

6`]hn!DUi gY`]b`5i f]WΛ.`<]Yf`k YfXYb`\\Yi hY
X]Y`F UgYf`Yfk]gWΛ h°

5_hi Y`Y` ; YgWΛk]bX][_Y]hg_cbhfc`Yb`]b`5i f]WΛ`Ua
&)"\$*"\$&\$&).`6`]hnYfghUbXcfhYž`6i » [Y`XYf`i bX
J Yf_Y`fgfY[Y`b`]a` , VYfV`]W_"



@YYfYf`@UbXghfU» Yž`&* * \$` `5i f]WΛ ž`8Yi hgWΛ`UbX`!`b`5i f]WΛ
]gh`X]Y`GhfU» Ybj Yf_Y`fgg]hi Uh]cb`\\Yi hYž`Ua` `&)"\$*"\$&\$&) ž
VYgcbXYfg`]a` `6`]W_`XYf`J Yf_Y`fgg]WΛYf`\\Y]h`8Yf`Y]bn][Y`U_hi Y`Y`
6`]hnYfghUbXcfh`VY]bXYh`g]WΛ`]b`XYf`@YYfYf`@UbXghfU» Yž`k c`Y]bY
ghf`_hY` ; YgWΛk]bX][_Y]hg_cbhfc`Y`]b`Y]bYf`&\$`_a` #!NcbY
Xi fWΛ [YZØ`fh`k]fX`"@Ui h`bYk g"XY`YfZi`\\fYb`X]Y
J Yf_Y`fgfY`]bY`a Yf`ni`Yhnh`Ua` `&)"\$*"\$&\$&) i`a``%*.`' %!`\\f`j`cb
XYb`?`cbhfc`Yb`"

8]Y`GhUXhVY`\\ÖfXYb`gYhnyb`ni XYa`Ui ZY]bY`i`a`ZUggYbXY
, VYfk UWΛi b[`]a` [YgUa`hYb`GhUXh[YV]Yhž`X]Y`ZØf`5i ZfY[i b[`i`bYf
XYb`5i hcZU`fYfb`gcf[h`8]Y`J Yf_Y`fgfY[Y`b`g]bX`_`Uf[YfY[Y`hž
i bX`Yg`[]`hY]b`Hc`YfUb`nUVni [`VY]`XYb`

; YgWk]bX][_Y]hga Yggi b[Yb. 'I bhYf'%'\$\$_a # 'XUFZY]b'5Vni [j cb'' _a # 'j cf[Ybca a Yb'k YfXYbž'VY]' \ Ò \ YfYb
; YgWk]bX][_Y]hYb'g]bX'Yg'' 'DfcnYbh''8]Y
GhfU» Ybj Yf_ Y \ fgc fXbi b['fGhJ C Ł 'XYZ]b]Yfh'X]Y'6i » [Y`XYf'ZØf'U`Y
J Yf_ Y \ fgj YfghØ» Yž'X]Y'VY]'B]W hY]b \ U'hi b['ni 'Ya dZ]bX`]W Yb
GhfUZYb'ZØ \ fYb' _ Ò bbYb"

6i » [Y`X_UhU`c ['ja '@UbX_fY]g'5i f]W

8Yf'@UbX_fY]g'5i f]W 'U \ bXYh'J Yf_ Y \ fgc fXbi b[gk]Xf][_Y]hYb
[Ya Å» 'XYa '6i » [Y`X_UhU`c ['&\$&) ž'gc 'VYf]W hYh'X]Y'GY]hY'
XYfVi gg[Y`X_UhU`c ["XY" Ni 'XYb' \ Äi Z][ghYb'J YfghØ» Yb' [Y \ Ò fYb
; YgWk]bX][_Y]hgØVYfgW fY]hi b[Ybž'5VghUbXgj YfghØ» Y'gck]Y'XUg
, VYfZU \ fYb'j cb'fchYb'5a dY'b''8]Y'6i » [Y`XghY`Y' \ Uh'Ui W X'X]Y
5i Z[UVYž'g]W Yfni ghY`Ybž'XUgg'XYf'hUhgÅW`]W Y': U \ fYf'i bX'b]W h
'YX][`]W 'XYf': U \ fnYi [\ U'hYf'ni f'J YfUbhk cfhi b['[Ync[Yb'k]fX"

