

:`cf]XU`GWcc`g`G\]bY.`;]`Wf]gh`UbX`7`Um
7ci bh]Yg`9Ufb`Hcd`; fUXYg°

@YUfb`UVci h`5`UW`i U`7ci bhm' , \$' - /g`gWcc`X]ghf]Wh
dYfZcfa UbW`Ug: `cf]XU`fY`YUgYg`&\$&) '[fUXYgž`\][\`][\h]b[
YXi WWh]cb`]a dfcj Ya Ybhg`UbX`WU`Yb[Yg"



5`UW`i U`7ci bhmž: `cf]XUž`I G5`!`H\Y`YXi WWh]cbU``UbXgWUdY`]b
: `cf]XU`Wcbh]bi Yg`hc`Yj`c`j Yž`UbX`h\Y`fYW`bh`fY`YUgY`cZ`gWcc`
X]ghf]Wh[fUXYg`\Ug`gdUf`_YX`]bhYfYgh`Ua`cb[`dUfYbhgž`YXi WWhc`fgž
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\Ug`i`bj`Y`]YX`YbX!`cZ`mYUf`[fUXYg`Zcf`gWcc`X]ghf]Whgž`g\`ck`WUg]b[
U`[YbYfU``midcg]h]j`Y`hfYbX`UW`cgg`a`cgh`hYUa`g`]b`Bcfh\`7YbhfU`
: `cf]XU``5W`WcfX]b[`hc`K`7>6ž`h\Y`a`U`cf]hm`cZ`h\YgY`X]ghf]Whg`\Uj`Y
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]a`dfcj`]b[`YXi WWh]cbU`ci`hWca`Yg"

@YUX]b[`h\Y`dUW`_UfY`;]`Wf]gh`UbX`7`Um`Wci`bh]Ygž`Vch`\`cZ`k`\]W
UW`Yj`YX`Ub`]a`dfYgg]j`Y`5`[fUXY``H\]g`UW`Wca`d`]g\`a`Ybh`fYZYWhg
h\Y`\UfX`k`cf`_`UbX`XYX]WWh]cb`cZ`ghi`XYbhg`UbX`hYUW`Yfg`]b`h\YgY

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dfc[fYgg`Vm]a dfcj]b[`]hg[fUXY`Zfca `U` 7 `hc`U` 6ž `Zc`ck]b[
ghUbXUfX]nYX`hYgh]b[`fYgi `hg`h\Uh\][\`][\hYX`dfYj]ci g
i bXYfdYfZcfa UbW`"5`UW\i Už7c`i a V]Už@Yj mžUbX`8]I]Y`Wci bh]Yg
U``a U]bhU]bYX`U`gc`]X` 6 `[fUXYž`bX]WUh]b[`Wcbg]ghYbWm]b`h\Y]f
YXi WWh]cbU`cZZYf]b[g"

; fUXY`6fYU_Xck b

<YfY g`U`WcgYf`cc_`Uh`h\Y`gW\cc`X]ghf]Wh[fUXYg`Zcf`Bcfh\
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dfYj]ci g`mYUf.

7ci bhm	&\$&) ; fUXY	&\$&(; fUXY
5`UW\i U	6	6
6fUXZcfX	7	7
7`Um	5	5
7c`i a V]U	6	6
8]I]Y	6	6
; `]W\f]gh	5	5
@Yj m	6	6
A Uf]cb	6	7
Di hbUa	7	7
Gi k UbbyY	6	6
I b]cb	6	6

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fl 5GHtž`XYhU]`YX`]b`fYdcfhg`Vm**B Y k g! DfYgg**"5XcdhYX`hc`fYd`UW`
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[fck h\`UbX`UW\]Yj Ya Ybh`GW\cc`g`a i gh`a U]bhU]b`U`hYgh]b[`fUhY
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h\Y`dYfZcfa UbW`cZ`bYUf`m`U``ghi XYbhg"

7cbhYI h`cZ`7\Ub[Y

H\Y`]bhfcXi W]cb`cZ: 5GH`hYgh]b[`]b`&\$&&`Ug`VYYb`Wcbhfcj Yfg]U`ž
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hc`hYghg`h\Uh`a Umibch`UWW fUhY`m`a YUgi fY`h\Y]f`UV`]h]Yg" `h`g`U
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VUgY`]bY`Zcf`Zi hi fY`]a dfcj Ya Ybhgž`k]h\`bc`]a`a`YX]UhY`bY[Uh]j Y
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9b[`]g\`@Ub[i U[Y`5fhg`UbX`A Uh\Ya`Uh]Wg"<]ghcf]WU`[fUXYg`Uj Y
VYYb`fYWcfXYX`g]bW`&\$%`!%(ždfcj]X]b[`U`VfcUX`j]Yk`cZ
YXi WUh]cbU`Y`ZZYWh]j YbYgg`UWfcgg`h\Y`ghUhY"GW`cc`g`h\Uh
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5g`h\Y`Xi gh`gYhh`Yg`cb`h\]g`mYUf`g[fUXYgž`cbY`h\]b[`]g`UVi`bXUb`hm
WYUf.`YXi WUh]cbU`UW`ci bhUV`]hm]b`:`cf]XU`]g`i`bXYf`h\Y
a]WfcgWcdY"K]h\`WUdUV`]h]Yg`Zcf`Zi hi fY[fUX]b[`g\]Zh`g`UbX`U
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K`UhfYa`U]bg`hc`VY`gYYb`]g`ck`h\YgY`W`Ub[Yg`k`]`g`UdY`h\Y
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8YhU]`g	
Cfh	5`UW`i U`7ci bhmž: `cf]XUž`I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k W`W`W`a • k k k "bYk`g!dfYgg"W`a • k k k "Z`XcY"cf[

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