

DUDgh: fUbn]g_i g'VY][YgYhnh. 'Gc
VYgi W\Yb 'G]Y'gY]b'gW\`]W\hYg'; fUV°

DUDgh: fUbn]g_i g'k i fXY'Ua '&*""5df]"&\$&)"b'XYf'6Ug]"_U
GUbhU'A Uf]U'A U[[]cfY'VY][YgYhnh"5V'XYa '&+"5df]"gh'gY]b
; fUV'ZØf'6Ygi W\Yf'ni [Åb[`]W\`"



D]UnnU'XY`9gei]`]bcž\$\$\$%,) 'F ca ž'ñU`Yb'!'5a '&*""5df]"
&\$&)"ZUbX]b'F ca 'X]Y'6Y]gYhni b['j cb'DUDgh: fUbn]g_i g]b'XYf'
6Ug]"_U'GUbhU'A Uf]U'A U[[]cfY'ghUhh"8Yf'DUDgh'\UhhY'ni
@YVnY]hYb'XYb'K i bgW\ [YÅi » Yfhž'Ui » Yf\U'V'XYg'J Uh]_Ubg
VYYfX][h'ni 'k YfXYbž'k Ug'gY]bY'9bhgW\Y]Xi b['ZØf'X]YgY
VYXYi hYbXY'A Uf]Yb_]fW\Y'i bhYfghfY]W\h"GUbhU'A Uf]U'A U[[]cfY
]gh'b]W\hibi f'Y]bY'XYf'dfÅW\h][ghYb'A Uf]Yb_]fW\Yb'XYf'GhUXhž
gcbXYfb'Ui W\Y]bYg'XYf'nYbhfU'Yb'fY][]ØgYb'K U\fnY]W\Yb'F ca g"
8]Y'6Ug]"_U'VYZ]bXYh'g]W\`Ub'XYf'D]UnnU'XY`9gei]`]bcžYhk U*\$\$\$
A YhYf'j ca ' <Ui dhVU\b\cZ'F ca U'GhUn]cbY'X]'F ca Y'HYfa]b]i bX
%ž '?]ca YhYf'j ca '?c`cggYi a 'YbhZYfbh"8Yf'9]bhf]hhni f'6Ug]"_U
]gh'žFY]ž'k Å\fybX': Ø\fi b[Yb'ja 'J cfUi g[YVi W\h'k YfXYb'a ØggYb"

Ni '9\fyb'XYg'j YfghcfVYbYb'DUdghYg'j YfgUa a Y'hYb'g]W'Ua
DYhYfgd'Uhn'i bX']b'XYf'I a [YVi b['nU\`fY]W'Y'D]'[Yfž'XUfi bhYf
Y]bY'; fi ddY'j cb`%\$-`đ [YbX`]W'Yb'Ui g'≠U]Ybž'X]Y'VY]'XYf
HfUi YfZY]Yf'hY]'bU\`a Yb"8]YgY'; fi ddY'k UW'hY'VYfY]hg'i a ') .' \$
l \f'Ui ž'i a 'g]W'Y]bYb'D'Uhn'ni 'g]W'Yfbž'ZUbX'YXcW'bi f'\]bhYb
]b'XYf'6Ug]'_U'D'Uhn"K Å\fybX'XYf'NYfYa cb]Y'k i fXY'Y]b
FcgYb_fUbn!; YVYh'ØVYf'; fc»V]XgW]fa Y'j ca 'DYhYfgd'Uhn
ØVYfhfU[Yb"GY]h'XYa 'HcX'j cb'DUdgh: fUbn]g_i g'k i fXY'Y]b'GUbhU
A Uf]U'A U[[]cfY'YXYb'5VYbX'ZØf'\b' [YVYhYh"

8 Ug'; fUV'XYg'DUdghYg

8 Ug'; fUVa U'j cb'DUdgh: fUbn]g_i g'VYZ]bXYh]g]W'Y]b'Y]bYf'B]gW'Y
bVYb'XYf'?UdY`Y'a]h'XYf'A Uf]Yb]_cbY' GU'i g'dcdi ']'fca Ub] "'9g
VYghY\h'Ui g'k Y]»Ya 'A Ufa cf'Ui g'@[i f]Yb'i bX'k]fX'j cb'Y]bYf
B UWV]'Xi b['gY]bYg'6fi gh_fYi nYg'ØVYffU[h"8]Y'≠gW]f]Zh'Ui ZXYa
gW'W'h[Y\U'hYbYb'; fUV`Ui hYh'Y]bZUW' : fUbW]gW g ž
YbhgdFYW'YbX'XYf`YhnhYb'K ØbgW'Y'XYg'DUdghYg"5V'XYa '&+ "
5df]'&\$&) \UVYb'; `Ài V][Y'X]Y'A Ò[`]W'_Y]hž'XUg'; fUV'ni
VYgi W'Yb"

