

? f]gY`]a `A cXYfbYb` : ØbZ_Ua dZ.
A UW\h_Ua dZ` [YZÀ\ fXYh
5h\`YhYb_Uff]YfYb`

A cXYfbY` : ØbZ_Àa dZYf`]b`6Yf`]b`ghY\Yb`j cf`Y]bYf`? f]gY.
A UW\h_Ua dZ`]a`8JA : `ZØ\fh`ni`K Yhh_Ua dZgh`]ghUbX`i bX
[YZfcfYbYb` : ÒfXYf[Y`XYfb`



6Yf`]bž`8Yi hgW\`UbX`!`8Yf`A cXYfbY` : ØbZ_Ua dZ`]b`8Yi hgW\`UbX
Yf`YVh`XYfnY]h`Y]bY`VY]gd]Y``cgY`? f]gYž`X]Y`X]Y`Ni`_i bZi`XYg`Gdcfhg
]b` : fU[Y`ghY``h``5h\`YhYb`\UVYb`gY]h`A cbUhYb`_Y]bY`A Ò[`]W\`Y]hž
Ub`K Yhh_Àa dZyb`hY]`ni bY\`a Ybž`i bX`X]Y` : ÒfXYf[Y`XYf`g]bX
Y]b[YZfcfYb``9]b`A UW\h_Ua dZUb`XYf`Gd]hnY`XYg`8Yi hgW\Yb
JYfVUbXg`ZØf`A cXYfbYb` : ØbZ_Ua dZ`fBJA : Ł`]gh`XYf`<Ui dh[fi bX
ZØf`X]YgY`a]gg`]W\Y`@U[Y``8Yf`DfÀg]XYbhYbk U\``]a`Bcj Ya VYf
&\$&(`YbXYh`a]h`Y]bYf`DUhhg]hi Uh]cb`j cb``\$`ni``\$`Gh]a a Yb
nk]gW\Yb`XYa`5a hg]b\UVYf`A]W\UY``8Öff`i bX`J]nYdfÀg]XYbh`>Ub
JYXYf``8]Yg`\Uh`XYb`8JA : `]b`Y]bY`h]YZY`@Y[]h]a Uh]cbg_f]gY
[YghØfnhž`k Y`W\Y`X]Y`?ca a i b]_Uh]cb`XYf`JYfVUbXgZØ\fi b[`ghUf_

VY`UghYhž`XU`X]YgY`a]h`Yfk Y]`Y`bi f`bcW\`ØVYf`5bk Å`hY`YfZc`[hž
VYf]W\hYh`fVV&("

9bXY`5df]`ZUbXYb`nk Y]i bUV\`Åb[][Y`J YfVUbXghU[Y`ghUhhž`VY]
XYbYb`gck c\`J YXYf`U`g`Ui W\`6UfVUfU`C`Yhh]b[Yf`Ub`X]Y`Gd]hnY
XYg`8JA :`[Yk Å`h`k i fXYb" <]YfØVYf`YbhVfUbbhY`Y]b`GhfY]hi a
X]Y`@Y[]h]a]hÅ`h`XYf`VY]XYb` : Ø\fi b[Yb" `K Å`fYbX`C`Yhh]b[Yf`j`cb
5h\`YhYbgdfYW\Yfb`k]Y`DUhf]W`8c[i Y`i bX`F YVVYW]`@Ub[fY\`f
i bhYfghØhnh`k]fXž`d`Ubh`J YXYf`Y]bY`[fi bX`Y[YbXY
I a ghfi _hi f]Yfi b[ž`X]Y`i bhYf`UbXYfYa`X]Y`GW\`Y»i b[`XYg
GhØhndi b_hg]b`DchgXUa`i bX`X]Y`9fØZbi b[`Y]bYg`bYi Yb`]b`6cbb
i a ZUggh"8]YgY`X]j Yf[]YfYbXYb`D`ÅbY`\UVYb`X]Y`5h\`YhYb`]b`nk Y]
@U[Yf`[YgdU`hYbž`k Ug`X]Y`gW\cb`Ub[YgdUbbhY`G]hi Uh]cb`k Y]hYf
j YfgW\ÅfZh"

