

C`]a d]U/ ˆ \$' - /g`E i]bhUbU`I f[Yg`HYUa `hc
6ci bW`6UW_`5ZhYf`Hci [\ `@cgg

C`]a d]U/ ˆ \$' - /g`<i [c`E i]bhUbU`fYZYWhg`cb`h\Y
hYUa / ˆ \$' - /g`WU`Yb[Yg`]b`h\Y`&\$&) `7`Ui gi fUž
Ya d\Ug]n]b[`]a dfcj Ya Ybh`UZhYf`fYW`bh`cggYg"



5gi bW]i bž`DUfU[i Um!`5g`h\Y`gYUgcb`i bZc`Xg`]b`DUfU[i UmUb
ZcchVU`ž`YI dYWhUh]cbg`UfY`\][\ž`YgdYW]U`mZcf`7`i V`C`]a d]Už`cZhYb
\U]`YX`Ug`h\Y`[fYUhYghZcchVU`Wi V`]b`h\Y`bUh]cb`"M`hž`Ug`cZ
hcXUmž`<i [c`E i]bhUbUž`U`a]XZ]`XYf`k \c`fYW`bh`m`a UXY`\]g
W`a YVUW_`hc`h\Y`Wi Vž`Z]bXg`\]a gY`Z`]b`U`fYZYWhj Y`a ccX
Zc`ck]b[`h\Y`hYUa `g`fYW`bh`ghfi [[`Yg`8Ygd]hY`U`dfca]g]b[`ghUfh
U[U]bgh`Gdcfhj] c`Hf]b]XYbgYž`k \YfY`C`]a d]U`]b]h]U`m`YX`&!\$ž`h\Ym
i `h]a UhY`mig`]ddYXž`Z]b]g\]b[`k]h\`cb`m`%ci h`cZ`U`dcgg]V`Y`*`dc]bhg
Ug`h\Y`7`Ui gi fU`&\$&) `hci fbUa Ybh`_]W_g`cZZ"

E i]bhUbUž`gWcf]b[`]b`\]g`Z]fghghUfhg]bW`fYhi fb]b[ž`YI dfYggYX`\]g
X]gUddc]bha Ybh`Uh`h\Y`hYUa `g`]bUV`]`hm`hc`a U]bhU]b`h\Y]f
UXj UbhU[Y`" K Y`\Uj Y`hc`]a dfcj Y`U`ch`hc`[Yh`ci h`cZ`h\]gž` \Y

fYa Uf_YX'gYf]ci g`m`H\Y`YUf`m'gYWcbX!\U`Z'[cU`WcbWXYX`k Ug`U
hi fb]b[`dc]bhžUbX`C`]a d]U g`ZU]i fY`hc`fYWcj Yf`Zfca `]h`YZh`h\Y
d`UmYfg`UbX`ZUbg`U`_Y`fYY`b[" "<Y`fYZfU]bYX`Zfca `Uh hf]Vi h]b[`h\Y
`cgg`hc`cZ]W]Uh]b[`cf`YI hYfbU`ZUWhc fgž`]bg]gh]b[`cb`h\Y`bYYX`hc
ZcW g`cb`]a dfcj Ya YbhUbX`i dWca]b[`W\U`Yb[Yg"

H\Y`F cUX`5\YUX

5g`h\Y`Wi V`bUj][UhYg`h\fcI [\`h\Y`7`Ui gi fUž`h\YfY g`bc`h]a Y`Zcf
`]b[Yf]b[`cb`dUgh`a]ghU_Yg``H\Y`hci fbUa Ybhž`k \]W\`VY[Ub`cb`ž``m
(`UbX`fi bg`i bh)`8YW\ a VYf`%žZYUhi fYg`U`gYf]Yg`cZ`a UhW\Yg`h\Uh
Wci `X`Y]h\Yf`Vc`ghYf`c`f`X]a]b]g\`h\Y`hYUa g`a cfU`Y``H\Y
Wca a]ha Ybhg\ck b`Vm`E i]bhUbU`UbX`\]g`hYUa a UhYg`hc`]a dfcj Y
]g`d]j chU`` K Y fY`U``fYUXm`hc`Wcb hf]Vi hYž `Y`UZZ]fa YXž
\[\`][\h]b[`U`gYbgY`cZi b]hm`XYgd]hY`h\Y`gYhVUW_g``: Ubg`k]``VY
k UhW\]b[`WcgY`m`hc`gYY`\ck`h\]g`fYgc`j Y`hfUb g`UhYg`cb`h\Y`d]hW\ "

