

6UmYfbg'5b_YfnYbhfYb. 'K Yb][Yf
: `ØW h`]b[Yž'a Y\ f'GhfY]h'i a 'Ni _i bZh°

6Ua VYf['Yf'YVh'[Ygi b_YbY'6Yk c\ bYfnU\ 'Yb'ja
5b_YfnYbhf i a 'i bX'8]g_i gg]cbYb'ØVYf'X]Y'Ni _i bZh'XYf
I bhYfVf]b[i b['j cb'5gm`gi WYbXYb"



6Ua VYf[ž'8Yi hgW\ `UbX'!'8]Y'G]hi Uh]cb'XYf': `ØW h`]b[Y'jb
6UmYfb'V`Y]Vh'Y]b'\Y» Yg'9]gYb" '6]g\Yf][Y'6Yf]W hY'nY][Ybž'XUgg
X]Y'9fghUi ZbU\ a YY]bf]W hi b[Yb'jb'6UmYfb'k Yb][Yf'Ui g[Y'UghYh
g]bX'U`g'bcW'ja 'J cf'U\ f" '@Ui h'GØXXYi hgW Y 'NY]hi b['YVhYb
9bXY'A U]'&\$&' 'fi bX', +\$\$'A YbgWYb'jb'XYb'5b_YfnYbhfYb"'=a
J cf'U\ f'k UfYb'Yg'bcW'%'\$' - '\$"'8Yf'F ØW_[Ub['j]gh
VYa Yf_Ybgk Yfhž]bgVYgcbXYfY'k Ybb'a Ub'VYXYb_hž'XUgg'ni
6Y[]bb'XYg'U\ fYg'&\$&' 'Yhk U'%'\$' &)' \$'A][fUb]bbYb'i bX
A][fUbhYb'jb'X]YgYb'9]bf]W hi b[Yb'i bhYf[YVfUW h'k UfYb"

9]b'[YbUi YfYf'6`]W_`Ui Z'X]Y'Y]bnY'bYb'GhUbXcfhY'nY][hž'XUgg'jb
XYf'9fghUi ZbU\ a YY]bf]W hi b['I bhYfZfUb_Yb'Y]bY'Ni bU\ a Y'j cb
Yhk U'%'&\$&'DYfgcbYb'ni 'j YfnY]W bYb'j]ghž'&\$&'a Y\ f'U`g'ja

Jcf'U\f"'a ; Y[YbgUhm'XUni 'gUb_X]Y'NU\`XYf': `ØW h]b[Y']ja
5b_YfnYbhfia '6Ua VYf['j cb'%) \$\$\$'ja 'A U]'&\$\$&'Ui Z+'\$\$'ja 'A U]
&\$&' "'8Yf'GhfY]h'ØVYf'X]Y'Ni _i bZh'XYg'6Ua VYf[Yf'NYbhfia g']gh
bUW'k]Y'j cf'fY[Yž'XU'X]Y'GhUXh'Ui ZY]bY'XYnYbhfU'Y
l bhYfvf]b[i b['XfÅb[hž'k Å\fybX'XYf': fY]ghUUh'k Y]hYf\]b'Ub'XYf
VYghY\YbXYb'Ghfi _hi f'ZYgh\U'hYb'a ØW hY"

K Ug'g]bX'5b_YfnYbhfYb3

5VYf'k Ug'[YbUi 'g]bX'X]YgY'5b_YfnYbhfYb3'K]Y'ja '
: `ØW h]b[gfUh'6UmYfb'VYgWf]YVYbž'ghY\Yb'X]Y'6i WghUVYb
5B?9F'ZØf' 5b_i bZh'ca a i bU'Y'JYfhY]'i b[ž'9bhgWY]Xi b['i bX
FØW_ZØ\fi b["'GY]h]\fyf'ZÅWYbXYW_YbXYb'9]bZØ\fi b['Ua '%'
5i [i gh'&\$%, 'g]bX'X]YgY'9]bf]W'hi b[Yb'ni f'YfghYb'5b'Ui ZghY''Y'ZØf
5gm'gi WYbXY'[Yk cfXYb"'8cfh'YVYb'A YbgWYb
i bhYfgW]YX'W]ghYf'<Yf_i bZh'i bUV\Åb[]['j ca 'GhUbX']\fYg
5gm] YfZU\fybgž'hY]'g'A cbUhY'V]g'J\fy"

