

HcX `bUWk `k cWYb`Ub[Yf`Gi WY.
J Yfa]gghYf`K Y]Wf]b[Yf`Ub`K Y]\Yf
[YZi bXYb

9]b`, +!`A\ f][Yf`A Ubb`Ui g`K Y]WYf]b[`k i fXY`Ua `%) "\$*"`&\$&)
hch`Ub`Y]bYa `K Y]\Yf`]b`BYi Vi f[!GWfcVYb\Ui gYb
[YZi bXYb" `8]Y`Dc`]nY]`Yfa]hY`h"



K Y]WYf]b[ž`8Yi hgW`UbX`!`b`XYf`; Ya Y]bXY`K Y]WYf]b[
\YffgW`h`HfUi Yf`i bX`6YghØfni b["'9]b`, +!`A\ f][Yf`A Ubb`ž`XYf`gY]h
XYa `j Yf[Ub[YbYb`:`fY]hU[`j Yfa]ggh`k i fXY`ž`k i fXY`Ua
GcbbhU[a]hU[`hch`Ub`Y]bYa `K Y]\Yf`]b`XYf`B`A\Y`XYg`6U\`b\`cZg
YbhXYW`h" `8 Ug`VYgh`h][hY`X]Y`Dc`]nY]`Ui ZBUW`ZfU[Y" `8Yf`:`i bXcfh
k Uf`GW`Ui d`Um`Y]bYf`]bhYbg] Yb`Gi W`U`_h]cb`ž`VY]`XYf`b]W`h`bi f
Dc`]nY]Ui hcg`ž`gcbXYfb`Ui W`a Y\ fYfY`JK !6i ggY`i bX
FYhhi b[gX]YbghY`]a `9]bgUhm`k UfYb"

5i [YbnYi [Yb`VYf]W`hYhYb`j cb`Y]bYa `<i VgW`fUi VYf`ž`XYf`ØVYf
a Y\ fYfY`Ghi bXYb`ØVYf`XYa `C`fh`_fY]ghY" `; `ØW`_]W`Yfk Y]gY

a Y`XYhY`X]Y`Dc`nY]ž`XUgg`ni`_Y]bYa`NY]hdi`b_h`Y]bY` ; YZU`fYb`U[Y
VYghUbX"8]Y`Gi`WXY`k`i`fXY`hUh`f`ÄZh][`j`cb`a`Y`fYfYb
K`UggYfk`UWX`hYb`Ui`g`XYf`i`a`[`YVi`b`[`i`bhYfgh`Øhnhž`X]Y`a`]h
<c`W`Xfi`W`_`bUWX`XYf`j`Yfa`]gghYb`DYfgcb`gi`W`hYb`"

<]bhYf[fØbXY`ni`_J`Yfa`]gghYbZÄ`Yb`

@Y]XYf`]gh`XYf` : U``b]W`h`]gc`]Yfh" `X`XYg` `X`f`k`YfXYb`]b`8Yi`hgW`_`UbX
hUi`gYbXY`A`YbgW`Yb`U`g`j`Yfa`]ggh[`Ya`Y`XYh" `@Ui`h`6Yf]W`hYb`j`cb
<@`xi`fbU`g]bX`j`]Y`Y`X]YgYf` : Ä`Y`gW`bY``[`Y`_`Äfhž`Y`XcW`_`V`Y]VYb
Y]b][`Y`ØVYf`_`Äb[`YfY`NY]hi`b[`Y`Øgh" ; fØbXY`ZØf`XUg`j`YfgW`k`]bXYb
g]bX`c`Zh`ZUa`]`ÄfY`?`cbZ`_`hYž`[`Ygi`bX`Y]h]W`Y`DfcV`Ya`Y`c`XYf`gc`[`Uf
a`Ö[`_`]W`Y`GhfUZhUhYb" `GhUh]gh]_`Yb`nY][`Ybž`XUgg`fi`bX` , "\$`\$\$`\$`V]g
%`\$`\$`\$`\$`j`Yfa`]gghYba`Y`Xi`b[`Yb`dfc` `X`f`fY[`]ghf]Yfh`k`YfXYbž
k`cVY]`Yhk`U`-`+`V]g`-` , `DfcnYbh`X]YgYf` : Ä`Y`]bbYf`U`V`k`Yb][`Yf
HU[`Y`[`Y`Øgh`k`YfXYb`_`ÖbbYb`"

