

: Ua]`YbGYfj]W6Øfc `GdUbXUi . `≠ fY `YfghY
5 b`Ui ZghY`Y`ZØf`I bhYfghØhni b[°

8 Ug`GdUbXUi Yf` : Ua]`YbGYfj]W6Øfc `V]YhYh`i a ZUggYbXY
I bhYfghØhni b[`ZØf` : Ua]`Yb`]b`6Yf`]b. `9`hYfb[Y`Xž
I bhYf`U`hgj cfgWxi gg`i bX`6YfUhi b["



6 fi bgVØhhY`Yf`8 Ua a `+) ž`%') , %`6Yf`]bž`8Yi hgWx`UbX`!`8 Ug
GdUbXUi Yf` : Ua]`YbGYfj]W6Øfc `]gh`Y]bY`nYbhfU`Y`5 b`Ui ZghY`Y`ZØf
: Ua]`Yb`]a`6Yn]f`_`GdUbXUi `i bX`V]YhYh`i a ZUggYbXY
I bhYfghØhni b[`]b`j`YfgWx]YXYbYb`@YVYbgVYfY]WxYb`"K]Y`]b`Y]bYf
U`_hi Y`Yb`A]hY]`i b[`XYf`6Yf`]b`"XY`bUWx`ni`YgYb`]ghž`_ØbbYb
: Ua]`Yb`]a`6Øfc`j]Y`ZÄ`h[Y`<`]ZYghY`i b[`UbZcfXYfb"

8 Ug`5b[YVchi a ZUggh`X]Y`6YUbfU[i b[`j`cb`9`hYfb[Y`Xž
I bhYf`U`hgj cfgWxi gg`gck]Y`X]Y`6YhfYi i b[`j`cb`?`]bXYfb`]b`?`]hUg
i bX`GWxi `Yb`"8]Y` : UWx`_fÄZñY`ghY`Yb`VYfY]hž`i a `bchk`YbX][Y
I bhYf`U[Yb`ni`Yf`_ÄfYbž`5bhfU[gZcfa`i`UfY`Ui`gni`ZØ`Yb`i`bX`Ua
GhUbXcfh`UVni [YVYb`"Ni`XYa`k`YfXYb` ; i hgWx]bY`ZØf
FYWx`hgVYXUfZi`bX`ZØf`X]Y`<`cfhVYhfYi i b[`]b`XYb`?`UggYb`%`V]g`"

YfghY`h"

6 YfUhi b [`ni `k]W h[Yb `H\Ya Yb

9]b`k Y]hYfYf`k]W h[Yf`6YghUbXhY]`XYg`GYfj]W`g`]gh`X]Y
gc n]U`d`A`XU[c []gW`Y`9fghVYfUhi b [ž`X]Y`g]W`a`]h`H\Ya Yb`k]Y
GW`k Ub [YfgW`UZhž; YVi fhž?]hUgi W`Yž`GW`i`Yž: fY]nY]hi bX
HfYbbi b [`VYgW`ÀZh] [h`9`hYfb`_`ObbYb`g]W`gc`i`a` ZUggYbX
]bZcfa]YfYb`i`bX`i` bhYfghØhni b [`]b`dYfgØb`]W`Yb`5b [Y`Y [Yb`Y]hYb
Yf`U`hYb"

8 Ug: Ua]`YbGYfj]W`6Øfc`\Uh`ni`XYa`fY [Y`a`À»] [`X]Y
: Ua]`Yb`_UggY`XYf`6i`bXYgU [Ybhi`f`ZØf`5fVY]h`ni` ; Ugh`5b`YXYa
&"`i`bX` ("8]YbghU [`]a`A`cbUhj`cb`\$,`.`\$`I`\f`V]g`%&.`\$`I`\f
_`ObbYb`9`hYfb`Xcfh`X]fY`_h`i` bhYfghØhni b [`VY]`XYf`5bhfU [ghY`i` b [
j`cb`?]bXYf [Y`X`i`bX`UbXYfYb`ZUa`]]YbVYnc [YbYb`@Y]ghi b [Ybž`k]Y
XYa`?`]bXYfni`gW`U [ž`Yf`U`hYb"