8]Y'6Ug]'_U'GUbhU'A Uf]U'A U[[]cfY'\U'hY]bY`Ub[Y'; YgW]W'hY
i bX']gh'VYfY]hg'X]Y'F i \YghÅhhY'ZØf'g]YVYb'DÅdghYž'XUfi bhYf
B]_c`Ui g'≠"i bX'7`Ya Ybg`≠"8]YgY'\]ghcf]gW'Y'?]fW'Y'Y]gh'gca]h
Y]b'c fhž'Ub'XYa 'HfUX]h]cb'i bX'; `Ui VYb'Ui ZVYgcbXYfY'K Y]gY
a]hY]bUbXYf'j Yfk cVYb'g]bX"DUdgh: fUbn]g_i g'VYhYhY'a Y\`U`g
%\$`A U'j cf'XYf'A Uf]Yb]_cbY'Y]b'GUbhU'A Uf]U'A U[[]cfY'i bX'\U'hY
Y]bYb']bb][Yb'6Yni ['ni'X]YgYa 'C fhž'XYb'Yf'bUW'gY]bYf'K U\
gck]Y'j cf'i bX'bUW'Y]bhYfbUh]cbU'Yb'F Y]gYb'\Ài Z['VYgi W'hY"

J cfVYfY]hi b['Ui Z'XUg'? cb_`Uj Y

9]b'VYXYi hYbXYf'5gdY_h'XYf'NY]h'bUW'XYf'6YYfX][i b[']'gh'X]Y
VYj cfghY\YbXY'K U\`Y]bYg'bYi Yb'DUdghYg"8]Y'G]l h]b]gW'Y
'?UdY`Y'ja 'DYhYfgXca 'k]fX'UV'XYa '&', "'5df]'&\$&) 'ZØf'Hci f]ghYb
[YgW'cggYbž'i a 'g]W'Ui Z'XUg'?cb_`Uj Y'j cfni VYfY]hYbž'k Y`W'Yg
ZfØ\YghYbg'Ua ') "'A U]'&\$&) 'ghUhhZ]bXYb'k]fX"8]YgY
9bhk]W_i b[Yb'g]bX'j cb'[fØ»YfYf'6YXYi hi b[ž'XU'XYf'HcX'j cb

DUdgh: fUbn]g_i g`Y]bY`bYi Y`Y`fU`]b`XYf`_Uh\c`]gWYb`?]fWY
 Y]b`Y]hYh"8]YgY`NY]h`XYg`, VYf[Ub[g`hfÀ[h`gck c\`X]Y`@Ugh`XYg
 J Yf`i ghYg`U`g`Ui W\`X]Y`<cZbi b[`Ui ZY]bY`bYi Y`i: Ø\fi b[`]b`g]W"

8]Y`Y`hnhY`6Y]gYhni b[`Y]bYg`DUdghYg`]b`XYf`6Ug`]_U`GUbhU`A Uf]U
 A U[[]cfY`nY][h`X]Y`6YXYi hi b[`X]YgYf`?]fWY`b]W`h`bi`f`]b`XYf
 ; YgW]W`hY`XYg`J Uh]_Ubgž`gcbXYfb`Ui W`U`g`C`fh`XYg`; `Ui VYbg`i bX
 XYg`; YXYb`_Ybg`]b`XYf`_Uh\c`]gWYb`; Ya`Y]bgW`UZh"8Yf`5VgW]YX
 j`cb`i: fUbn]g_i`g`k`]fX`j`cb`j`]Y`Yb`U`g`Y]bY`<ca`a`U[Y`Ub`gY]bY
 `U\fnY\bhY`Ub[Yb`6Ya`Ø\i`b[Ybž`X]Y`5fa`Yb`i`bX`6YXØfZh][Yb`ni
 i`bhYfghØhnYb"

≠g[YgUa`h`nY][h`X]Y`6Y]gYhni b[`j`cb`DUdgh: fUbn]g_i`g
 Y]bXfi`W_gj`c``X]Y`J Yfvi`bXYb`Y]h`nk`]gWYb`gY]bYa``@VYbgk`Yf_
 i`bX`XYf`; YgW]W`hY`XYf`fØa`]gWYb`?]fWY`ž`k`Ug`X]Y`6Ug`]_U`GUbhU
 A Uf]U`A U[[]cfY`ni`Y]bYa``k`]W`h][Yb`N]Y`ZØf`; `Ai`V][Y`i`bX`D][Yf
 a`UW`h"

8YhU]`g	
J`c`f`ZU``	6YghUhi`b[
C`f`h	D]UnnU`XY`9gei`j``]bcž`\$\$%,`)`F`ca`ž`≠U`]Yb
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "a`Yf`_i`f"XY • k k k "j`Uh]WUbbYk`g"j`U • k k k "Xca`fUX]c"XY

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