

6i Wf]i g'@Uk 'GWcc`. 'DZ]W hVYfUhi b['ZØf
` fUghi X]YfYbXY 'UV '&\$&* °

8]Y'6i Wf]i g'@Uk 'GWcc`]'b'<Ua Vi f['ZØ\fh'UV '&\$&*
j YfdZ]W hYbXY '@Uk '7`]'b]Wg'ZØf'` fUghi X]YfYbXY 'Y]bž'i a
VYXØfZh['Y'A YbgWXYb'ni 'i bhYfghØhnYb"



<Ua Vi f[ž'8Yi hgW`UbX '!8]Y'6i Wf]i g'@Uk 'GWcc`]'b'<Ua Vi f[
Vf]b[h'Z]gWYb'K]bX']b'XUg'` fUghi X]i a . '5V'XYa 'K]bhYfgYa YghYf
&\$&* #&+ 'k]fX'Yg'ZØf'U`Y'` fUghi X]YfYbXYb'ni f'DZ]W hž']b
gc[YbUbbhYb '@Uk '7`]'b]Wg'ni 'UfVY]hYb"<cWgW'i `dfÅg]XYbh
A]WUY`'; fØbVYf['VYnY]W bYhY'XUg'bYi Y'?'cbnYdh'U'g
` fUghi X]i a 'j cb'a cf[Yb "'8]YgY'FYZcfa '\YVh'X]Y'JYfV]bXi b[
nk]gWYb'h\YcfYh]gWYa 'K]ggYb'i bX'dfU_h]gWYf'5bk YbXi b['Ui Z
Y]b'bYi Yg'B]j YUi "

Ghi X]YfYbXY'k YfXYb']b'XYb '@Uk '7`]'b]Wg'i bhYf'XYf'ZUW_i bX][Yb
5i Zg]W h'YfZU\fybYf'` f]ghYb'VYXØfZh['Y'A YbgWXYb'_cghYb`cg
VYfUhYb"'8]Yg']gh'b]W h'bi f'Y]bY'k Yfhj c`Y'dfU_h]gWY'9fZU\fi b[ž
gcbXYfb'hfÅ[h'Ui W'ni f'gcn]U'Yb'; YfYW'h][_Y]h'VY]"GY]h'\fYf

; f0bXi b['ja 'x\ f' &\$%&' \ Uh'X]Y' < Ua Vi f[Yf'@Uk '7`]b]W'Ä\ f']W
&\$ \$ 'V]g'' '\$ \$ 'F Ughi W'YbXY' VYhfYi hž'k cVY]'VYgcbXYfg'X]Y
?ccdYfUh]cb'a]h'FYZ [YY'@Uk '7`]b]Wg']b' ?]Y''i bX' < Ua Vi f['ja
6YfY]W' 5VgW']YVY\ UZhfYW'h'U'g' \ YfUi gfU[YbX' []hž'k]Y'
\ Ua Vi f["h!cb`]bY"XY' VYf]W'hYh"

9]b`Ni [Ub[`ni a `F YW' h'Z0f`U`Y

8]Y'@Uk '7`]b]Wk i fXY'b]W'h'bi f'Ui g'Y]bYf'U_UXYa]gW'Yb
, VYf'Y[i b[' \ YfUi g']bg'@VYb' [Yfi ZYb" '9]bY'Ghi XYbh]b'ghY`hY
k Ä\ fYbX'Y]bYg'DfU_h]_i a g']a ' ðhY[fUh]cbgnYbhfi a 'ZYghž'XUgg
?']YbhYb'cZh'a]h'6Uff]YfYb' _cbZfcbh]Yfh'g]bXž'X]Y']\ bYb'XYb
Ni [Ub[`ni `fYW'h]W'Yf' l bhYfgh0hni b['j Yfi ba 0[`]W'Yb"
GdfUW'VUff]YfYbž'dgmW'cgcn]U'Y'DfcV'Ya Y'i bX'X]Y' 5b[gh]j cf
\c\Yb' 5bk U'hg_cghYb'g]bX'\Äi Z][Y' < Ya a b]ggYž'X]Y'j]Y'Y'j cb
Y]bYf' ðUbgdfi W'bU'a Y'XYf'F YW'hY'UV\U'hYb" '8Ug'9b[U[Ya Ybh
XYf'6i W'f]i g'@Uk 'GW'cc`'i bX'XYf'8]U_cb]Y' < Ua Vi f[']b'X]YgYa
6YfY]W']gh'XUni ' [YXUW'hž'X]YgY' < 0fXYb'ni '0VYfk]bXYb' i bX
A YbgW'Yb']b' Bch'Y]bY'YW'hY'DYfgdY_h]j Y'ni 'V]YhYbž
k Y]hYfZ0\ fYbX'Yf'Äi hYfh`Uk !gW'cc`"XY"

