

9]gYfbY`<cW\ nY]h`]b` : ØfghYbZY`XVfi W_.`*)
ϣ\ fY`@]YVY`i bX`J YfhfUi Yb

: Y]Yfb`G]Y`a`]h`A Uf`YbY`i bX`G]Y[Zf]YX`6]W\`Yf`gck`]Y` ;]gY`U
i bX`5bhc b`@]hY`]\ fY`*)` ϣ\ fY`9\Y`]b` : ØfghYbZY`XVfi W_`"



: ØfghYbZY`XVfi W_ž`8 Yi hgW\`UbX`!`9]b`[Ub n`VYgcbXYfYg
ħ V]`Äi a`k i fXY`Ua` %" ' ħ b] &\$&)`]b` : ØfghYbZY`XVfi W_`[YZY]Yfh
A Uf`YbY`i bX`G]Y[Zf]YX`6]W\`Yf`Xi fZhYb`]\ fY`9]gYfbY`<cW\ nY]hž`U`gc
*)` ϣ\ fY`[Ya`Y]bgUa`Yg`@YVYbž`VY[Y\Yb`"8]Y` ; YgW\]W\hY`XYg
DUUfYgž`XUg`j`cf`*)` ϣ\ fYb`Ub`Y]bYa`gW\`ÒbYb`A U]hU[`]b`XYf
?`cghYf`_]fW\Y`XYb`6i bX`ZØfg`@YVYb`gW\`cggž`]gh`j`cb`Y]bYf`h]YZb
J YfVi bXYb`\\Y]h`i bX`YW\hYf`@YVY`[YdfÄ[h` 9g`k Uf`@YVY`Ui ZXYb
YfghYb`6]W_ ž`Yf]bbYfh`g]W\`G]Y[Zf]YX`Ub`X]Y`YfghY`6Y[Y[bi b[`]a
ϣ\ f`%-) , `]b`gY]bYf`J Yfg]W\Yfi b[gZ]fa`Už`k`c`A Uf`YbY`U`g
GhYb`chmd]gh]b`UfVY]hYhY`"

G]Y[Zf]YXž`a`]h`Yfk`Y]Y`-`%`ϣ\ fY`U`hž`k`i`fXY`]b`C`ghYfa`ØbW\Yb
[YVcfYbž`_Ua`UVYf`]a`5`hYf`j`cb`XfY]`ϣ\ fYb`bUW\

: ØfghYbZY`XVfi W_`9f`U`h]j cb`XYb`<YfUi gZcfXYfi b[Yb`XYg
?f]Y[gYbXYg`Yfn`À`hi bX`k]Y`gY]bY`9b[`]gW`_Yb`hb]ggY`ž`X]Y`Yf
g]W`X`Ua U`g`UbY][bYhYž`]\a `U`ZYbž`a]h`Ua Yf]_Ub]gW`Yb`Gc`X`UhYb
ni `ca a i b]n]YfYb`i bX`9ggYb`gdU`_YhY`ZØf`gY]bY` : Ua]`Y`ni
cf[Ub]g]YfYb`"8]Y`i bhYfbY`a Yf]gW`Yb` : À`]\[_Y]hYb`i bX`X]Y
JYfhfUi h`Y]h`a]h`XYf`Yb[`]gW`Yb`GdfUW`Y`k UfYb`ZØf`G]Y[Zf]YX`j cb
YggYbn]Y`Yf`6YXYi hi b[`]b`gY]bYf`ž [YbX`"

8 Yf`K Y[`ni f`9`Y

8]Y`J`Yf`cVi b[`j cb`A Uf`YbY`i bX`G]Y[Zf]YX`ZUbX`]a ` : fØ`U`f`%-) -
ghUhhž`i bX`XUg`DUUf`k i fXY`j cb`XYb`k]Xf][Yb`i a gh`AbXYb`XYg
@YVYbg`b]W`h`i bhYf`_f]Y[h`5i g`XYf`9`Y`[]b[Yb`Gc`b`C`j] Yf`i bX
HcW`hYf`Gi gUbbY`Yfj cfž`Ui W`nk Y]`9b`_Y`_]bXYf`VYfY]W`Yfb`j]\fY
 : Ua]`Y`"6Y]`XYf` : Y]Yf`ni f`9]gYfbYb`<cW`nY]h`ØVYfVfUW`hY`GhUXhfUh
 : fUbn`<ØZY`gUi Yf`X]Y`VYghYb`K ØbgW`Y`i bX`Y`fhY`XUg`DUUf`ZØf
]\fY`Ub[Y`[Ya Y]bgUa Y`NY]h`"

