

8 cVf]bXh'cfXbYh'gW ÅfZYfY
; fYbn_cbhfc`Yb`Ub` `K Ug`VYXYi hYh`XUg
ZØf`i bg3

6i bXYg]bbYba]b]ghYf`8cVf]bXh'd`Ubh'UV`A]hk cW
j YfghÅf_hY` ; fYbn_cbhfc`Yb`ni f`6Y_Åa dZi b[`]`Y[U`Yf
A][fUh]cb`]b`8Yi hgW`UbX"



: fUb_Zi fh'fC XYfłž`8Yi hgW`UbX`!`5a`A]hk cWž`XYb`) "A U]
&\$&) ž`k]fX`5`YI UbXYf`8cVf]bXh'f7 Gl ě`gY]b`5a`h`U`g
6i bXYg]bbYba]b]ghYf`UbhfYhYb`"VYfY]hg`gY]bY`D`ÀbY`ni f
j YfghÅf_hYb`?cbhfc`Y`XYf`XYi hgW`Yb` ; fYbnYb`VY`Ubbh`[Y[YVYb`"
8]Y`5b_ØbX][i b[`i a ZUggh`bYVYb`]bhYbg]j YfYb` ; fYbn_cbhfc`Yb
Ui W`Ni fØW_k Y]gi b[Yb`j cb`A][fUbhYb`"8cVf]bXh`VYhc`bhž`XUgg`Yg
_Y]bY` ; fYbngW`]Y» i b[Yb`[YVYb`k YfXYž`gcbXYfb`ghUhXYggYb
A U» bU`a Yb`ni f`FYXi n]Yfi b[`]`Y[U`Yf`A][fUh]cb`b`chk YbX][
gY]Yb`"8UVY]`VYn]Y`hig]W`8cVf]bXh'gck c`Ui Z`bUh]cbU`Y`U`g`Ui W
Yi fcdÅ]gW`Y`9bhgW`Y]Xi b[Yb`ž`i a`XUg`A][fUh]cbgd`fcV`Ya
Ubni [Y`Yb`"6YcVUW`hYf`Yfk UfhYb`Y]bY`j cfØVYf[Y`YbXY

9f\0\i b['XYg'9]bgUhnYg'j cb'6i bXYgdc`n]ghYb'Ub'XYb'; fYbnYbž
]bgVYgcbXYfY'Ub'bYi fU`[]gWYb'Di b_hYb'k]Y'XYf'XYi hgW!
dc`b]gWYb'; fYbnY" fVV&('VYf]W hYhž'XUgg'X]Y'6fUbXYbVi f[Yf
æbYba]b]ghYf]b'? Uhf]b'@Ub[Y'fGD8 ě'YVYbZU`g'X]Y'D`ÀbY
i bhYfgh0hhi bX'XUfUi Z`\bk Y]ghž'XUgg'XYf'GWi hn'XYf
5i » Yb[fYbnYb']b'XYf'Ni ghÀbX][_Y]h'XYg'6i bXYg`Y[Y"

8]Y'; Yk Yf_gW UZh'XYf'Dc`nY]'fi XDĚ'Ài » Yfh'YXcW'G_Ydg]g
VYn0[`]W'XYf'l a gYhnVUf_Y]h'XYf'Ub[Y_0bX][hYb'A U» bU\ a Yb"
8Yf'J cfg]hnYbXY'XYg'6i bXYgdc`nY]!6Yn]f_gž'5bXfYUg'F c» _cdŽ
k Ufbhj cf'Y]bYf', VYfZcfXYfi b['XYf'6YUa hYb'i bX'ZcfXYfh
fYW hgg]W YfY'J YfZU\ fYb'Z0f'X]Y'Ni f0W_k Y]gi b[Yb'j cb
5gm`VYk YfVYfb" '@Ui h'F c» _cdZ_0bbhY'X]Yg']\fY'8]Ybghd`Ubi b[
Yf\YV`]W'VY`UghYb'i bX'i bhYf'l a ghÀbXYb' %&!Ghi bXYb!GW]W hYb
YfZcfXYfb" Ni XYa 'V`Y]Vh'i b_`Ufž'k]Y'X]YgY'F 0W_k Y]gi b[Yb'c\ bY
9]bj YfghÀbXb]g'XYf'B UW VUfghUUhYb'fY]Vi b[g`cg'Xi fW [YZ0\ fh
k YfXYb'_0bbYb h!cb`]bY"

