

? UggY` `]a ` † b]. `A i g]_ž`? i bgh`i bX`XUg
[fc» Y` < Yf_i `Yg!GdY_hU_Y`°

9f`YVYb`G]Y`Ua `%, "\$* "&\$&) `j]Y`ZÀ`h[Y`J YfUbghU`hi b[Yb`]b
? UggY`. `? cbnYfhYž`5i gghY``i b[Ybž`8]g_i gg]cbYb`i bX
?]bXYfdfc[fUa a Y"



? UggY`ž`8 Yi hgW`UbX`!`†`? UggY` `[]Vh`Yg`Ua `%, " ' † b] ' & \$ &) `j]Y`
ni `Yf`YVYb`°`J cb`gdUbbYbXYb`? cbnYfhYb`V]g` \]b`ni `]bhYfYggUbhYb
5i gghY``i b[Ybž`X]Y`GhUXh` \ Uh`ZØf`YXYb` ; YgW`a UW`Yhk Ug`]a
5b[YVch`"K Yf`g]W`ZØf`? i bgh`VY[Y]ghYfhž`XUfZ`g]W`Ui ZX]Y
9f`ÒZZbi b[`XYf`5i gghY``i b[`K Ug`V`Y]Vh` `a]h`≠YbY`G]`VYfa Ubb`]a
5i [i gh]bi a `ZfYi Ybž`X]Y`i a `%*.` \$`I ` \ f`VY[]bb`hi bX`_Y]b
9]bhf]hgh[Y`X`_cgYh`"†`XYb`5VYbXghi bXYb`_Ubb`a Ub`XUbb`VY]a
]bhYfbUh]cbU`Yb`A i g]_dfc`Y`_h` GU`cba i g]_ `]a `GUbXYfg` \Ui g`UV
%+.` \$`I ` \ f`YbhgdUbbYb"

: Øf` : Ub g` \ÀfhYfYf`?`Àb[Y` []Vh`Yg`UV`&\$.\$\$`I ` \ f` [`Y]W` `a Y` \fYfY
C dh]cbYb.` †`XYf` ; c`X[fi VY`ghY` \Yb` K cfa fch`Ž` `6`YUW`Xf]b_Yf
Ui ZX]Ya `Dfc[fUa a ž`9]bhf]hghdfY]g`VYhfÀ[h`i`&\$ž`*` `9i fc`"K Yf`Yg

Yhk Ug[fccj][Yf'a U[ž'gc`hY'; fccj Y`H'a `GUbXYfg\Ui g`VYgi WXYbž
k c`XYf'9]bhf]h'ink]gWXYb', 'i bX'%' ('9i fc`')Y[h`i bX`XUg']gh'bcW
`Ub[Y`b]Wxh`U`Yg.'`b`XYf'?i`hi fV]Yf[UfhYb'[]Vhg'ni f'[`Y]WXYb`NY]h
Y]b'?cbnYf'h'a]h`XYa`Hf]c` DUcž'8UffYbž`@Yc "

? i `hi fY`Y`J]Y`ZU`h`Yb hZU`hYb

8cW`?UggY`V]YhYh'b]Wxh'bi f'A i g]_`I a`%, .' \$'I \f`Z]bXYh]a
7Uf]WUhi fU`Y]bY': Ø\fi b[`Xi fW`X]Y' 7Ufhccbg'5ZhYf`K cf_`ghUhh'
GUg_]U`K U[bYf`k]fX`XYb'; ÅghYb`X]Y`K Y`h`XYf'7Ufhccbg
bÅ\YfVf]b[Yb/X]Y`HY]'bU\ a Y`_cghYh`%&'9i fc`]b`_i gj Y`Y]bYg
; YhfÅb_g`"Ni XYa`_`ØbbYb`@]hYfUhi f]bhYfYgg]YfhY`i a`%- .' \$'I \f
VY]a` ; Ygd fÅW`g_fY]g'a]h`5i hcf`A Uf_i g`C fh\g`]a`6ØWXYfYW`Ua
FUh\Ui g`XYa`5i ghUi gW`ØVYf`gY]b`K Yf_` D]W_b]W`_]a`8i b_Y`b
Zc`[Yb"

5i W`ZØf`YbYž`X]Y`g]W`dYfgØb`]W`k Y]hYfYb`hk]W`Y`b`a`ØW`hYbž
ghY\Yb`5b[YVchY`VYfY]h`I a`%, .' \$'I \f`ghUfhYh`Y]b`_cghYbZfY]Yf
K cf_g\cd`ni f'; Yk U`hZfY]Yb`?ca`a`i`b]_Uh]cb`]b`XYf
; Ya`Y]bXYVØWXYfY]"<]Yf`_ØbbYb`X]Y`HY]'bU\ a Yf`YfbYbž`k]Y`g]Y
]b`?cbZ]_hg]hi Uh]cbYb`VYggYf`_ca`a`i`b]n]YfYb`_ØbbYb"