; YfUXY']b'5i f]W`]gh'Yg'k]W h][ž'VY]'Y]bYa '6i » [Y`XVYgWY]X'X]Y
Y][YbY'fYW h]W Y'Dcg]h]cb'ni ' _ ÄfYb'' ð 'XYf'F Y[Y`k]fX'j cf'XYf
Ni ghY`i b['Y]bYg'6YgWY]Xg'Y]bY'Cb']bY!5b \ Ò fi b['j YfgYbXYhž'VY]
XYf'X]Y'6YhfcZZYbYb' \ fY'5b[UVYb'ni 'XYa 'j Yfa Y]bh]W Yb
J Yfghc» 'a UW Yb' _ Ò bbYb''9]bY'UbK U'h]W Y'6YfUhi b['k]fX' \ Äi Z][
Ya dZc \ Ybž'i a 'X]Y'9]bghY`i b[gk U \ fgW Y]b`]W _Y]h'ni 'Yf \ Ò \ Ybž'
]bgVYgcbXYfY'k Ybb'hYW b]gW Y'DfØZ b[Yb'XYf'A Yggi b[Yb'j b
6YhfUW h'[Ync[Yb'k YfXYb"

< Äi Z][Y'J YfghØ» Y'i bX'XYfYb'? cbgYei YbnYb

K Ug'dUgg]Yfhž'k Ybb'a Ub'ni 'gW bY`ZÄ \ fh3'9]b'gW bY`Yf', VYfV`]W
ØVYf'X]Y'a Ò [`]W Yb'6i » [Y`XYf'nY][hž'XUgg'gW cb'UV'&%'_a # 'ni
j]Y'a]h'Y]bYa 'Di b_h]b': `YbgVi f['ni 'fYW bYb']gh''5V'' %_a #
_ Ò bbh'Y]b'Y]ba cbUh][Yg': U \ fj YfVch'Xfc \ Yb''8]Y'6i » [Y`XYf'g]bX
[YghUZZY'h

, VYfgW fY]hi b[f_a # Ł	6i » [Y`X`]bbYfcfhg fŖI F Ł	6i » [Y`X'Ui » Yfcfhg fŖI F Ł
&*!' \$	%, \$	%) \$
' %!(\$	&* \$	&\$ \$

(%!)\$	(\$\$	' &\$
„ VYf`+\$, \$\$	+\$ \$

9g]ghU`gc`Ai » YfghfUhgUa ž`X]Y ; YgWk]bX][_Y]hgVY[fYbni b[Yb
]a`5i [Y`ni`VY\U`hYbž`i a`i bYfZFYi`]WXY`„ VYffUgWki b[Yb`ni
j Yfa Y]XYb"9]b`Di b_hYgmghYa ž`XUg]a`6i » [Y`X_UhU`c[`&\$&)
ZYgh[Y`Y[h`]ghž`g]Y\h`gc[Uf`V]g`ni`i`Di b_hY`ZØf`gWk Yfk]Y[YbXY
J YfghØ» Y`j cfž`k Ug`VY] ; `Di b_hYb`ni`Y]bYa`i : Ø\YfgWY]bYbni [
ZØ\Yb`_Ubb"i : YghY[i b[Yb`ØVYf`XYb`5VVUi`j cb`Di b_hYb`i bX
XYfYb`J YfZU`gcf[Yb`XUZØfž`XUgg`J Yf`Y\fggØbXYf`b]WkhYk][`a`]h
]\fYa`i : Y`j Yf\U`hYb`YVYb`a ØggYb"

Ni a`GW`i gg`gY][YgU[h`8]Y`J Yf`Y\fgg]WYf\Y]h`Y[hi bg`U`Yb
Ua`<YfnYb"i : U\Yf`gc`hYb`X]Y`FY[Y`b`Yfbgh`bY\`a Yb`i bX`ghYhg
Ui Za Yf_gUa`V`Y]VYb"6Y]i bg]WYf\Y]hYb`V]YhYh`Yg`g]W`Ubž`Y]bYb
6`]W_`b`XYb`6i » [Y`X_UhU`c[`ni`k YfZYbž`XYf`U`Y`HUhVYgh`AbXY`_`Uf
Ui Z]ghYhž`i a`XYb`„ VYfV`]W_ØVYf`X]Y`J Yf`Y\fgfY[Y`b`b]Wkhini
j Yf`]YfYb"i`Zcfa Uh]cbYb`\]Yfni`g]bX`YVYbZU`g`Ui Z`
Vi gg[Y`X_UhU`c["cf[`ni`Z]bXYb"

8YhU]`g	
Cfh	@YfYf`@UbXghfU» Yž`&*`*\$`5i f]Wž 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "XYfVi gg[Y`X_UhU`c["XY • k k k "Vi gg[Y`X_UhU`c["cf[

6Ygi WXYb`G]Y`i bg`Ui Z`X]Y!bUWf]WkhYb"Wca