

I `a `j c f`H]hY`[Yk]bb. `? ÒbbYb`X]Y
6 Ug_YhVU``Yf`X]Y`6UmYfb`ghc ddYb 3

fUh]cd\Ufa `I `a ` _Ubb`Ua `&("\$*"`&\$&) `X]Y`XYi hgWXY
6 Ug_YhVU``a `Y]ghYfgWUZh`[Y[Yb`6UmYfb`A ØbWXYb`[Yk]bbYb`
Gd]Y`VY[]bb`]gh`i a `&\$. \$\$`I `f`



I `a ž`8Yi hgWXY`UbX`!`9]b`gdUbbYbXYf`5VYbX`ghY`h`VYj c f.
fUh]cd\Ufa `I `a ` \Uh`X]Y`[fc»Y`7` \UbWž`g]WXY`Ua `8]YbghU[`X]Y
XYi hgWXY`6 Ug_YhVU``a `Y]ghYfgWUZh`i`g]WXYfb`" `#`XYf`6Ygh`cZl:]j Y!
:]bU`gYf]Y``Y[h`I `a ` [Y[Yb`XYb` : 7`6UmYfb`A ØbWXYb`a `]h`&.%
j cfbY``8 Ug`YbhgWXY]XYbXY`Gd]Y`VY[]bb`h`i a `&\$. \$\$`I `f`C fhgnY]h
i bX`_Òbb`hY`ZØf`I `a `XYf`nk`Y]hY`H]hY`bUWXY`a `YfghYb`A`Y]ghYfh]hY`
&\$&`' `k`YfXYb``9]b`G]Y[`VYXYi`hY`h`XUg`5i`g`ZØf`6UmYfb`ž`X]Y`ž`a `]h
Y]bYf`B]YXYf`U[Yž`X]Y`GU]gcb`c`b`Y`H]hY`VYbXYb`k`ØfXYb``9]b
5i`g[`Y]WXY`ni`a `&.`&k`ØfXY`XU[Y[Yb`ZØf`Y]b`U`Yg`YbhgWXY]XYbXYg
Gd]Y`Ua ` _ca`a`YbXYb`8`cbbYfghU[`]b`A`ØbWXYb`gcf[Yb``8]Y`I `a`Yf
Gd]Y`Yf`6Yb`GUfUZi`bX`B`c`U`9ggYb[i`Y`ghY`Yb`U`YfX]b[g`Ui`Z`XYf
?]ddY.`VY]XY`bY`a`Yb`Ua `B`65!8fUZh`hY`i`bX`]`fY`9]bgUhnZ`A`][`_Y]h
]gh`i`b[Yk`]gg``9g`]gh`Ui`WXY`Yfk`A`b`Yb`gk`Yf`ž`XUgg`XYf`5bh`fU[`]c`b

I`a žX]Y`Gd]Y`Y`j]Yf`i bX`Z0bZk Y[Yb`X]YgYf`?c``]g]cb`ni`j Yf`Y[Ybž
j cb`XYf`@[U`UV[Y`Y`b`h`k i fXY"

5a`j Yf[Ub[YbYb`: fY]hU[`_Ua`Yg`ni`Y]bYa`XfUa`Uh]gW`Yb`8i Y`
nk]gW`Yb`i`a`i bX`6UmYfbž`XUg`X]Y`i`a`Yf`a`]h`, %+-`Z0f`g]W`
YbhgW`]YXYb`"ž`gh]b`ž`ggi`d`k`Uf`XYf`<Y`X`XYg`5VYbXg`i bX`Z0\fhY
gY]b`HYUa`a`]h`YbhgW`Y]XYbXYb`Di`b`hYb`ni`a`G]Y["i`a`ghUfhYhY
ghUf`_`a`]h`Y]bYa`i`-`.\$!@Ui`Zž`XcW`X]Y`6UmYfb`_`cbhYfhYb`gW`bY``i`bX
Z0\fhYb`ni`f`<U`VnY]h`a`]h`(&.`+`"ž`XYf`nk`Y]hYb`<À`ZhY`V`0\hY`i`a`
Ui`Zi`bX`dfc]h]YfhY`j`cb`XYb`: Y`Y`fb`XYf`6UmYfbž`X]Y`Ua`i`9bXY`X]Y
?cbhfc`Y`0VYf`XUg`Gd]Y`j`Yf`cfYb`"ž`ggi`dž`XYf`]b`XYf`
GW`i`ggd`UgY`Wc`c`V`]YVž`Yfn]Y`hY`XYb`YbhgW`Y]XYbXYb`8fY]Yf`ni`a`
, \$.+-`"6UmYfb!Gd]Y`Yf`B]Y`g`;]ZYm`Ài`»`YfhY`gY]bY`: fi`ghfUh]cb`i`bX
ZcfXYfhY`Y]bY`_`UfY`F`YU`_h]cb`XYg`HYUa`g`Z0f`XUg`b`ÀW`ghY`Gd]Y`"