2 ZZbi b [gnY]hYb`i`bX`9ffY]W`VUf`_Y]h

8]Y`9ffY]W`VUf`_Y]h`XYg`6Øfcg`]gh`Xi`fW`Y]bYb`ZYI]V`Yb
NY]hfU`a`Yb` [Y [YVYb`"A`cbhU [g`V]g`ZFY]hU [g`\Uh`XUg`6Øfc`j`cb
\$`-`.\$`\$`V]g`%&.`\$\$`I`\f`gck]Y`a`cbhU [g`V]g`a`]h`k`cW`g`j`cb`%`.\$`\$`V]g
)`.\$`\$`I`\f`i`bX`XcbbYfghU [g`j`cb`%`.\$`\$`V]g`%`.\$`\$`I`\f` [YØZZbYh"
DYfgØb`]W`Y`GdfYW`nY]hYb`g]bX`YVYbZU`g`ZYgh [Y`Y [hž`i`a`U`Yb
: Ua]`Yb` [YfYW`h`ni`k`YfXYb`": Øf`k`Y]hYfY`bZcfa`Uh]cbYb`ghY`h`X]Y
9!A`U]!5XfYggY`ZgV`4`VU!gd`Ub`X`Ui`"VYf`b`"XY`ni`f`J`YfZØ [i`b [ž`i`bX
hY`Y`Zcb]gW`]gh`XUg`6Øfc`i`bhYf`f`\$`\$`Ł`-`\$`&+`-` ;`'`\$`\$`YffY]W`VUf"

GhUbXcfhY

6fi bgVØhhY`Yf`8Ua`a`+) ž`%`) , %`6Yf`]b
?`c`ghY`fghfU`»`Y`" `*`ž`%`) , %`6Yf`]b

=bZcfa Uh]cbYb`ni`a`9`hYfb [Y`X

9`hYfb [Y`X`gd]Y`h`Y]bY`nYbhfU`Y`F`c`Y`]b`XYf`i` bhYfghØhni b [`j`cb
: Ua]`Yb`"9g`\UbXY`h`g]W`i`a`Y]bY`ghUUh]W`Y`HfUb`gZYf`Y]ghi b [`ZØf
9`hYfb`j`cb`G`A`i [`]b [Yb`i`bX`?`Y]b`_]bXYfbž`X]Y`\]ghcf]gW`]a`X`U`f`

&\$ \$+`Y]b[YZØ\fh'k i fXYž'i a `XUg'9fn]Y\i b[g[Y`X`UVni `ÒgYb"K]Y
 Ui ZXYf`GY]hY`XYg`GhUh]gh]gW`Yb`6i bXYgUa hYg`Yf`Àfh'k]fXž'gc`
 9`hYfb[Y`X`9`hYfb`i bhYfghØhnybž'X]Y`]\fY`?]bXYf`gY`Vgh`VYhfYi Yb
 i bX`XUXi fW`b]W`h'cXYf`bi f`Y]b[YgW`f`Àb`_h`UfVY]hYb`_`ÒbbYb"

8Yf`5bgdfi W`Ui Z9`hYfb[Y`X`ghY\h`U`Yb`A ØhYfb`i bX`J`ÀhYfb`ni ž
 X]Y`a`]h`]\fYa`?]bX`]b`Y]bYa``<Ui g\U`h`YVYb"Ni XYa``_`ÒbbYb
 9`hYfb`gY]h`XYa``\$%`\$+`"&\$%)`nk`]gW`Yb`6Ug]gY`hYfb[Y`X`i`bX
 9`hYfb[Y`X`D`i`g`k`À`Ybž`k`Ug`X]Y`6Yni`[`gXUi`Yf`Yf`YV`]W`
 j`Yf`Àb[Yfb`_`Ubb"8]Y`a`Ui`]a`U`Y`<`Ò\Y`XYg`6Ug]gY`hYfb[Y`XYg
 VYhfÀ[h`%",`\$\$`9i`fc`a`cbUh]W`ž`k`À`fYbX`X]Y`9`hYfb`a`]h`9`hYfb[Y`X
 D`i`g`V]g`ni``-\$`9i`fc`a`cbUh]W`Yf`U`hYb`_`ÒbbYbž`k`Ug`Y]bYb
 ZYI`]V`Yb`I`a`[`Ub[`a`]h`XYf`NY]h`bUW`XYf`;`YVi`fh`Yfa`Ò[`]W`h"

8]Y`9]bV]bXi b[`XYf`:`Ua`]]YbGYfj`]W`6Øfcg`i`bX`X]Y`ϕZcfa`Uh]cbYb
 ØVYf`ghUUh]W`Y`@Y]ghi b[Yb`nY][`Ybž`k`]Y`k`]W`h][`X]Y`I`bhYfghØhni b[
]b`XYf`ZfØ\Yb`D\UgY`XYf`9`hYfbgW`UZh]gh":`Øf`k`Y]hYfY
 ϕZcfa`Uh]cbYb`cXYf`]bX]j`]Xi`Y`Y`6YfUhi b[`ghY\Yb`X]Y`HYUa`g`]a
 :`Ua`]]YbGYfj`]W`6Øfc`VYfY]hž`i`a`U`Y`5b`]Y[`Yb`i`bX`:`fU[`Yb`j`cb
 GdUbXUi`Yf`:`Ua`]]Yb`ni`_`ÀfYb"

8YhU]`g	
C fh	6fi bgVØhY`Yf`8Ua`a`+`ž`%`),`%`6Yf`]bž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "Zfi Y\Y!\`]ZYb!gdUbXUi "XY • k k k "XYghUh]g"XY

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`bYh