

: UWÄ_fÄZhYa Ub[Y`']a `J c[Y`gVYf[_fY]g.
5`Ufa]YfYbXY`Dfc[bcgYb`V]g`&\$' \$°

~a `J c[Y`gVYf[_fY]g`X]g_i h]YfYb`9I dYfhYb`Ua `%' "\$* "&\$&)
@0gi b[Yb`[Y[Yb`XYb`Xfc\YbXYb`: UWÄ_fÄZhYa Ub[Y`V]g
&\$' \$"



J c[Y`gVYf[_fY]gž`8Yi hgWÄ`UbX`!`~a `J c[Y`gVYf[_fY]g`k]fX`Yg
V]g`&\$' \$`Yfbgh`@Ui h`U_hi Y`Yb`Dfc[bcgYb`XYg`<Ygg]gWÄYb
5fVY]hg!`i bX`Gcn]U`a]b]ghYf]i a g`ZY`\Yb`XYf`FY[]cb`fi bX`*"(, \$
: UWÄ_fÄZhY`i bX`* %\$`5fVY]hg_fÄZhY`c\bY`6Yfi Zg!`cXYf
Ghi X]YbUVgWÄ`i gg`8]YgY`U`Ufa]YfYbXYb`NU`\Yb`k i fXYb`_0fn`]WÄ
]a `FU`a Yb`XYf`nk Y]hYb`Ni _i bZhgk Yf_ghUhh]a `J c[Y`gVYf[_fY]g
j c[YghY`h`X]Y`@UbXfU`h`8f`>Ybg`A]gWÄU`_Yf0ZbYhY`"I bhYf`XYb
5bk YgYbXYb`k UfYb`Ui WÄ`7`Ui X]U`K YgbYf`j cb`XYf` GhUVgghY`Y
: UWÄ_fÄZhY`Z0f`<YggYb`i bX`8f`7`f]ghU`@UfgYbž`@Y]hYf]b`XYg`K 5?
Ub`XYf`; cYh`Y!! b]j Yfg]hÄh: fUb_Zi fhž`gck]Y`Yhk U`) \$`J YfhYhYf`Ui g
I bhYfbY`a Yb`i bX`GWÄi`Yb`"

8Yf`5`hYfgVYX]b[hY`F 0W_[Ub[`XYf`j YfZ0[VUfYb`5fVY]hg_fÄZhY`k]fX

U`g`<Ui dhi fgUWXY`Z0f`X]YgYb` : UWX_fÅZhYa Ub[Y`Ui g[Ya UWXh"
I bhYfbY\`a Yb`ghY\`Yb`j cf`[fc»Yb`<YfUi gZcfXYfi b[Ybž`XUfi bhYf
Ui gV`Y]VYbXYg`K]fhgWUZhgk UWXghi a ž`V0fc`_fUh]gWXY`<0fXYb`i bX
XYa `8fi W`_XYf`8][]hU`]g]Yfi b[``8Yf`A Ub[Y`Ub` : UWX_fÅZhYb`]gh
XUVY]`_Y]bY`_i fnZf]gh][Y`9fgWXY]bi b[ž`gcbXYfb`k]fX`U`g
`Ub[Zf]gh][Y`5i Z[UVY`V]g`]b`X]Y`&\$) \$Yf!`U\`fY`Ub[YgY\`Ybž`k]Y
K YgbYf`VYhcbhY``8]Y`HY]`bY\`a YbXYb`X]g_i h]YfhYb`VYfY]hg
a 0[`]WXY`@0gi b[Ybž`i a `X]Y` : UWX_fÅZhY`0W`Yb`ni `gW\`]Y»Yb`i bX
X]Y`6]bXi b[]cb` : UWXk]ggYb`ni `ghÅf`_Yb`"