; fYbn_cbhfc``Yb']a 'GW Yb[Yb!F Ui a

æa 'GW Yb[Yb!F Ui a 'g]bX'; fYbn_cbhfc``Yb']b'XYf'FY[Y`b]W h
j cf[YgY\Ybž'XcW'gY]h'C_hcVYf'&\$&' []Vh'Yg'Ub'XYb'; fYbnYb'ni
Dc`Ybž'HgW YW]Yb'i bX'XYf'GW k Y]n'j YfghÀf_hY'?'cbhfc``Yb" '8]YgY
DfUl]g'k i fXY'ja 'GYdhYa VYf'&\$&('Ui Z'X]Y'; fYbnYb'ni '8 ÀbYa Uf_ž
XYb'B]YXYf'UbXYbž'6Y`[]Yb'i bX'@ l Ya Vi f['Ui g[Yk Y]hYh" '8]Y
'?cbhfc``Yb'k YfXYb'U'g'A U» bU\ a Y'ni f'6Y_Àa dZi b[]`Y[U`Yf
9]bk UbXYfi b[ž]g'Ua]gh]gW Yb'HYffcf]ga i g'i bX
[fYbn0VYfgW fY]hYbXYf'?f]a]bU`hÀh[YfYW hZYfh][h" '8]Y'NU\`Yb
VY`Y[Yb'X]Y'8f]b[`]W_Y]h'XYf'A U» bU\ a Yb. 'æa 'æ\ f'&\$&('k i fXYb
Ub'XYf'XYi hgW!dc`b]gW Yb'; fYbnY']b'6fUbXYbVi f['0VYf'Y]bY
A]`]cb'A YbgW Yb'_cbhfc``Yfhž'XUfi bhYf', "" \$('ZYgh[YghY`hY
]`Y[U`Y'9]bYf]gYb'i bX') "\$+' Ni f0W_k Y]gi b[Yb hU[YggW Ui "

8]Y'U_hi Y`Y'G]hi Uh]cb'Ub'XYb'; fYbnYb'\Uh'VYfY]hg'ni 'Yf\YV`]W Yb
GhUi g[YZ0\ fh" '5a ' ; fYbn0VYf[Ub[': fUb_Zi fh'fC XYfĚ' 'Dc`Yb
YbghgUbXYb'X]Y'a Y]ghYb'GhUi a Y`Xi b[Yb']b'8Yi hgW`UbXž'k Ug'X]Y
J Yf_Y\fgg]hi Uh]cb']b'XYf'[YgUa hYb'FY[]cb'ghUf_'VYY]bhfÀW h][h"
5i Z'XYf'5%&'nk]gW Yb'XYa '6Yf']bYf'F]b['i bX'XYf'dc`b]gW Yb

; fYbnY`UVYb`g]W`X]Y`GhUi`g`a`Y`f`U`g`j`YfXfY]ZUW`h`z`a`]h`fi`b`X`
 -", \$\$`fY[]ghf]YfhYb`GhUi`g`i`b`X`Y]bYf`j`YfXcddY`h`Yb`GhUi`XUi`Yf`
 8]Yg`nY][`h`z`k`]Y`X]Y`5i`g`Åb[]Y`XYf`F`Y[]Yfi`b[]b`i`cfa`]`cb`
 j`YfghÅf`_h`Yb`?`cb`h`f`c`Y`b`b]W`h`b`i`f`X]Y`A`][`f`U`b`h`Y`b`V`Y`h`f`Y`Z`Y`b`ž`
 g`c`b`X`Y`f`b`U`i`W`X]Y`K`]f`h`g`W`U`Z`h`i`b`X`X`Y`b`J`Y`f`_`Y`f`]a` ;`f`Y`bn`[`Y`V`]Y`h`
 V`Y`Y]b`Z`i`g`g`Y`b`"

Ni`g`U`a`a`Y`b`Z`U`g`g`Y`b`X`Å`g`g`h`g]W`g`U[]Y`b`ž`X`U`g`g`X]Y`U`b`g`h`Y`Y`b`X`Y`b`
 A`U`b`U`a`Y`b`j`cb`8`c`V`f]b`X`h`i`n`i`f`J`Y`f`g`h`Å`f`_i`b[]X`Y`f` ;`f`Y`bn`_`c`b`h`f`c`Y`b`
 i`b`X`X]Y`X`U`a`]h`j`Y`f`V`i`b`X`Y`b`Y`b`N`i`f`Ø`W`_k`Y]g`i`b[]Y`b`j`cb`A`][`f`U`b`h`Y`b`
 g`c`k`c`I`b`h`Y`f`g`h`Ø`h`i`b[]U`g`U`i`W`G`_Y`d`g]g`Y`f`j`c`f`f`i`Z`Y`b`"9`g`V`Y]V`h`
 U`V`n`i`k`U`f`h`Y`b`ž`k`]Y`X]Y`g`Y`D`Å`b`Y`]b`X`Y`f`D`f`U`i`]g`i`a` []Y`g`Y`h`h`k`Y`f`X`Y`b`
 i`b`X`k`Y`W`X`Y`b`_`c`b`_`f`Y`h`Y`b`9]b`Z`i`g`g`g]Y`U`i`Z`X]Y`A`][`f`U`h]c`b`i`b`X`X]Y`
 5`h`U[]g`g]h`i`U`h]c`b`U`b`X`Y`b` ;`f`Y`bn`Y`b`UVY`b`k`Y`f`X`Y`b`"

8YhU]`g	
J`c`f`Z`U`^`	A`][`f`U`h]c`b`
I`f`g`U`W`X`Y`]`Y`[]U`Y`A`][`f`U`h]c`b`ž`H`Y`f`f`c`f`
C`f`h`	:`f`U`b`_`Z`f`h`f`c`X`Y`f`ž`8`Y`i`h`g`W`X`U`b`X`
:`Y`g`h`b`U`a`Y`b`)`%`
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"f`V`V`&(`"X`Y` • k`k`k`"h`!`c`b`^`]b`Y`"X`Y` • k`k`k`"h`U`[]Y`g`g`W`X`U`i`"X`Y`

6Ygi`W`X`Y`b`G]Y`i`b`g`U`i`Z`b`!`U`[]"X`Y`