H\Y`i dWca]b[`gW\YXi `Y`dfca]gYg`gca Y`h\f]``]b[`YbWci bhYfgž`k]h\
gYUgcbYX`f]j U`f]Yg``[\h]b[`i d`h\Y`WU`YbXUf``H\Y`5gcW]UW]i b
DUfU[i UmU`XY` : ÖhVc``fD: Ł`Ug`WcbZ]fa YX`U`dUW_YX`h]a YhUV`Y`Zcf
h\Y`5dYfhi fU`UbX`7`Ui gi fU`hci fbUa Ybhg``BchUV`mž`WUgg]W
a UhW\i dg``_Y`C`]a d]U`j g``; i UfUbÉYbgi fY`h\Uh`h\Y`ghU_Yg`k]`
U`k Umg`VY`\[\`Ug`hYUa g`j]Y`Zcf`dc]bhg`UbX`dfYgh][Y"

5`@Y[UWm`Uh`GhU_Y

: ci bXYX`cj Yf`U`W\bi fm`U[c`]b`%- \$&ž7`i V`C`]a d]U g`Y[UWm]b
DUfU[i UmUb`ZcchVU``W\bbch`VY`i bXYfghUhYX``hg`fYWcfX`cZ`(*
Df]a YfU`8]j]g]i b`h]hYg`UbX`h\fYY`7cdU`@]VYfhUXcfYg`j]Wcf]Yg`]g`U
hYghUa Ybh`hc`]hg`ghUhi fY``K]h\`U`\]ghcf]Wf]j U`fm`U[U]bgh`7Yffc
DcfhYÍ cžYj Yfm`a UhW\`bch`cb`m`Wci bhg`Zcf`dc]bhg`Vi h`U`gc
fYdfYgYbhg`U`WUg\`XYYd`m`Ya VYXXYX`]b`cWU``cfY``: Ubg`Uh
9ghUX]c`A Ubi Y``: YffY]fUž`UZZYWh]cbUhY`m`_bck b`Ug` 9`6cgei Yž
cZhYb`dUW`h\Y`ghUbXg`YU[Yf`hc`gYY`k \Yh\Yf`h\Y]f`hYUa `WUb
fYWU]a`]hg`Zcfa Yf`[`cfm"

5g`h\Y`d`UmYfg``cc`_hc`Vci bW\`VUW_ž`\]ghcf]WU`d`UmYfg``_Y`9j Yf
5`a Y]XU`UbX`Fcei Y`GUbhU`7fi n`cca `Ug`]``i ghf]ci g`fYa]bXYfg`cZ

h\Y`\\Y][\hg'h\Y`Wi V`WUb`UW\jYj Y``K]h\`h\Y`YmYg`cZ`h\Y`bUh]cb
k UhW\]b[ž`UbX`E i]bhUbU`Uh'h\Y`Wb`hYf`cZ`h\Y`UWh]cbž`C`]a d]U g
dUh\`]b`h\Y`7`Ui gi fU`YU[i Y`k]``VY`WcgY`m`hfUW_YX`UbX
dUgg]cbUhY`m`XYVUhYX"

Ð`WcbWi g]cbž`Ug`h\Y`m`di g\`cb`]b`h\Y`Wca dYh]h]cbž`h\Y`hYUa
_bck g`h\Uh'h\Y`fcUX`VYWca Yg`WYUfYf`cb`m`h\fc i [\`dYfg]ghYbW
UbX`hYUa k cf_``E i]bhUbU g`gYbh]a Ybhg`YbWUdgi `UhY`h\Y`gd]f]h
fYei]fYX`hc`k YUh\Yf`h`ci [\`h]a Ygž`UbX`]Z`\]ghcfm`]g`Ubm`]bX]WUh]cbž
h\]g`Y[YbXUfm`Wi V`\Ug`U`k Um`cZf]g]b[`hc`h\Y`cWUg]cb"

: cf`Zi fh\Yf`]bg][\hg`]bh`h\Y`[Ua Yg`UbX`h\Y`f`g][b]Z]WU`bW`]b
DUfU[i UmUb`Zc`hVU``ž`fYUX`a cfY`Uh`C b Y: c c h V U `` ž`5 8 B`8][]hU`ž
UbX`YI d`cfY`h\Y`f]W\`\]ghcfm`cZ`h\Y`Wi V`Uh: c c h V U `` <]ghcfm"

8YhU]`g	
Cfh	5gi bW]i bž`DUfU[i Um
E i Y`Yb	<ul style="list-style-type: none">• c b Y Z c c h V U ``"Wca• k k k "UXbX][]hU`"Wca "dm• k k k "Zc`hVU``\]ghcfm"cf[

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