

A Ubb\Y]a . '8 Yi hgWk `UbXg
6UXY\Ui dhghUXh'a]h'VYghYb
GWk]a a gdc hg°

6UXYb!K ØfhYa VYf[']gh'8 Yi hgWk `UbXg'6UXY\Ui dhghUXh'a]h
XYb'VYghYb'6UXYa Ò[']Wk_Y]hYb']b'A Ubb\Y]a 'i bX'Ghi hh[Ufh"
5_hi Y`Y'HYa dYfUhi fYb'i bX'9a dZY\`i b[Yb"



Dfca YbUXYbk Y['(ž*, %- - 'A Ubb\Y]a ž'8 Yi hgWk `UbX'!'9]bY
bYi Y'Ghi X]Y\Uh'X]Y'VYghYb'6UXYa Ò[']Wk_Y]hYb']b'XYi hgWk Yb
A Yhfcdc`Yb'i bhYf'X]Y'@ dY[Ybca a Yb'i bX'6UXYb!K ØfhYa VYf[
XUVY]'[`Y]Wk`nk Y]'Gd]mYbd`ÀmY'VYgWk Yfh"K À\fybX'X]Y'U_hi Y`Yb
HYa dYfUhi fYb']b'XYf'FY[]cb`nk]gWk Yb'&) 'i bX'' \$; fUX
gWk k Ub_Ybž']gh'Yg'Ub'XYf'NY]hž'X]Y'VY']YVhYb'6UXYc fhY' bÀ\Yf'ni
VYhfUWk hYb" '8 Ug'FY]gYdc fhU'`<c']XUm7\YW_ ZØ\ fhY'X]Y'5bU`mgY
Xi fWk 'i bX' i bhYfgi Wk hY'X]Y'' \$[fÖ» hYb'GhÀXhY'8 Yi hgWk `UbXg" '6Y]
XYf'FYWk YfWk Y'k i fXYb'j YfgWk]YXYbY'6Y[f]ZY'k]Y': fY]VUXž
GWk k]a a VUXž'ÖZYbh]Wk Yg'6UXž'6UXYgYYž'GhfUbXVUX' i bX
GWk k]a a VYW_Yb'VYhfUWk hYh" '8 cWk 'ZØf'9]bf]Wk hi b[Ybž'X]Y'bi f

GUI bU!`cXYf`K Y`bYggUb[YVchY`cZZYf]YfYbž`V`]YV`_Y]b`D`Uhn`ja
F Ub_]b["

6Yf`]b`Z0\fh`a]h, &`6UXYghY`Yb`]b`UVgc`i hYb`NU\`Yb`XYb`FY][Yb
Ub``8cW\`X]Y`k U\fy`, VYffUgW\i b[``]Y[h]b`A Ubb\Y]a ž`XUg`U`g
8Yi hgW\`UbXg`6UXY\`Ui dhghUXh`[]h``8]Y`GhUXh`_Ubb`Ui ZY]bY
Y]bn][Ufh][Y`8]W\hY`j cb`%-`6UXYghY`Yb`Ui Z`bi`f`%()
E i UXfUh_]`ca YhYfb`V`]W_Ybž`k Ug`ni`Y]bYa`YfZfYi`_]W_Yb`J Yf\`À`hb]g
j cb`Y]bYf`6UXYghY`Y`U`Y`+ž*`E i UXfUh_]`ca YhYf`Z0\fh``8Ya
[Y[Yb0VYf`ghY\`Yb`X]Y`6UXYghY`Yb`]b`6Yf`]bž`X]Y`Ui Z`%\$ž-
E i UXfUh_]`ca YhYfb`j YfhY]`h`g]bX``ž`A Ubb\Y]a`_`0bbYb
GW\k]a`a VY[Y]ghYfhY`i bhYf`UbXYfYa`XUg`<Yfnc[Ybf]YXVUXž`XUg
GhfUbXVUX!A Ubb\Y]a !BYW_UfUi`gck]Y`XUg`7Uf`!6Ybn!6UX
VYgi W\Yb`i bX`X]Y`Xcfh][Yb`J cfn0[Y`Ui g_cgYb"