ðg[YgUa h[]VhYg']b'8Yi hgW'UbX'a]h'Yfk Y]Y'fi bX' - \$'@Uk
7`]b]Wgž'X]Y'gY]h'&\$ \$, 'j cf'U`Ya 'Ui W'bUW'XYa ' [YghY][YfhYb
6YfUhi b[gVYXUFZ] cb ; YZ0W'hYhYb'YbhghUbXYb'g]bX" '8Yf'6YXUFZ
Ub'fYW'h]W'Yf' l bhYfgh0hni b[']ghi b[YVfcW'Ybž'i bX'k]Y'Ui W'
Yfk Ä\ bhž'k]fX'X]Y' < Ua Vi f[Yf'@Uk '7`]b]Wa]h'Yfk Y]Y'j cb'0VYf'&\$
X]U_cb]gW'Yb'6YfUhi b[gghY`Yb' [Ybi hnh"

9]b'6`]W_`Ui Z'X]Y'DfUI]g

K Yf'g]W'ZFU[hž'k]Y'X]Y'dfU_h]gW'Y' 5fVY]h']b'Y]bYf'gc`W'Yb
9]b]W'h' b['Ui gg]Y\hž'_Ubb'g]W'XUg': c` [YbXY'j c fghY`Yb.
BUW'XYa 'F Ughi W'YbXY']b'XYf'6YfUhi b[gghY`Yž'Ui g[YghUhhY'h'a]h
; YgYhnYghYl hYbž'Ub[Y_ca a Yb'g]bXž'k YfXYb']\fY' 5b`]Y[Yb
YfZUggh'i bX'Ui Z'D`Ui g]V]`]hÄh[Ydf0Zn' 8]Y'6YfUhi b[']gh'Ui Z
Y]bZUW'Y' 5i g_0bZnY'VYgW'fÄb_h'i bX'VY]j Yfh]YZYbXYb'fYW'h]W'Yb
: fU[Yb'k YfXYb'X]Y'F Ughi W'YbXYb'Ub'9l dYfhYb'j Yfk]YgYb"
H\Ya Ybž'X]Y']b'XYf'6YfUhi b['VY\UbXY'h'k YfXYbž'g]bX'i bhYf

UbXYfYa `XUg`5i g`ÅbXYffYWXhž`X]Y`J YfYfV`]WX`_Y]h]j cb`GWi` `XYb
i bX`GW UXYbgYfgUhnUbgdfØWXY`bUWX`J Yf`Y\fgi bZ`Å`Yb`"J]Y`Y
F Ughi WX YbXY`Vf]b[Yb`U_hi Y`Y`<Ufhn! ð!`cXYf`F YbhYbVYgWXY]XY
ni f`6YXØfZh][`_Y]hgVY`Y[i b[`a`]hž`k Ug`XYb`6YXUfZ`Ub`_`UfYbž
j YfghÅbX`]WX Yb` ðZcfa Uh]cbYb`bcW`Y]ba U`i bhYfghfY]WX h`9]b
6Yf]WX h]j cb`Ub k U`hgV`Uhh"Ub k U`hj YfY]b"XY`VY`Yi WX hYhž`XUgg
X]Y`F Ughi WX YbXYb`cZi[YXi`X][`Ub`XYf`6YfUhi b[`k UfhYb`i bX`Ui WX
]b`bUWX]j c`n]Y\ VUfYa`8Yi hgWX`_ca a i b]n]YfYb"

8 Ug`9b[U[Ya YbhXYf`6i Wf]j i g`@Uk`GW cc`ZØf`gcn]U`Y
; YfYWX h][`_Y]hi bX`X]Y`dfU_h]gWXY`5i gV]`Xi b[`]\fYf`Ghi X]YfYbXYb
_ØbbhY`U`g`f]WX hi b[gk Y]gYbX`ZØf`UbXYfY`i b]j Yfg]hÅhYb`[Y`hYb"
8 Uj]X`A i hgWX`Yf`j ca`8 UWX]j YfVUbX`ghi XYbh]gWXYf
FYWX hgVYfUhi b[Yb`g]Y`h]b`XYa`?cbnYdh[fc» Yg`DchYbn]U`ž`Ai » Yfh
`YXcW`6YXYb`_Ybž`k]Y`XUg`A cXY`Ui Z`UbXYfY`<cW`gW`i`Yb
Ui g[Yk Y]hYh`k YfXYb`_Ubb`"8]Y`DZ]WX h]bhY[fUh]cb`j cb
df]j]Y[]YfhYb`Ghi X]YfYbXYb`a`]h`VYbUWX hY]][`hYb`A YbgWXYb
_ØbbhY`XUZØf`gcf[Ybž`XUgg`Y]b; YgdfÅW`ØVYf`7\UbW`b[`Y]WX`Y]h
b]WX h`bi f`H\Ycf]Y`V`Y]Vh"

8]Y`<i bXY`Åi hYbž`i bX`X]Y`6i Wf]j i g`@Uk`GW cc`a UWX hY]bYb
[fc» Yb`GW f]h]b`Y]bY`ni`_i bZ`hgcf]Ybh]YfhY`5i gV]`Xi b[`i bX`gcn]U`Y
J YfUbhk c fhi b["

8 YhU]`g	
C fh	< Ua Vi f[ž8Yi hgWX`UbX
E i Y`Yb	<ul style="list-style-type: none"> • \Ua Vi f["h!c b`]bY"XY • k k k "`Uk !gW cc`"XY • Ubk U`hgV`Uhh"Ub k U`hj YfY]b"XY

6Ygi WX Yb`G]Y`i bg`Ui Z.`X]Y!bUWX f]WX hYb"Wca