8 f]b[YbXY`<YfUi gZcfXYfi b[Yb`Yf`_YbbYb

9]b`GWX`0ggY`h\`Ya U`]b`XYf`Ni _i bZhgk Yf_ghUhh`k Uf`XYf` , VYf[Ub[
j cb`GWXi `Y`]b`XYb`6Yfi Zgck]Y`X]Y`J YfY]bVUf`_Y]h]j cb` : Ua]]Yž
DZY[Y`i bX`6Yfi Z`5i W`X]Y`G]WXYfghY``i b[]cb` : UWX_fÅZhYb`Xi fW
9]bk UbXYfi b[`i bX`c`_U`Y`#h]Uh]j Yb`ni f` : UWX_fÅZhYU`ei]g]h]cb
k i fXYb`]bhYbg]j Y`VY`Yi W`hYh``8f``@UfgYb`c`VhY`XYb
Jc[Y`gVYf[`_fY]g`U`g`U`h]j `i bX`[i hUi Z[YghY``hž`i a `XYb
<YfUi gZcfXYfi b[Yb`ni `VY[Y[bYbž`k Å\`fYbX`[`Y]W`nY]h][
dfc[bcgh]n]Yfh`k]fXž`XUgg`X]Y`U`hYfgVYX]b[hY` : `i _hi Uh]cb`VYfY]hg
&\$&+`]\`fYb`<0\`Ydi b`_h`YffY]W`h`"

8]Y`9bhk]W`_i b[Yb`]b`XYf`fY[]cb`fi ZYb`bUW`gcZcfh][Yb
A U»bU\`a Yb``5i ZXYf`Y]bYb`GY]hY`_Ubb`X]Y`8][]hU`]g]Yfi b[
I bhYfgh0hni b[`V]YhYbž`i a `XYb`A Ub[Y`Ub` : UWX_fÅZhYb`]b
a UbWXYb`GY`_hcfYb`UVni a]`XYfb``5i ZXYf`UbXYfYb`GY]hY`[]Vh`Yg
`YXcW`_Ui a `V]g[]Uf`_Y]bY`9bh`Ughi b[`]a`6YfY]W`XYf`gcn]U`Yb
6Yfi ZYž`k c`XYf`6YXUfZ`k Y]hYf\`]b`Xf]b[YbX`]gh``8]Y`8]g_i gg]cbYb
]b`XYb`5fVY]hg[fi ddYb`XYf`Ni _i bZhgk Yf_ghUhh`i a ZUgghYb`XU\`Yf
Ui W`nYbhfU`Y`6fUbWXYb`k]Y`<UbXk Yf_ž`#Xi ghf]Yž`@c[]gh]_i bX
0ZZYbh]WXY`J Yfk U`hi b["

: UWX_fÅZhYa cb]hcf]b[.`9]b`6`]W`_]b`X]Y
Ni _i bZh

9]b`\`]ZfY]WXYg`#ghfi a Yb`hni f`5bU`mgY`XYf`G]hi Uh]cb`V]YhYh`XUg
: UWX_fÅZhYa cb]hcf]b[`XYg`6i bXYga]b]ghYf]i a g`Z0f`5fVY]h`i bX

Gcn]U`Yg"9g'j YfZc`[h'5fVY]hga Uf_hghf0a Y`V]g'&\$&, 'i bX
]XYbh]Z]n]Yfh'9b[dÅggY'gck]Y', VYfgWÅØggY`]b'j YfgWÅ]YXYbYb
6Yfi Zg[fi ddYb"5i WÅ`<YfUi gZcfXYfi b[Yb`k]Y`X]Y`8][]hU`]g]Yfi b[ž
XYf'?`]a Uk UbXY`i bX`[Ycdc`]h]gWÅY`?cbZ]_hY`k]Y`XYf`i _fU]bY!
?f]Y[`Z]Y»Yb`]b`X]Y`5bU`mgYb`Y]b"FY[]cbU`Y`i bhYfgWÅ]YXY`]a
XYa c[fUZ]gWÅYb`K UbXY`_`ÖbbYb`ni gÅhn`]WÅ` : UWÅ_fÅZhYb[dÅggYž
]bgVYgcbXYfY`]b`ghfi _hi fgWÅk UWÅYb` ; YV]YhYbžj YfghÅf_Yb" Gc
nY][hY`X]Y`Ghi X]Yž`XUgg`k Å\fybX`]b`XYb`bÅWÅghYb`Z0bZ`Å\fyb
*%,"\$\$\$DYfgcbYb`c`bY`5VgWÅ`i gg`Ui Z`XYb`5fVY]hga Uf_hghf0a Yb
k YfXYbžbi f" - *"\$\$\$`<Y`ZYfghY`Yb`ni f`J YfZ0[i b[`ghY`Yb"