6UXYb`]b`A Ubb\Y]a

8Ug`:`fY]nY]hUb[YVch]b`A Ubb\Y]a`_`Ubb`g]W`gY\`Yb`UggYb``ž`XYf
GhUXh`g]bX`b]W\h`bi`f`XfY]`:`fY]V\AXYf`i bX`nk`0`Z`<U`YbV\AXYf`ni
Z]bXYbž`gcbXYfb`Ui W\`j]Yf`BUhi`fVUXYghY`Yb`ž`X]Y`]XYU`Y
6YX]b[i b[Yb`Z0f`Y]bYb`YfZf]gW\YbXYb`HU[`Ub`\Y]» Yb
Gca`a YfhU[Yb`V]YhYb``6YgcbXYfg`Yfk`À\`bYbgk`Yfh]gh`XYf
Ghc``Ybk`0fh\k`Y]\Yf`]a`GhUXhhY`]BYW_UfUi`ž`XYf`nk`Y]
Ni [Ub[ga`0[``]W_]hYb`V]YhYh``5a`K`Yghi`Zf`c`W`h`XUg
Gca`a YfVUX`Ua`Ghc``Ybk`0fh\k`Y]\Yf`]a`]h`@]Y[Y!`i`bX
Gd]Y`k]YgYb`gck]Y`Y]bYa`6YUW`j`c`YmVU`Z`Y`X``5a`G0Xi`Zf
VYZ]bXYh`g]W\`XUg`<Y]bn!<i`bg]b[Yf!Gca`a YfVUX`ž`XUg`a`]h`Y]bYf
VYa`Yf`_Ybgk`YfhYb`@]Y[YZ`ÀW\Y`j`cb`&) "\$\$\$`a`‡`i`bX`Y]bYa
[fc»`n0[][Yb`B]W\hgW\k]a`a YfVYfY]W\`Ui`Zk`UfhYh``Ni`XYa`[]Vh`Yg
Xcfh`Y]bYb`[fc»`Yb`DUf`_d`Uhn`gck]Y`Y]bY`GhfU» YbVU\`b!<U`hYghY`Y
]b`i`ba]hhY`VUfYf`B`À\Yž`k`Ug`X]Y`5bfY]gY`Ài`» Yfgh`Ub[YbY\`a
a`UW\h``8]Y`VY]XYb`6\AXYf`\UVYb`h`À[``]W\`j`cb`%\$. \$\$`V]g`&\$. \$\$`I` \f
gck]Y`Ua`K`c`W\YbYbXY`VYfY]hg`UV`-`.\$`\$`I` \f`[Y0ZzbYh``8]Y
[YbUi`Yb`5XfYggYb`g]bX.

- Gca`a YfVUX`Ua`Ghc``Ybk`0fh\k`Y]\Yf.`Dfca`YbUXYbk`Y[`(ž`
*,`%-`-`A Ubb\Y]a
- <Y]bn!<i`bg]b[Yf!Gca`a YfVUX.`F\Y]b[c`XghfU» Y`&\$`ž`