8]Y` : Ugn]b Uh]cb`XYg`< Yf_i`Yg

K Ybb`Yg`i a`?i`hi fYfVY`[Y\hž]gh`XYf`<Yf_i`Yg`]b`?UggY`b]Wxh'ni
ØVYfgY\Yb`"8]YgY`VYY]bXfi W`YbXY`GhUhi Y`Ui g`GhY]b`]gh`ZØf`X]Y
GhUXh]cb`[fc»Yf`6YXYi hi b["G]Y`Yf\YVh]g]W`ØVYf`Y]bY`%ž)
?`]ca`YhYf`Ub[Y`?Ug_UXYbUb`U[Y`i bX`k]fX`j cb`XYf', ž&\$`a` \c\Yb
GhUhi Y`XYg`<Yf_i`Yg`[Y_fØbh`6Ui \Yff`k Uf`@UbX[fUZ?Uf`j cb
<YggYb!`?UggY`ž`XYf`nk]gWXYb`%+\$`\$`i bX`%+%+`XUg`C`_hc[cb
d`UbhYž`i bhYf`XYf`@Y]hi b[`XYg`5fW]hY`_hYb`;]cj`Ubb]: fUbW`gWc
; i Yfb]Yfc`"8YhU]`g`ØVYf`XYb`<Yf_i`Yg`i bX`X]Y`A`Ø[`]W`_Y]hž`Ub
: Ø\fi b[Yb`hY]`ni bY\ a Ybž`Z]bXYb`g]W`Ui Z`XYf`K`YVgY]hY`XYf`GhUXh
?UggY`"J`cb`XYf`6Ygi WXYfd`Uhžcfa`Ui Z`&, ž) `a`<Ø\Y`[Yb]Y»`h
a`Ub`Y]bYb`UhYa`VYfUi`VYbXYb`6`]W`_Ui Z`X]Y`VUfc`W`_Y`DUf`_Ub`U[Y
i bX`X]Y`GhUXh"

8]Y` : Ø\fi b[Ybž`X]Y`fi bX`i a`XYb`<Yf_i`Yg`ghUhhZ]bXYbž`XUi Yfb

Yhk U`Y]bY`Ghi bXY": Øf`U`Yž`X]Y`h]YZf`]b`X]Y` ; YgWk]Wk hY
 Y]bhUi Wk Yb`a ÒWk hYbž`V]YhYb`g]Wk`j YfgWk]YXYbY`C dh]cbYbž
 Y]bgWk`Y»`]Wk`XYg`5i Zgh]Y[g`ni f`GhUi Y`gY`Vgh"8 Ug`< cbcfUf`ZØf
 gc`WkY` : Ø\fi b[Yb`VYhfÄ[h', \$`9i fc`dfc`Ghi bXYž]b`_i`g]j Y`A k Gh"ž
 i bX`XYf` : fYa XgdfUWk Ybni gWk`U[``]Y[h`VY]`%) `9i fc`dfc`Ghi bXY"

9bhXYW_Yb`i bX`[Yb]Y» Yb

8]Y`J]Y`ZU`h`Ub`J YfUbghU`hi b[Ybž`X]Y`? UggY``ni `V]YhYb`U`hž`a UWk h
 X]Y`GhUXhni `Y]bYa `UhhfU`_h] Yb`N]Y``ZØf`gck c`\`9]bk c`\bYf`U`g
 Ui Wk`6Ygi Wk Yf``J cb`? cbnYfhYb`ØVYf`gdUbbYbXY
 5i gghY``i b[gUb[YVchY`V]g`ni `]bhYfYggUbhYb`K cf`g`c`dg` ``YXYf
 HU[`Vf]b[h`bYi Y`A Ò[``]Wk`_Y]hYbž`XUg`6YghY`Ui g`gY]bYf` : fY]nY]h`ni
 a UWk Yb``8]Y`GhUXh? UggY``]ghj c``Yf`@YVYbž`i bX`\Yi hY`gc``hY`g]Wk
 b]Ya UbX`X]Y`7\UbWk`Ybh[Y`Yb`UggYbž`HY]`X]YgYf`Vi bhYb`?i`hi`f
 ni`gY]b`K Yf`a Y`f`ØVYf`X]Y` ; YgWk Y`b]ggY`YfZU`fYb`a ÒWk hYž
 gWk Ui h`Ua `VYghYb`Ui Z`XYf`? UggY``K YVgY]hY`j cfVY]`cXYf
]bZcfa]Yfh]g]Wk`VY]`< B 5`ØVYf`U`_hi Y``Y`J YfUbghU`hi b[Yb"

CV`Gc`cž`a]h: fYi bXYb`cXYf`XYf` : Ua]]Y` ``? UggY``\Uh`ZØf`YXYb
 Yhk Ug`ni `V]YhYb`

8YhU]`g	
C fh	? UggY`ž`8Yi hgWk`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "\bU"XY • k k k "_UggY``XY • ghUXhZi Y`fi b[Yb!_UggY``XY

6Ygi Wk Yb`G]Y`i bg`Ui Z.`bU[!\YggYb"XY