

8]j Y`]bhc`Hc_mc/ . \$' - /g`Gd`Ug\]b[
Gi a a Yf. `A i gh! GYY`K UhYf`: Ygh]j U`g°

9I d`cfY`h\Y`j]VfUbh`C WUUb`DYcd`Yg &) : Ygh]j U`UbX`ch\Yf
YI W]h]b[`k UhYf!h\Ya YX`Yj Ybhg`]b`Hc_mc`h\]g`gi a a Yfž
WV`YVfUh]b[`a i g]Vž`W`hi fYž`UbX`gi ghU]bUV`]`hm"



7\]VU g`Gi bgYh`6YUW\`DUf_`>bU[Yž`7\]VUž`>UdUb`!`5g
gi a a Yf`UddfcUW\Ygž`Hc_mc`UbX`]hg`bY][\Vcf]b[`UfYUg`Wca Y
U`]j Y`k]h\`U`gd`Ug\`cZ`j]VfUbh`k UhYf!h\Ya YX`ZYgh]j U`g`UbX`Yj Ybhg
h\Uh`WV`YVfUhY`h\Y`k Ufa h\`UbX`W`hi fY`cZ`h\Y`gYUgcb": fca`h\Y
\YUfh!dci bX]b[`f\mh\ a g`cZ`a i g]WZYgh]j U`g`hc`hfUX]h]cbU`XUbWg
a YUbh`hc`UddYUgY`h\Y`k YUh\Yf[cXgž`h\Y`W]hmic`ZZYfg`Ub`Ybh]W]b[
UffUmic`Z`cddcfhi b]h]Yg`Zcf`Yj Yfmc`bY`cc_]b[`hc`gcU`i d`h\Y
gi a a Yf`gd]f]h`5WwcfX]b[`hc`A Yhfc`dc`]g`>UdUb`žYj Ybhg`gi W\`Ug
h\Y`C WUUb`DYcd`Yg &) : Ygh]j U`UbX`h\Y`fYbck`bYX`Gi a]XU`F`j Yf
:]fYk`cf_g`: Ygh]j U`XfUk`Wfck`Xg`Zfca`U`k`U`_g`cZ`]ZY`"H\Y]f
a YggU[Yg`cZ`gi ghU]bUV`]`hm`UbX`Wca`a i b]hmi`Wc`bbYWh]cb`d`Um`U
WVbh`fU`fc`Y`]b`h\Y`ZYgh]j]h]Ygž`Ybgi f]b[`h\YfY`g`gca`Yh\]b[`Zcf
Yj Yfmc`bY"

H\]g'mYUfžZYgh]j U'![cYfg'WJb'ghfUd'cb'h\Y]f'dUXX`YVcUfXg'Zcf'h\Y
F]j Yf'GI D': Ygh]j U'ž'hU_]b['d`UW`Zfca 'ž`m%(!%) "'h'g'U'ZUbhUgh]W
V\UbW`Zcf'bcj]W'g'UbX'dfcg'U']_Y'hc'bUj][UhY'gh]'`UbX'fi bb]b[
k UhYfgž'a U_]b['Zcf'Ub'YI \]'UfUh]b['YI dYf]YbW`"@ W_]`mž'h\Y'Ybhf
mZYg'UfY'fY'Uh]j Y'm'UZZcfXUV`Yž'fUb[]b['Zfca 'x%, ž\$ \$\$`Zcf'U'cbY!
XUm'dUgg'hc'x' ' ž\$ \$\$`]Zmci 'k Ubh'hc'dUfh]W]dUhY']b'Vch\`XUmg"
A cfY'dfcgU]WU`mž'h\cgY']bhYfYghYX']b'ždUbYgY'f]hi U`g`WJb
dUfh]W]dUhY'Zcf'ZfY'Y']b'h\Y'A]ni Xca Y!bc!a U]'cb'ž`m%' "'H\]g
hfUX]h]cbU'f]hY']bWi XYg'U'dfcW'gg]cb'YI YW`hYX'k]h\ '[fUW`UbX
di fdcgYžZYUhi f]b['XfU[cb'[cX'fYdfYgYbhUh]cbg'UbX'h\Y'f\mh\ a]W
VYUh'cZ'hU]_c'Xfi a g U'hfi Y'ZYUgh'Zcf'h\Y'gYbgYg"

F]hi U`g'UbX`HfUX]h]cbg

ždUbYgY`W`hi fY']g'ghYdYX']b'hfUX]h]cbž'k]h\`a Ubm'cZ]hg'f]hi U`g
XfUk]b['cb`Wbhi f]Yg'cZ`\]ghcfmž'cZhYb']bZi YbW`X`Vm'G\]bhc
VY`jYžg"5W`cfX]b['hc'**HcdhYbn**ž'di f]Z]WUh]cb'f]hi U`g`_bck b`Ug
<UfU\Y`Ya d\Ug]nY'h\Y`VY`jYZ'h\Uh'dYcd`Y`UfY']b\YfYbh'm[ccXž
bYYX]b['WYUb]b['Zfca 'Yj]`gd]f]hg"5'h\ci [\`a cXYfb'h]a Yg`\Uj Y
gYYb'f]hi U`g'k UbYž'h\Y]f'g][b]Z]WUbW`fYa U]bg'XYd`m'fcchYX']b
ždUb g`W`hi fU`]XYbh]hmž'Vf]X[]b['h\Y'[Ud`VYhk YYb`\]ghcf]W
dfUWh]W'g'UbX`W`bYhYa dcfUfm`]ZY"