A Uf`YbY`YVh`Yfj cfž`k]Y`k]W`h][`Y]bY`[i hY`Z]bUbn]Y`Y
JYfgcf[i b[`]ghž`X]Y`]\f`9`Ya Ubb`G]Y[Zf]YX`]a a Yf`[Y[YVYb`U`hž
k `À`fYbX`G]Y[Zf]YX`XYb`F`UhgW`U[` []Vhž`VY]`XYf`DUfhbYfk U`
 [YbUi `]\bni gW`Ui Yb`"9]bY`A Y]bi b[ž`X]Y`b]W`h`bi f`ZØf`gY]bY`9`Y
 []hž`gcbXYfb`Ui W`Y]bY`[YbYfU`Y`@YVYbgk Y]g`Y]h`XUfghY`h`"

9]b`6`]W_`Ui Z`UbXYfY`DUUfY

5i W`UbXYfgk c`]b` : ØfghYbZY`XVfi W_` []Vh`Yg`DUUfYž`X]Y`*) `]`Y`fY
9`Y`ZY]Yfb`";]gY`U`i bX`5bhc`b`@]hhY`ni a `6Y]gd]Y`ž`X]Y`]a `Yb[ghYb
 : Ua]`Y]b`_fY]g`]\fY`9]gYfbY`<cW`nY]h`[YZY]Yfh`UVYb`"G]Y`YfbhYb
g]W`%-)` `Yb`bYbž`5bhc`b`_Ua `Ui g`K c`bnUW`i bX`X]Y`YfghY`NY]h
]\fYf`6Yn]Y`i b[`k Uf`j cb`?]bcVYgi W`Yb`i bX`HUb`nUVYbXYb
 [Ydf`À[h`8Ug`<Y]fUhgXUhi a `]Y[h`VYfY]hg`Y]b][Y`]`Y`fY`ni fØW_`5a
%*`"5i [i gh`%-) + [UVYb`g]Y`g]W`]b`K U`Xhfi XYf]b[`XUg`]`K cfh`
 ;]gY`Už`X]Y`%- () `Ui g`GW`Yg]Yb`Zc`ž`i bX`5bhc`bž`Y]b`?Uh`c`]_ž
ZUbXYb`]\fYb`K Y[ž`Ui W`hfcm`i bhYfgW`]YX`]W`Yf`?cbZYgg]cbYb`
`fY`F`UhgW`À[Y`ZØf`Y]bY`[i hY`9`Y3` B]W`h`Y[c]gh]gW`gY]b`i bX
 [Y`c`b`b`h`a]h`GhfY]h][_Y]hYb`i a [Y`Y`b`"

9VYbgc`UVYb`A Uf[UfYhY`i bX`b[c`ZA Uf_gz`X]Y`b`? Uh`YbVi f[
`VYbž*)`ϻ\fY`9\Y`[YZY]Yfhi bX`]\fY`6Yn]Y\i b[`U`g`Yb[`i bX
VYgh`AbX][`VYgW`f]YVYb`"G]Y`UhhYb`_Y]bYb` @]YVY`Ui ZXYb`YfghYb
6`]W_ !A ca Ybž`gcbXYfb`a i gghYb`]a `@Ui ZY`XYf`ϻ\fY`J YfhfUi Yb
i bX`C ZYb`Y]h`Ui ZVUi Ybž`k Ug`g]Y`ni `Y]bYf`ghUf`_Yb`DUf`hbYfgW`UZh
Z0`fhYž`X]Y`Ui W`?f]gYb`0VYfghUbX"

K Ybb`k]f`i bg`X]YgY` ; YgW`]W`hYb`VYhfUW`hYbž`k]fX`XYi h`]W`ž`XUgg
`Ub[`A`f][Y`9\Yb`]b`j]Y`Yb` : `A`Yb`Y]b`A cgU`_`Ui g
<YfUi gZcfXYfi b[Ybž`J Yfgh`AbXb]g`i bX`[Y[YbgY]h][Ya `F YgdY`_h
g]bX`"6YgcbXYfg`]b`Y]bYf` ; YgY`gW`UZh`k c`bi f`Yhk U`%\$"\$\$\$`DUUfY
]b`8Yi hgW`UbX`X]Y`9]gYfbY`<cW`nY]h`YffY]W`Ybž`g]bX`X]YgY
6Yn]Y\i b[Yb`Y]b`NY]W`Yb`Z0f`Ni gUa`a Yb`U`hi bX`VYgh`AbX][Y
@]YVY"

ϻ` : 0fghYbZY`XVfi W`_nY][h`g]W`ž`XUgg`X]Y` ; Y`Y]a`b]ggY
YfZc`[fY]W`Yf`9\Yb`j]Y`Z`h][`g]bXž`XYbbcW`gW`Y]bYb`J Yfgh`AbXb]gž
J Yf[YVi b[`i bX`Y]bY`[i hY`Dcfh]cb`<i a cf`X]Y`A`i Z][ghYb`Ni hUhYb
Z0f`XUg`[Ya`Y]bgUa`Y` ; `0W`_ni`gY]b"

8YhU]`g	
C fh	: 0fghYbZY`XVfi W`_ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf`_i f"XY • k k k "gi YXXYi hgW`Y"XY • hUn"XY

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