≠`XYb`_ca a YbXYb`Å\fyb`a ØggYb`gck c`d`f]j UhY`<Ui g`U`hY`U`g
Ui WÅ`i bhYfbY`a Yb`gWÅbY`Å\UbXYb`ž`i a`XYb`J Yf`i gh`Ub
: UWÅ_fÅZhYb`ni`_ca dYbg]YfYb`i bX`XUg`K]fhgWÅUZhk UWÅghi a
Ui ZfYWÅhni Yf`U`hYb"8]Y`<YfUi gZcfXYfi b[`k]fX`[fc»ž`XcWÅ`a]h
[Ya Y]bgUa Yb`5bghfYb[i b[Yb`_ÖbbYb`@0gi b[Yb`YfUfVY]hYh
k YfXYb"8UhYb`ni f`9bhk]W`i b[`XYf`5fVY]hga Åf`hY`]b`<YggYb`g]bX
cb`]bY`j YfZ0[VUf`i bhYf`Ygg]gWÅY!VYfi Zgdfc[bcgYb"XY"

8Yf`J c[Y`gVYf[_fY]g`]gh`[YZcfXYfhž`gY]bY`≠]h]Uh]j Yb`ni a`H\Ya U
: UWÅ_fÅZhYg]WÅYfi b[`Ui gni VUi Yb"8Yf`Ni gUa a Yb`U`hi bX`X]Y
?ccdYfUh]cb`U`Yf`6YhY`][hYb`g]bX`YbhgWÅY]XYbXž`i a`XYb
Xfc`YbXYb` : UWÅ_fÅZhYa Ub[Y`UVni k YbXYbž`XYf`b]WÅh`bi f`X]Y
`c`_U`Y`K]fhgWÅUZh`gcbXYfb`Ui WÅ`XUg`[YgY`gWÅUZh`]WÅY`@YVYb
VYY]bZi ggYb`_ÖbbhY"

: Øf`k Y]hYfY`≠Zcfa Uh]cbYb`ni`XYb` : UWÅ_fÅZhYa cb]hc]b[!
9f[YVb]ggYb`i bX`XYf`U`[Ya Y]bYb`9bhk]W`i b[`Ua`5fVY]hga Uf_h
V]YhYh`g]WÅ`X]Y`K YVg]hY`XYf`6i bXYgU[Ybhi f`Z0f`5fVY]h`Ub`.
ghUh]gh]_ "UfVY]hgU[Ybhi f"XY"

5i Z`X]Y` : fU[Yž`k]Y`XYf`J c[Y`gVYf[_fY]g`X]YgY`<YfUi gZcfXYfi b[
a Y]ghYfb`_Ubbž`V`Y]Vh`bi f`ni`gU[Yb.`<]Yf`]Y[hij]Y`DchYbn]U` `Yg
VfUi WÅh`UVYf`Y]b[i hYg`<ÅbXWÅYbž`i a`X]Y`f]WÅh][Yb`K Y]WÅYb`ni
ghY`Yb"K Y]hYfY`A U»bU`a Yb`g]bX`[YZfU[hž`i a`X]Y`k]fhgWÅUZh]WÅY
Ni _i bZh`XYg`?fY]gYg`ni`g]WÅYfb"

8YhU]`g	
C fh	J c [Y`gVYf[_fY]gž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`]ZYdf"XY • k k k "Va Ug"XY • ghUh]gh]_ "UfVY]hgU[Ybhi f"XY

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