

E i UbhYbWca di hYf'VYXfc\Yb'6]hWc]b. 'gh
XUg'X][]hU`Y'; Y`X`VU`X`hc h3

9bhXYW_Yb'G]Y`X]Y'6YXfc\i b['Xi fW`E i UbhYbWca di hYf'Z0f
6]hWc]b. 'G]WXYf\Y]h'F]g]_Yb'i bX'@0gi b[Yb'ja `X][]hU`Yb
:]bUbnfUi a `&\$&)"



E i UbhYbž'8Yi hgW`UbX'!'8]Y': fU[Y`bUW`XYf'Ni _i bZhj cb
6]hWc]b'VYgW`ÀZh][h'gY]h'gY]bYf'9]bZ0\fi b['ja `>\f'&\$-\$-`X]Y
; Ya ØhYf'XYf'5b`Y[Yf'i bX`HYW`b]_VY[Y]ghYfhYb"'8]Y'8YVUhY
XfY\h'g]W`j cf`U`Ya `i a `X]Y`G]WXYf\Y]h`XYf'? fmdhc k À\fi b[ž`X]Y
b]W`h'bi f`Xi fW`A Uf_hgW`k Ub_i b[Ybž'gcbXYfb`Ui W`Xi fW`
hYW`bc`c[]gW`Y': cfhgW`f]hYž']bgVYgcbXYfY`ja `6YfY]W`XYg
E i UbhYbWca di h]b[gž'VYXfc\h'k]fX"' ðnk]gW`Yb`\Uh'g]W`6]hWc]b
U`g`Y]b`ni j Yf`Àgg][Yg'5ggYh`YhUV`Y]fh'i bX`YffY]W`hY`Y]bYb
< ØW`ghghUbX`j cb`bU\Yni `%%&""\$\$`i G8`dfc`7c]b"'8]Y
; YgUa`ha Uf_h`Ud]hU`]g]Yfi b[`U`Yf'? fmdhc k À\fi b[Yb`U[`gc[Uf
VY]' ž`-%6]'`cbYb`i G8`ž`k cVY]'6]hWc]b`XYb'; fc»hY]'X]YgYf
ðj Ygh]h]cbYb`Ub`g]W`nc[ž`Ui h'7 fmdhc F Ub`_"

9]bYf'XYf' [fÖ» hYb'Nk Åb [Yž'XYf'XYf'6]hWc]b!7ca a i b]hmini
gW UZZYb'a UW hž]gh'XUg'E i UbhYbWca di h]b ["8]YgY'HYW bc`c []Yž
X]Y'g]W'Ui g'XYb'Df]bn]d]Yb'XYf'E i UbhYba YW Ub_]i bX'XYf
≠Zcfa Uh]_ni gUa a YbgYhnhž'_ÖbbhY'dchYbn]Y`X]Y
a Uh\Ya Uh]gWYb'; fi bX'U [Yb'XYf'? fmdhc [fUZ]Yž'Ui Z'XYbYb'6]hWc]b
VUg]Yfhž'_bUW_Yb"K Å\fybX'6]hWc]b'XYfnY]h'g]WYfy'5` [cf]h\ a Yb
bi hnh'`k]Y'978G5`ZØf'K U`Yh]G]WYf\Y]h'i bX'G<5!&) *`ZØf
HfUbgU_h]cbYb'`'_ÖbbhYb'Zcfh [YgWf]hhYbY'E i UbhYbWca di hYf'Y]bY
Yfbgh\UZhY'6YXfc\i b [`XUfghY`Yb"9I dYfhYb'k]Y'X]Y'j cb': cfVYg
k UfbYbž'XUgg'Y]b' E!8Um`bU\hž'Ub'XYa`Y]b'E i UbhYbWca di hYf']b
XYf'@U [Y'gY]b'_ÖbbhYž'6]hWc]b!HfUbgU_h]cbYb'ni` [YZÅ\fXYb'ibX
XUa]h'A Uf_h]bghUV`]hÅhYb'Ui gni`ÖgYb"

F]g]_Yb'Xi fW' E i UbhYbWca di hYf

6]g'A]hY'&\$&) `g]bX'X]Y'HYW bc`c []Yb'XYg'E i UbhYbWca di h]b [g
bcW']b'XYf'9bhk]W_]i b ["I bhYfbY\ a Yb'k]Y'; cc [`Y'i bX'≠6A
a UWYb'nk Uf': cfhgWf]hhYž'UVYf'X]Y'gWÅhni b [Yb'ni Zc` [Y'_ÖbbhY
Yg'V]g']b'X]Y'&\$' \$Yf'Å\fy'XUi Yfbž'V]g'E i UbhYbWca di hYf
hUhgÅW`]W'X]Y'G]WYf\Y]hggmghYa Y'j cb'6]hWc]b' [YZÅ\fXYb"@Ui h
Y]bYf'8Y'c]hY!Ghi X]Y'g]bX'Yhk U'&) i `XYg'6]hWc]b!5b [YVchgž'k Ug
fi bX' (`A]`]cbYb'6H7`Ybhgd]W hž'dchYbn]Y`UbZÅ` [`ZØf'X]YgY
bYi Yb'hYWb]gWYb'6YXfc\i b [Yb"6YgcbXYfg']bU_h]j Y'K U`Yhg
a]h'YI dcb]YfhYb'ÖZZYbh]WYb'GW`ØggY'b'g]bX'\]Yf'ja` : c_i'g"
9bhk]W_]i b [Yb'ja`6Yfy]W'XYf'? fmdhc [fUZ]Y`bUW
E i UbhYbghUbXUfX'g]bX'VYfy]hg]ja` ; Ub [Yž'ia`X]YgYf'6YXfc\i b [
Ybh [Y [Ybni k]f_Yb"