6Ug_YhVU``]b`8Yi`hgW`UbX.`9]b

Ui`ZghfYVYbXYf`Gdcfh

6Ug_YhVU``YfZfYi`h]g]W`]b`8Yi`hgW`UbX`ni`bY`a`YbXYf`6Y`]YVh`Y]h`
@Ui`h`U`_hi`Y`Y`b`GhUh]gh]_Yb`U`h`X]Y`6Ug_YhVU``6i`bXYg`][`U`f`6`6`@`
Y]bYb`Ni`gW`Ui`YfgW`b]hhj`cb`("`,`*`dfc`Gd]Y`]b`XYf`GU]gcb`
&\$&`#&\$&(`ž`Y]b`XYi`h]W`Yf`5bgh]Y[]a`J`Yf[`Y]W`ni`XYb`("`&`
Ni`gW`Ui`Yfb`]b`XYf`GU]gcb`&\$%`#&\$%(`,`VYf`&%`-`\$\$\$`A`]h[`]YXYf`
n`À`h`XYf`8Yi`hgW`Y`6Ug_YhVU``6i`bX`f`B`6`6`È`a`]hh`Yfk`Y]Y`ž`i`bX`X]Y`
XYi`hgW`Y`A`À`b`Yf!`B`Uh]cb`U`a`U`bb`gW`U`Zh`ghY`h`Ui`Z`XYa`
VYY]bXfi`W`_YbXYb`Xf]hhYb`D`Uhn`XYf`:`ž`5!`K`Y`hf`Ub[`]ghY``8]YgY`
9fZc`[`Y`gd]Y[`Y`b`g]W`Ui`W`]a`[`Y`ghY][`Y`fhYb`ž`hYfYggY`Ub`
6Ug_YhVU``k`]XYf`F`i`bX`%`A`]cbYb`A`Yb`gW`Yb`]b`8Yi`hgW`UbX`
j`YfZc`[`Yb`X]Y`Gd]Y`Y`ž`k`Ug`Y`hk`U`%`-`i`XYf`6Yj`0`_Yfi`b[`]Ui`ga`UW`h"

8]Y`j`Yf[Ub[YbY`GU]gcb`k`Uf`Y]b`<][`\`][`\h`Z0f`XYb`XYi`hgW`Yb`
6Ug_YhVU``Gc`[`Yk`Ubb`X]Y`XYi`hgW`Y`6Ug_YhVU``!
B`Uh]cb`U`a`U`bb`gW`U`Zh`&\$&`X]Y`K`Y`ha`Y]ghYfgW`U`Zh`i`bX`
hf]i`a`d`Y]fhY`]a`i`:]bU`Y`[`Y[`Yb`GYfv]Yb`"ž`XYf`66`@`k`i`fXYb`j`]Y`Y`
bYi`Y`HU`Y`bhY`Y`bhXYW`_hi`bX`[`YZ0fXYfh`"ž`XYf`GU]gcb`&\$&`#&\$&(`
g]bX`gc[`Uf`g]YVYb`XYi`hgW`Y`Gd]Y`Yf`]b`XYf`B`65`U`_hj`"8]Y`
Dcdi`Uf]h`À`h`XYg`6Ug_YhVU``gdc`fhg`\`Uh`g]W`g][`b]Z`_Ubh[`Y`ghY][`Y`fh`
i`bX`]Y`ZYfhY]bY`gc`]XY`;`fi`bX`U[`Y`Z0f`ni`_0b`Zh][`Y`9fZc`[`Y`"

A]h'XYa 'VYj c fghY\YbXYb'Gd]Y''\Uh'fUh]cd\Ufa 'l `a 'X]Y
 A Ò[`]W_X]hž'Y]bYb'k Y]hYfYb`\]ghcf]gWYb'A ca Ybhini 'gW UZZYb"
 8]Y'GdUbbi b['ghY][h'i bX'U''Y'5i [Yb'g]bX'Ui Z'XUg'Gd]Y''Ua
 8]YbghU['[Yf]W hYh"

8YhU]`g	
C fh	l `a ž'8Yi hgW`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "]bgi YXh\i Yf]b[Yb"XY • k k k "fUb"XY • VUg_YhVU''%\$\$"XY

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