Gi W`W`bbYWh]cbg`WJb`VY`gYYb']b`Yj Ybhg`]_Y'h\Y': i _U[Uk U
<UW\]a Ub`A Uhgi f]ž'k \]W`Wd]h] UhYg'dUfh]W]dUbhg'k]h\']hg`'cmci g
k UhYf!h\fc]b['W`fYa cb]Yg'UbX'j]VfUbh'dYfZcfa UbW`g"
DUfh]W]dUbhg'k]`YI dYf]YbW`h\Y'gd]f]h'cZ`W`a a i b]hm'k \]`Y
gd`Ug\]b['k UhYf'cbhc'h\Y'a]_cg\']b'U`XYa cbghfUh]cb'cZ
fYj YfYbW`UbX`W`YVfUh]cbž'hfi `m'Ya VcXm]b['h\Y`YggYbW`cZ
<UfY`h\Y'bcblXU]mž'gUW`fYX`YI dYf]YbW`g\][\`][\hYX'h\fc i [\
ZYgh]j U`g"H\Y`Yhma c`c[micZ' A Uhgi f]ž'k \]W`a YUb'g'Ybg\f]bYXž
i bXYfgW`cfYg'h\Y'[fUh]hi XY`YI dfYggYX'hck UfXg'h\Y'[cXgž'U
hfUX]h]cb'h\Uh'W`bh]bi Yg'hc'fYgcbUhY'k]h\`h\Y`ždUbYgY'dYcd`Y
hcXUmž'Ug'bchYX`Vm'h\Y`ždUb`HfUj Y`D`UbbYf'Zfca '5``B]ddcb
5]fk Umg'f**5B5**ž"

Gi a a Yf`5hhfUWh]cbg

=Zmci`dfYZf'gca Yh\]b[`U`][hh'Y'a cfY'k \]a g]WU`ž'Wčbg]XYf'j]g]h]b[
 h\Y'9bcg\]a U`@UbhYfb': Ygh]j U`ž'k \]W\`fi bg'Zfca`a]X!ž`m'hc'h\Y
 YbX'cZ'5i [i gh"H\Y'g][\h'cZ'%ž\$'\$]'i a]bUhYX'`UbhYfbg'WUgWUX]b[
 UWfcgg'h\Y'g`UbX'dfcj]XYg'U'a U[]WU`gYhh]b[ž'YgdYW]U`m'k]h\`U
 bYk`ZYUhi fY`h\Y'ghi bb]b[`V'i Y`][\h]b[`Uh<Yhgi bca]mU`G\fbY"
 K \Yh\Yf'mci`fY`Ub`Ufh]ghž'U'd\chc[fUd\Yfž'cf'† gh'U`c] Yf'cZ
 VYUi hmž'h\]g'ZYgh]j U`][\hg'i d'h\Y'b][\h'g_m`'5Xa]gg]cb'j]g'ZfYYž
 cdYb]b[`h\Y`Xccf'Zcf'Yj Yfmc bY`hc`UddfYW]UhY`h\Y'j]bhYfd`Um'cZ
 `][\h'UbX'bUhi fY"

@Ugh'Vi h'bc'h`YUghž'Zcf'h\cgY`cc_]b[`Zcf'U'h\fb`][b[`b][\hh]a Y
 gdYWUWYž'h\Y'Gi a]XU`F]j Yf':]fYk cf_g': Ygh]j U`cb'ž`m'&*']g'h\Y
 \][\][\h'cZ'h\Y'gi a a Yf"H\]g\]ghcf]WYj Ybh'XUhYg'VUW`hc`%+'`
 UbX`ZYUhi fYg'Ufci bX`&\$ž\$'\$]žfYk cf_g`][\h]b[`i d'h\Y'g_m'Zfca
 hk c`Ui bW\g]hYgž'a U_]b[`]h'U'a i gh!gYY`Zcf`cWU`g`UbX'hci f]ghg
 U`_Y""6Ygh'cZ'U`3'9bh'fUbW`]g'Wč'a d`YhY`m'ZfYY"H\Y`Yj Ybh g
 \]ghcf]WU`fcchg`UXX`U'i b]ei Y`ZUj cf'h\Uh'V`YbXg'gi a a Yf'Zi b'k]h\
 U`XYYd`UddfYW]Uh]cb`Zcf'žUdUb`g`W`hi fU`Yf]hU[Y"

5g'gi a a Yf'i bZc`Xg']b`Hc_mcž'h\YfY`g'bc'g\cfhU[Y`cZ'Yi W]h]b[
 ZYgh]j U`g`UbX'f]hi U`g`hc`dUfhU_Y']bž'YUW\`fYZYWh]b[`h\Y`fY[]cb g
 f]W\` \]ghcfm'UbX`Wč'a a i bU`gd]f]h"K \Yh\Yf'mci`Z]bX'mci fgY`Z']b`U
 k UhYf!h\Ya YX`k cbXYf`UbX`cf'Yb[U[YX`]b`hfUX]h]cbU`d fUWh]W`gž
 h\YgY']a a Yfg]j Y`Yi dYf]YbW`g`UfY'k \Uh'gi a a Yf']b`žUdUb`hfi`m
 Ya VcX]Yg"Gc'[fUV'mci`f'gi b`\Uhž'U'dUXX`YVcUfX`]Z'mci`fY`ZY`b[
 UXj Ybhi fci gž'cf'g]a d`m'U'[ccX'gYUhZcf'h\Y`Z]fYk cf_gž'UbX`Yb`cm
 h\Y'gd`Ug\Yg'cZ'gi a a Yf°

8YhU]`g	
Cfh	7\]VU g'Gi bgYh'6YUW\`DUf_`žU[Yž'7\]VUž žUdUb
E i Y`Yb	<ul style="list-style-type: none"> • a Yhfcd c`]g'UdUb"Wč'a • k k k "hcdhYbn"bYh • k k k "UbU"Wč"ž

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh