

: fUb_ '9`ghbYf. 'K YhhYbž'XUgg""3'!'9]b
F ØW_V`]W_`j c`Yf`FYi Y°

: fUb_ '9`ghbYfž'9fZ]bXYf`j cb` K YhhYbž'XUgg""3 ž'Ài »Yfh&\$&)
6YXYb_Yb`ni f`G\ck !Ni _i bZhi bX`VYfYi h`5VgW\]YX""9]bV`]W_
]b`gY]bY`?Uff]YfY"



I Y`nYbž'8Yi hgW\`UbX`! : fUb_ '9`ghbYfž'XYf`Y [YbXÀfY`9fZ]bXYf
i bX`YfghY`A cXYfUhc`f`j cb` K YhhYbž'XUgg""3 ž`V`]W_h`a`]h
[Ya`]gW\hYb` ; YZØ\`Yb`Ui Z`gY]bY`Øb [YfY`J Yf [Ub [Yb\Y]h`ni fØW`"
<Yi hYž`]a` '5`hYf`j cb` , ' ð\`fYbž`VYZ]bXYh`Yf`g]W`]b`Y]bYa
gdUbbYbXYbž`UVYf`Ui W\`YfUi gZcfXYfbXYb`@YVYbgUVgW\b]h`' ð
Y]bYa` U`_hi Y`Yb` ðhYfj]Yk`YfnÀ\`h`Yfž`XUgg`XYf`J Yf`_Ui Z`XYf
F YW\hY`Ub`gY]bYf`9fZc` [gg\ck`'gY]b` [fØ» hYf`? Uff]YfYZ\`Yf`k` Uf`"
8]YgY`F YW\hY` [Y\ØfYb`\Yi hY`XYa` N8 : ž`k` Ug`VYXYi hYhž`XUgg
9`ghbYf`VY]`a` Ø [`]W\Yb`BYi Ui ZU [Yb`cXYf`YbXYfi b [Yb`XYf`G\ck
_Y]b`A]hgdF UW\YfYW\h`Uh`"@Ui h`Un!cb`]bY`]gh`Yf`ØVYfnYi [hž`XUgg
X]Y`G\ck ž`X]Y`ØVYf`j]Yf` ð\`fnY\`bhY`\]bk`Y [`Y]bY`XYf
YfZc` [fY]W\ghYb`]b`9i fcdU`k` Ufž`Xi fW\`X]Y`J YfÀbXYfi b [Yb`Ub
9]ba`U`][_Y]hj`Yf`c`fYb`\Uh`"

8]Y'I fgdFØb[Y'j cb' K YhYbž'XUgg""3 ž'X]Y %- , %]bg'@VYb
[Yfi ZYb'k i fXYž'Y[Yb']b'Y]bYf'NY]hž]b'XYf'XUg'XYi hgWXY
: YfbgY\Yb'bcW']b'XYb' ?]bXYfgWxi \Yb'ghYW_hY" '9`ghbYf
a cXYf]YfhY'X]Y'G\ck'V]g' %- , +ž'VYj cf'H\ca Ug'; chhgWU' _'XUg
NYdhYf'ØVYfbU\ a " 'b'XYf' B8F!FYdcfhU[Y' +\$'j\fy
GUa ghU[UVYbX!G\ck' c'ZybVUfhY'9`ghbYfž'XUgg'Yf'gY]bYb
5VgW]YX'U'g' : Y\Yf' Ya dZ]bXYhi bX'Ài »YfhY'gc[Ufž'XUgg']\b'X]Y
UVbY\ a YbXY'@ gh'Ui Z'X]Y'A cXYfUh]cb'ni'X]YgYf'9b hgWXY]Xi b[
VfUW_hYž'k]Y'X]Y'hn'VYf]W_hYhY"

9]b'F ØW_V`]W_ 'Ui Z'X]Y`Y[YbXÀfYb A cXYfUhc fYb

8]Y'A cXYfUh]cb'j cb' K YhYbž'XUgg""3 '\Uh]a' @Ui ZY'XYf'j\fy
j]Y'Y'; Yg]W_hYf'[Y\UVh" <]Yf'Y]b', VYfV`]W_ØVYf'X]Y'A cXYfUhc fYb.

- %- , %' %- , +. : fUb_ '9`ghbYf
- %- , +' %- - &. 'H\ca Ug'; chhgWU' _
- %- - &' %- - ' . 'K c`Z[Ub['@]ddYfh
- %- - (' '&\$%' 'H\ca Ug'; chhgWU' _
- &\$%&' '&\$%(. 'A Uf_i g'@Ubn
- &\$%&' '&\$&' . 'H\ca Ug'; chhgWU' _

8]Y'Ni gUa a YbUfVY]h'a]h; chhgWU' _'k Uf'b]W_h]a a Yf'c\bY
?cbhfcj YfgYb" 'H\ca Ug'Ài »YfhY'g]W'ØVYffUgW_h'ØVYf'9`ghbYfg
9b hgWXY]Xi b[ž'X]Y'G\ck'Ui Zni [YVYbž'i bX'9`ghbYf'gY'VghinY][h
g]W'VYgc f[h'ØVYf'X]Y'FYU_h]cbYb'XYf'Ni gWUi Yf'Ui Z'X]Y
DYfZcfa UbW'gY]bYf'BUWZc`[Yfž']bgVYgcbXYfY'A Uf_i g'@Ubnž'XYf
]b'XYf'² ZYb h]W_Y]h'ZØf'gY]bY'A cXYfUh]cb'\UfgWXY' ?f]h]
Y]bghYW_Yb'a i gghY"