8]Y'@VYbgVYX]b[i b[Yb']b'X]YgYb'NYbhfYb'g]bX'cZh'dfY_Åf"'6]g'ni
%\$\$\$'DYfgcbYb'hY]'Yb'g]W'A Y\fvYhm]a a Yf'i bX'X]Y'gUb]hÅfyb
5b'U[Yb'g]bX'\Åi Z['a Ub[Y'VY\UZhYh'"G]WYf\Y]hgX]YbghY'i bX
Dc']nY]Y]bgÅhmY'g]bX'Ub'XYf'HU[Ygcfxbi b[ž'k Å\fybX'dYfgØb`]WY
; Y[YbghÅbXY'k]Y'<UUfhfcW_bYf'cXYf'K UggYf_cWYf'b]W'h'Yf'Ui Vh
g]bX"'?]bXYf'Yf\U'hYb']b'XYf'fY[Y'bi f'fi X]a YbhÅfy'6]'Xi b['i bX
X]Y'a YX]n]b]gWY'JYfgcf[i b['\Åb[hij cb'gdcfUX]gWYb'6Ygi WYb
XYf'YfnhY'UV"

GhUh]gh]_Yb'ibX'NU\`Yb'ni 'A][fUbh]bbYb'ibX A][fUbhYb

8Ug'ØZYbh]WY'≠hYfyggY'Ub'8UhYb'ni ': 'i W'h'i bX'5gm']gh'bUW
k]Y'j cf'[fc» "'K]Y'XUg'GhUh]gh]gWY '@UbXYgUa h'6UmYfb
VY_Ubbh[]Vhž'k YfXYb': `ØW h]b[Y'i bX'5gmVYk YfvYf'nk Uf']b'XYb
9]bk c\bYfnU\Yb'YfZUgghž'YXcW'b]W'h'gYdUfUhiUi g[Yk]YgYb"'8]Y
; YgUa h_UdUn]hÅh'XYf'5b_YfnYbhfYb''Y[h'VY]ØVYf'%'&'\$\$\$
VY'Y[VUfYb'D'ÅhnYb"'5b'XYb'D'ÅhnYb'ZØf'X]Y
5bgW'i ggi bhYfvf]b[i b['gh'X]Y'5i g'Ughi b['a]h'fi bX'-'\$'DfcnYbh

YVYbZU`g`cW` `5bZUb[`đ b]k UfYb`%&&(` \$\$\$j`cb`Yhk U`%` *` \$\$\$
D`ÀhYb`VY`Y[h"

8]Y`J`YfhY`i b[`XYf`A`][fUbh]bbYb`i bX`A`][fUbhYb`YfZc`[h`bUW
Y]bYa` [YgYh`m`]W`Zygh[Y`Y[hYb`Gw`ØggY`ž`XYf`XUZØf`gcf[hž`XUgg
X]Y`6Y`Ughi b[Yb`[`Y]W`a`À»][Yf`j`YfhY`h`k`YfXYb`"8YbbcW`V`Y]Vh
X]Y`?f]h]_`Ub`XYb`5i`gghUhi b[Yb`i bX`@VYbgVYX]b[i b[Yb`XYf
5b`_YfnYbhfYb`Ui`hi bX`i b[Y`\`Øfh`"A`YbgW`YbfYW`hgcf[Ub]gUh]cbYb
k`UfbYb`j`cf`XYb`YfgW`k`YfhYb`6YX]b[i b[Yb`ž`X]Y`X]Y
@VYbg`ei`U`]h`À`h`XYf`5gm`gi`W`Yb`XYb`ghUf`_`VYY]bhf`À`W`h][Yb"

5b[Yg]W`hg`X]YgYf`<`YfUi`gZc`fXYfi b[Yb`]gh`Yg`ZfU[`]W`ž`k`]Y`X]Y
Ni`_i`bZ`h`XYf`5b`_YfnYbhfYb`hUhg`À`W``W`Ui`ggY`Yb`k`]fX`"K`À`Yb`X
9]b]W`hi b[Yb`k`Y]hYf`b`VYb`Øh][h`k`YfXYb`ž`f`Ø`_`h`XUg`;`Ygdf`À`W
ØVYf`X`YnYbhfU`YfY`@Øgi b[Yb`]b`XYb`<]bhYf[fi bX`ž`V`Y]Vh`UVYf
i`bj`Yfn]W`hVUf`ZØf`X]Y`8]g_i`gg]cb`i`a` `i`a`Ub]h`À`Y`G`h`Ub`X`Uf`Xg`]b
XYf`:`Ø`W`h]b[gi`bhYfVf]b[i b["

8YhU]`g	
Cfh	6Ua`VYf[`ž`8Yi`hgW`U`b`X
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "gi`YXXYi`hgW`Y`"XY• k k k "Zi`YW`h`]b[`gfUh!`VUmYfb`"XY• k k k "ghUh]gh]_`"VUmYfb`"XY

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