8]Y`6Y`_`ÖfXYb`bY`a`Yb`j`Yfa`]gghYbUbnY][`Yb`Yfbghi`bX`gW`U`hYb
gcZcfh]b`XYb`9]bgUhn" `?`f]h]gW`Y`5gdY`_`hY`k`YfXYb`XUVY]
VYfØW`g]W`h][`hž`Yhk`U`k`Ybb`5bnY]W`Yb`j`cb` ; YZU`f`c`XYf
[`Ygi`bX`Y]h]W`Yb`DfcV`Ya`Yb`j`cf`Y[`Yb" `8`UVY]`]gh`Yg`VYgcbXYfg
k`]W`h][`ž`VY]`Ä`hYfYb`A`YbgW`Yb`X]Y`_`Äi`Z][`Y`8Ya`Ybn`U`g`i`fgUWX
ZØf`Y]b`j`YfgW`k`]bXYb`ni`_Yf`_`YbbYb`"

Y`_`b`_`]W`Y` : Ä`Y`i`bX`_`_`fY`HfU[`_]`_`

5i`W`_`]b`_`UbXYfYb`HY]Yb`9i`fcdUg`[`_]Vh`Yg`hfU[`_]gW`Y` ; YgW`]W`hYb
ØVYf`j`Yfa`]gghY`DYfgcbYbž`k`]Y`]a` : U``XYf`%)`!`Ä`f][`Yb`@]bUž`X]Y`]a
9`gUgg`j`YfgW`k`i`bXYb`k`Uf`i`bX`XYfYb`@Y]W`Y`Yfghj`cf`_i`fnYa`_`]b
NYbhfU`ZfUb`_`fY]W`_`Yb`hXYW`_`h`k`i`fXY" `8]Y`i`a`ghÄbXY`_`_`fYg
j`YfgW`k`]bXYbg`i`bX`X]Y`XUfUi`g`fYgi`_`h]YfYbXYb`9fa`]hhi`b[`Yb
k`YfZYb`Y]b`GW`_`U[`_`]W`h`Ui`ZX]Y`gYbg]V`Yb`H`Ya`Yb`j`cb
j`Yfa`]gghYbZÄ`Yb`i`bX`XYfYb` : c`[`Yb" `Y`_`b`_`]W`k`]Y`]a` : U``XYg
K`Y]W`Yf]b[`Yfgž`a`cV`_`]g]YfhYb`g]W`X]Y`6Y`_`ÖfXYb`Ui`W`_`_`Yfž`i`a
5i`Z`_`Äfi`b[`_`ni`_`gW`UZZYb" `K`Ä`fYbX`_`]b`@]bUg` : U``Y]b
HUhj`YfXÄW`h][`Yfž`XYf`g]W`_`ZØf`gY]bY`j`Yf[`Y`_`Yb`j`YfUbhk`c`fhYb
gc`_`hYž`GY`Vgha`c`fX`VY[`]b[`ž`V`Y]Vh`XYf`GW`]W`gU`_`XYg
K`Y]W`Yf]b[`Yfg`j`cfYfghi`b[`Y`_`Äfh`"

8]Y'; YXi `X'i bX'I bhYfghØhni b[`XYf'; Ya Y]bgW UZh'g]bX`]b `VY]XYb
 : Ä`Yb`j cb`YbhgWY]XYbXYf`6YXYi hi b[ži a `gck c\`XYb
 5i Z_Äfi b[gdfcnYgg`U`g`Ui W`X]Y`gYY`]gWY`i bhYfghØhni b[`ZØf
 5b[Y\Öf][Y`ni `[Yk Ä`f`Y]ghYb"

8]Y`HfU[ÒX]Y`Yf]bbYfh'i bg`XUfUbž`k]Y`ZfU[]`XUg`@YVYb`gY]b`_Ubb
 i bX`k]Y`k]W`h][`Yg`]ghž`VY`]j Yfa]gghYb`DYfgcbYb`gW`bY``i bX
 YbhgW`cggYb`ni `UbXY`b"5i W`]b`6UmYfb`k]fX`X]Y`Gi W`Y`bUW`
 j Yfa]gghYb`A YbgW`Ybž`i bhYfghØhnh`Xi fW`Dc`]nY]i bX`c`_U`Y
 <]Zgcf[Ub]gUh]cbYbž`j cb`[fc»Yf`6YXYi hi b[`gY]bž`i a `æg`i bX
 gY]bY`5b[Y\Öf][Yb`X]Y`5bhk cfhYb`ni `[YVYbž`X]Y`g]Y`gc`Xf]b[YbX
 VYbØh][Yb"

8YhU]`g	
C fh	K Y]W`Yf]b[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XcbUi `_i f]Yf"XY • k k k "gk f"XY • \`!`c`i fbU`"XY

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