* , %- - 'A Ubb\Y]a

GWk]a a Yb '[Y\ Òfh'ni a 'XYi hgW Yb
: fY]nY]hj Yf[bØ[Yb

GWk]a a Yb']gh'k Y]h'a Y\ f'U`g'bi f'Y]bY'YfZf]gW YbXY'J YfhfY]Vi b["
9g'[]'h'U`g'Y]bY'XYf'[YgØbXYghYb'GdcfhUfhYb'i bX']gh'VY]'A YbgW Yb
YXYb'5'hYfg'\cW'ja 'i fg"' ð'8Yi hgW'UbX'YfZfYi Yb'g]W
: fY]VÅXYf'i bX'?ØghYbUVgW.b]hY']b'XYb'Gca a Yfa cbUhYb'[fc»Yf
6Y']YVh\Y]hž'k Å\ fYbX'VY]'_Ø\ 'YfYb'HYa dYfUhi fYb'<U`YbVÅXYf
XYb'J cfni ['Yf\U'hYb"'8Yb bcW' []Vh'Yg'Ui W'GW UhhYbgY]hYb.'@Ui h
XYf'8@F; 'fB'Yi hgW Y'@YVYbg!F Yhhi b[g!; YgY`gW UZh'YfY][bYb
g]W'Å\ f'W' i bZ`Y'i bX'gc [Uf'HcXYgZ`Y']b'; Yk ÅggYfbž'XU'X]Y
GWk]a a ZÅ\][_Y]hj]Y'Yf'A YbgW Ybž']bgVYgcbXYfY'VY]'YbYbž'X]Y
b]Y'f]W]h]['gWk]a a Yb'[Y'Yfbh'\UVYbž'XYi h]W'UVb]a a h'æ' ð\ f
&\$&('fY[]ghf]YfhY'X]Y'8@F; 'ØVYf'(\$ \$'9fhf]b_i b[gi bZ`Y']b
8Yi hgW'UbX"

8cW'Ui ZXYf'dcg]hj] Yb'GY]hY']gh'X]Y'6UXY[Yk ÅggYfei U']hÅh']b
8Yi hgW'UbX'ja 'Yi fcdÅ]gW Yb'J Yf['Y]W'ØVYfUi g'\cW"'&\$&'
k i fXYb'VYY]bXfi W_YbXY' - \$i 'XYf'ØVYf'%" , \$ \$
6]bbYbVUXY[Yk ÅggYf'U`g'Ui g[YnY]W'Yh'VYk YfhYh"'Ni XYa 'nY][h
g]W'8Yi hgW'UbX'Ui W'ja 'DfcZ]gWk]a a gdcfh'Ui ZXYf
K Y'hVØ\ bY.'6Y]'XYb'GWk]a a k Y'ha Y]ghYfgW UZhYb'VY'Y[hY'XUg
XYi hgW Y'HYUa 'Y]bYb'XYf'cVYfYb'D'ÅhnY'i bX'nÅ'h']bnk]gW Yb'ni
XYb'YfZc'[fY]W ghYb'B Uh]cbYbž'F Ub[] Yf'ja ' ; c'Xa YXU]'Yb!
F Ub_]b["

8]Y': Ugn]bUh]cb'ZØf'XUg'GWk]a a Yb'gd]Y[Y'h'g]W']b'j c`Yb
: fY]VÅXYfb'i bX'K UfhY']ghYb']b'GWk]a a j YfY]bYb'k]XYf"'A]h'U`
X]YgYb'A Ò[']W _Y]hYbž'j ca 'YbhgdUbbhYb'6UXYb'ja 'bÅW ghYb'6UX
ØVYf'gdcfh]W Yg'GWk]a a Yb'V]g'\]b'ni 'YfZf]gW YbXYb'HU[Yb'Ub
XYb'GYbž']gh'_Ufž'XUgg'GWk]a a Yb']b'8Yi hgW'UbX'gck c'\`U`g
Gdcfh'U`g'Ui W'U`g': fY]nY]hj Yf[bØ[Yb'\cW'ja 'i fg'ghY'h"K Yf
Yhnh@ gh'Ui ZY]bY'5V_Ø\ 'i b['\Uhž']gh']b'A Ubb\Y]a 'VYghYbg
Ui Z[Y\cVYb°

8YhU]`g	
C fh	Dfca YbUXYbk Y[`(ž`*, %- - `A Ubb\Y]a ž 8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "j]g]h!a Ubb\Y]a "XY • XY"ghUh]ghU"Wĉa

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