a i b[gj c``Yb
5ha cgd\\AfYz'X]Y'hfchn'XYf'[Yf]b[Yb'6Ygi W\YfnU\``\YffgW\hY''

9]b'[Ubn'UbXYfYg'6]`X'Vch'XYf'%%": fÅb_]gW\Y'6fUhk i fgh[]dZY`ž'XYf
Ua '%"'* b]'&\$\&\) ']b'DY[b]hnž']a 'a U`Yf]gW\Yb'K]Ygk Y]\YfdUf_
ghUhhZUbX"'DfÀW\h][Y'%' "\$\$\$'6Ygi W\Yf'ghfÒa hYb'Xcfh'\]bž'i a 'X]Y

J]Y`ZU`h'Ub'6fUhk ØfghYb'ni '[Yb]Y\Yb''GYW\g'`c_U`Y'A Yhn[YfY]Yb
dfÀgYbh]YfhYb']\fY'VYghYb'?fYUh]cbYb']b'XYb'?UhY[cf]Yb''_fYUh]j
i bX' _`Ugg]gW\ "'8]f_: fYmVYf[Yf'Ui g'B ØfbVYf['Xi fZhY'g]W\'ØVYf
XYb'H]hY`XYg'6fUhk i fgh_Òb][g'ZfYi Ybž'bUW\XYa 'Yf']b'VY]XYb
?UhY[cf]Yb'XYb'nk Y]hYb'D`Uhn'VY`Y[hYž'k Ug']\a 'XYb'; YgUa hg]Y[
Y]bVfUW\hY"'Vf"XY'VYf]W\hYhž'XUgg'X]Y'@UbXa Yhn[YfY]'?UW\`Yf!
<cZYfYf'Ui g'Gi [Yb\Y]a 'ZØf']\fY' A YUh'B][\h!6fUhk i fgh 'a]h
6`Ui a c\bž'7\]`]ž'Zf]gW\Yf'DUdf]_U'i bX'6Yf[_AgY'Ui g[YnY]W\bYh
k i fXY"

J]Y`ZU`h'i bX HfUX]h]cb VY] XYf 6fUhk i fgh

K Ugʻa UWX hʻY]bYʻ[i hYʻ6fUhk i fghʻUi gʻ3ʻ5i ZʻXYa ʻ6fUhk i fgh[]dZY` k i fXYbʻX]Yʻj YfgWX]YXYbYbʻF YnYdhYʻi bXʻJ Uf]Uh]cbYb
Y]bXfi W_gj c```dfÀgYbh]Yfh'''8]YʻA Yhn[YfY]'8Y]b]b[YfʻUi gʻA Uf_h
9]bYfg\Y]a `[Yk Ubbʻa]h']\fYfʻ K]bnYfʻ6fUhk i fgh ʻ]bʻXYf
? UhY[cf]Yʻ_``Ugg]gWXYʻ6fUhk i fgh '''6Ygi WXYfʻ_`ObbhYbʻk À\fYbX
XYgʻ9j Ybhgʻb]WXhʻbi fʻgWXa UW_\UZhYʻK ØfghWXYbʻ[Yb]Y»Ybž
gcbXYfbʻUi WXʻ_i``]bUf]gWXYʻ5`hYfbUh]j Ybʻk]Yʻj Y[UbYʻ; Yf]WXhYʻi bX
fY[]cbU`Ygʻ; YVÀW_"ʻA i g]_U`]gWXYʻI bhYfa U`i b[``]YZYfhYbʻX]Y
6UbXgʻ 8]YʻNØbZh][Ybʻi bX' D`UmʻU[U]bʻGUa ž'X]YʻZØfʻVYghY

8]Y:Y]Yf`]W_Y]HYb'fi bX'i a 'X]Y'6fUhk i fgh'nY][Ybžk]Y'h]YZ
j Yfk i fnY`h'X]Y'A Yhn[YfhfUX]h]cb']b'6UmYfb'i bX': fUb_Yb']gh''8 Ug
9b[U[Ya Ybh'j cb'A Yhn[YfY]Ybžk]Y'XYf'Yfgha U'g'j YfhfYhYbYb
A Yhn[YfY]'<Øa a Yf'Ui g'9VYfbž'X]Y'i bhYf'UbXYfYa 'X]Y' [Y]'Y
?Y]'Yf 'dfÀgYbh]YfhYžj YfXYi h']W\h'XYb'ghÀbX][Yb'5i ghUi gW\i bX
X]Y'*bbcj Uh]cbg_fUZh']b'XYf'6fUbW\Y''A UfWc'6fØW_bYf'j cb'XYf
A Yhn[YfY]'XYg'989?5: f]gW\YW\bhYfg'K U[bYf'Ui g'7cVi f['k i fXY
ZØf'gY]bY'\Yfj cffU[YbXY'@Y]ghi b['gc[Uf'U`g':fÀb_]gW\Yf
6fUhk i fgh_Ob]['&\$&) '[YY\fh''8]YgYb'9fZc`['i bX'X]Y'XfY]nY\b
hY]`bY\a YbXYb'A Yhn[YfY]Yb'gYhnh'XYf';]dZY`'Ui W\'&\$&) 'U`g'N]Y`ž
X]Y'`c_U`Y'K]fhgW\UZh'ni 'ZOfXYfb'i bX'X]Y'hfUX]h]cbY``Y'FYnYdhi f
XYf'6fUhk i fgh'ni 'VYk U\fYbž'k]Y'a Yhn[Yf!gi W\Y'XY

8 YhU]`g	
Cfh	Gi\`ž'8YihgW\`UbX
EiY``Yb	• k k k "]bgi YXh\i Yf]b[Yb"XY
	• k k k "Vf"XY
	• k k k "a Yhn[Yf!gi WXY"XY

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