:]bUbn]Y`Y`Y` : c`[Yb`i bX

Ni _i bZhgdYfgdY_h]j Yb

8]Y`[Y[Ybk Åfh][Y`G]hi Uh]cb`\Uh`[fUj]YfYbXY`Z]bUbn]Y`Y
?cbgYei YbnYb"8]Y`8Yi hgW\Y`Gdcfh\`ZY`\Uh`]\fY`i bhYfghØhni b[
Y]b[YghY`hž`i bX`Ui W\`6i bXYgZØfXYfa]hY`ž`X]Y`ZØf`&\$&) `V]g`ni
+), " *` `9i fc`VYhfU[Yb`gc`hYbž`k YfXYb`gY]hi`Ubi Uf
ni fØW_[Y\U`hYb"8]Y`NU\`i b[Yb`ZØf`@Y]ghi b[ggdcfhdYfgcbU`
k i fXYb`ja`A U]`YVYbZU`g`[Yghcddh"8c[i Y`k Ufbh`K Ybb`X]Y
G]hi Uh]cb`b]W\h`gW\`bY`[Y`Øgh`k]fXž`a ØggYb`j]Y`Y`5h\`YhYb`]\fY
?Uff]YfY`Ui Z[YVYb" `9]bY`gW\`bY`Y`9]b][i b[`nk]gW\Yb`XYb
j YfZY]bXYhYb`@U[Yfb`gW\Y]bh`YXcW\`i bk U\fgW\Y]b`]W\`/8c[i Y
g]Y\`h`bi f`Y]bY`[Yf]W\h]W\Y`9bhgW\Y]Xi b[`U`g`a Ø[`]W\Y`@Øgi b["

8]Y`?f]gY`ja`8JA :`ghY`h]ja`gW\UfZYb`?cbhfUghni`XYb`V]g\Yf][Yb
9fZc`[Yb`XYg`A cXYfbYb` : ØbZ_Ua`dZYg`]b`8Yi hgW\`UbX"5h\`YhYb
\UVYb`bYVYb`XYf`a YXU]`YbgW\`a]YXYbXYb`J Yf[Ub[Yb\`Y]hi bhYf
UbXYfYa` : c`Xa YXU]`Y`j`cb`@YbU`GW\`ØbYVc`fb`VY]`XYb
C`ma`d]gW\Yb`Gd]Y`Yb`&\$\$, `]b`DY`_]b[ž`X]Y`ZØf`XYb`J YfVUbX`j`cb
[fc»Yf`6YXYi hi b[`]gh"8Yf`A cXYfbY` : ØbZ_Ua`dZi`a`ZUggh`X]Y
8]gn]d`]bYb` : YW\hYbž`GW\`k]a`a`Ybž`FY]hYbž`@Ui ZYb`i bX`GW\]Y»Yb
i bX`YfZFYi h]g]W\`gY]h`gY]bYf`9]bZØ\fi b[`%`-%&`U`g`c`ma`d]gW\Y
GdcfhUfh[fc»Yf`6Y`]YVh\Y]hž`k]Y`Ui Z`HYUa` `8Yi hgW\`UbX

Ui gZØ\ f`j]W\`Yf_`Äfh'k]fX"

9]b`6`]W_`Ui Z`X]Y`5h\`YhYb

8]Y`5h\`YhYb`VYZ]bXYb`g]W\`]b`X]YgYf`gW\k]Yf][Yb`NY]hi`bhYf`
 Yf\YV`]W\Ya`8fi`W_`HÄ[`]W\Yg`HfU]b]b[`]i`a`ZUggh`V]g`ni`XfY]
 8]gn]d`]bYb`i`bX`]gh`ZØf`X]Y`a`Y]ghYb`Y]b`]bhY[`fU`Yf`6YghU`bXhY]`
]\fYf`VYfi`Z]W\Yb`i`bX`U`UXYa`]gW\Yb`@Ui`ZVU\`bYb``8Yf`
 6i`bXYghfU]bYf]b`?`ja`f`U]gbYf`gh`ni`j`Yfg]W\h`W\`]b`6Yni`[`]Ui`Z`X]Y`
 A`YXU]`YbW\U`bW`b`j`cb`5h\`Yh]bbYb`k`]Y`@YbU`G\`ÖbYV`c`fb`i`bX`
 5bb]_U`G\`Yi`ž`X]Y`g]W\`ZØf`X]Y`_ca`a`YbXYb`C`ma`d]gW\Yb`Gd]Y`Y`
 ei`U`]Z]n]YfYb`a`ØggYbž`i`a`XUg`9fVY`XYg`A`cXYfbYb`:`ØbZ`Ua`dZYg`
]b`8Yi`hgW\`UbX`Zc`f`ni`gYmYb``9]b`6Yf]W\h`ØVYf`XYb`A`cXYfbYb`
 :`ØbZ`Ua`dZ`k`]fX`Ua`"``\$``ž`b]`&\$&)`i`a`%`,`.&)`I`\f`Ui`Z`B`&(`
 Ui`g[`YghfU\`h`i`bX`]gh`Y]bY`k`Y]hYfY`:`Y`Y[`Yb\Y]hž`X]Y`
 <YfUi`gZc`fXYfi`b[`Yb`i`bX`9fZc`[`Y`X]YgYf`Gdc`fhU`fh]bg`@]W\h`ni`
 fØW`Yb"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgW\`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "U``[`Ya`Y]bY!nY]hi`b[`"XY • k k k "hYUa`XYi`hgW\`UbX"XY

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