; Ygi bX\Y]h`]WXY' < YfUi gZc fXYfi b[Yb'i bX VYfi Z]WXY'D`ÀbY

5VgY]hg'XYg'G\ck [YgWÀZhg'\Uh'9`ghbYf'Ui W'a]hidYfgØb`]WYb
< YfUi gZc fXYfi b[Yb'ni' _Àa dZYb"GY]h'&\$%- 'Y]XYh'Yf'Ub
DUf_]bgcbž'k Ug']\b'nk]b[Yb'_ØbbhYž'VYfi Z]W' _ØfnYfni hfYhYb"

ð\k`hfU]b]YfY`j]Yfa U`k Ò\W Yb`h]W\`a]h`Y]bYa`DYfgcbU`HfU]bYf ž
 Yf_`ÀfhYfž`k À\fybX`Yf`g]W\`VYa Ø\hž`Z]h`ni`V`Y]VYbž`Ui W\`ZØf`gY]bY
 ZØbZ`?]bXYf`Ui`g`j YfgW\]YXYbYb`6Yn]Y\`i b[Yb`"BUW\`Y]bYf
 _Øfn`]W\Yb`B`c`h`c`d`Yf`U`h]c`b`]gh`Yf`Z`f`c`\`ž`ØVYf`YVh`ni` \`UVYb`i`b`X`V`]W_h
 a]h`Y]bYf`[Yk`]ggYb` ; Y`UggYb`Y]h]b`X]Y`Ni`_i`b`Zn`

9`ghbYf`]gh`VYghfYVhž`XUg`9fVY`gY]bYf`9bhghY\`i b[`ZØf` K`YhhYbž
 XUgg`"3`ni`g]W\Yfbž`i bX`\`c`Z`hž`XUgg`X]Y`HU`Yb`hY`]b`8Yi`hgW\`Ub`X
 ghUf`_[Ybi`[`g]bXž`i`a`a`h]X`Yb`<`Yf`Ui`g`Z`c`f`X`Y`fi`b[Yb`i`a`ni`[Y\`Ybž
 X]Y`XUg` ; YfbgY\`Yb`]b`XYf`a`c`XYfbYb`NY]h`a`h]g]W\`Vf]b[h`8`c`W\`Yf
 nY][h]g]W\`g`_`Y`d`h]g`W\` .`8]Y` :`À\][`_`Y]hž`a`h]`?`f]h]_`i`a`ni`[Y\`Ybž
 gW\Y]b`h`a`h]f`VY]`j`]Y`Yb`HU`Yb`hYb`]b]W\`h[Y[YVYb`ni`gY]b`"

A]h`ØVYf`j]Yf`ð\`fnY\`b`hYb`]a` :`YfbgY\`Yb`\`Uh`9`ghbYf`]b]W\`h`bi`f`X]Y
 9bhk`]W_`i`b[`gY]bYf`Y][YbYb`G\`ck`a`h]Yf`YVhž`gcbXYfb`Ui`W\`X]Y
 J`Yf`À`b`X`Y`fi`b[`X`Y`f`[YgUa`hYb`A`YX]Yb`Ub`X`g`W\`U`Zn`8]Y
 ?`ca`a`Yfn]U`]g]Yfi`b[`X`Y`g` :`YfbgY\`Yb`g`i`b`X`X]Y`?`cb`_i`ffYbn`Xi`f`W\
 bYi`Y` :`c`f`a`U`h`Y`ghY`Y`b`X]Y`H`f`U`X]h]c`b`X`Y`g
 GUa`ghU[UVYb`X`d`f`c[fUa`a`g`j`c`f`b`Yi`Y`<`Yf`Ui`g`Z`c`f`X`Y`fi`b[Ybž`k`]Y
 Ui`W\`X]Y`6`Y`hf`U`W\`hi`b[`X`Y`f`G\`ck`[YgW\]W\`hY`j`cb`d`Ub`Y`h!`k`]ggYb
 nY][h`"

ð`Y]bYf`NY]hž`]b`XYf`X]Y`9f]bbYfi`b[`Ub`X]Y`[`c`ffY]W\Yb`NY]hYb`j`cb
 K`YhhYbž`XUgg`"3`c`Z`h`b`c`g`h`U`[`]g`W\`j`Yf`_`À`f`h`k`]f`X`ž`V`Y]V`h` :`f`U`b`_
 9`ghbYf`Y]b`G`m`a`V`c`Z`Øf`_`f`Y`U`h]j`Y`g`8`Y`b`_`Y`b`i`b`X`X`Y`b`i`b`Y`f`a`Ø`X`]W\Yb
 ;`Y]gh`X`Y`g`l`b`h`Y`f`\`U`h`Y`b`g`"G`Y]b`Y`5`b`g]W\`h`Y`b`ni`f`Ni`_i`b`Z`h`X`Y`f
 G\`ck`V`f`U`b`W\`[YVYb`5`b`U`gg`ni`a`BUW\X`Y`b`_`Y`b`i`b`X`X`U`X`Y`b`ni`f
 8]g`_i`gg]c`b`Y]b`"

8YhU]`g	
C`f`h	I`Y`n`Y`b`ž`8`Y`i`hgW\`Ub`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "Un!`c`b`]b`Y"XY • k k k "hn"XY • k k k "d`Ub`Y`h!`k`]ggYb"XY

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'X]Y!bUW\ f]W\ hYb "Wĉ a