9]b'k]Y]hYfyf'5gdY_hž'XYf'6]hWc]b' [YZÅ\fXYb'_ÖbbhYž']gh'XYf
9]bgUhm'Y]bYg'bi`_YUfYb'Y`Y_hfca U [bYh]gWYb'Di`gYg'fB9A DŁ"
9]bY'gc`WY'5hhUW_Y'_ÖbbhY'X]Y' [YgUa hY'≠ZfUghfi`_hi`f'ni b]W'hY
a UWYbž'Ui Z'XYf'6]hWc]b'VUg]Yfhž'Y]bgW`]Y»`]W'A]b]b [!
5i gfØghi b [`i bX'≠hYfbYh_bchYb"K UWgYbXY'GdUbbi b [Yb
nk]gWYb'5hca a ÅW'hYb'k]Y'Fi gg`UbXž'7\]bU'i bX'XYb'I G5
VYZYi Yfb'X]Y'Gcf [Yb'XYf'A YbgWYbž'XUgg']b'Y]bYa` [`cVU`Yb
?cbZ]_h'bi`_YUfY'K UZZYb'Y]b [YgYhnh'k YfXYb'_ÖbbhYb"i a ZfU [Yb
nY] [Ybž'XUgg`* , !+* i `XYf'A YbgWYb']b'9i fcdU'i bX'XYb'I G5
XUj cb'ØVYfnYi [h'g]bXž'XUgg'XYfUfh] [Y'9bhk]W_]i b [Yb'Xi fWUi g

fYU`]gh]gW`g]bX"

8 Yf`6]hWc]b!A Uf_h`i bX

≠bj Ygh]h]c b gg hf UhY []Yb

5_hi Y`Yf\c`h]g]W`XYf`6]hWc]b!?!i fg`bUW`Y]bYa `F ØW_gYhnYf`]a
5df`i`bX`Y[h`VY]`Yhk U`%\$) "\$\$\$`I G8""5bnY]W`Yb`XYi hYb`XUfUi Z
\]bž`XUgg`k]f`i bg`Y]bYa `bYi Yb`<cW`b`À\Yfb`_ÖbbhYb"
6Y]gd]Y`gk Y]gY`Äggh`XYf`D]`7mWY`Hcd`≠X]_Uhc`f`XUfUi Z`gW`]Y» Ybž
XUgg`bcW`k Y]hYfYg`5i Zk`ÄfhgdchYbn]U`j`cf\UbXYb`]gh""6`UW`F`cW`
\Uh`ni XYa`X]Y`F]g]_Yb`Xi fW`E`i UbhYbWc`a`di hYf`]b`]fYb`6]hWc]b!
GhfUhY[]Yb`Yf`Ub`b`hi`bX`k`Ufbh`XUj`cf";`Y]W`nY]h][`k`]fX`XUg
6]hWc]b!GhU_]b[`bYi`VY`YVh`?`fU`_Yb`\Uh`]b`?`ccdYfUh]cb`a`]h
6UVm`cb`@UVg`Y]b`bYi`Yg`DfcXi`_h]bg`@YVYb`[`Yfi`ZYbž`XUg`Yg
Bi`hnYfb`Yf`Ui`Vhž`N]bgYb`Ui`Z]\fY`6]hWc]b`ni`Yf\U`hYb`i`[`Ub`n`c`\bY
I`a`k`Y[`Y`k`]Y`6f]X[]b[`cXYf`@YbX]b["

Ni`g`Ä`h`n`]W`]bj`Ygh]Yfh`?`U`^`@UVg`%*\$`\$`A`j`]cbYb`I`G8`]b`6]hWc]bž`i`a
XUg`≠a`U[`Yb`B`Yhk`cf`_ž`Y]bY`XYnYbhfU`Y`?`≠VUg]YfhY`GcW]U`!
D`UhhZcfa`ž`ni`i`bhYfghØ`hnYb""8]YgY`≠bj`Ygh]h]c`b`gc``U`g
@]ei`]X]h`Ä`hg`f`ØW`\U`h`X]YbYb`i`bX`ni`f`i`]b`Ub`n]Yfi`b[`X`Y`g`5i`gVUi`g`X`Y`g
²`_cgmg`h`Ya`g`VY]hfU[`Yb""6]hWc]b`nY][`h]g]W`g`ca`]h`b]W`h`bi`f`U`g
X][`]h`U`Y`K`Ä`\fi`b[`ž`g`cb`XYfb`Ui`W`U`g`j`]Y`j`Yfgd`f`Y`W`Y`b`X`Y`D`U`h`h`Z`c`f`a
ZØf`ni`_ØbZh][`Y`≠bcj`Uh]cbYb`]a`K`YV`!6YfY]W`ž`k`]Y`Y`g`]a`?`f`m`d`h`c
A`U[`Un]b`VYgW`f]YVYb`k`]fX"

8 YhU]`g	
C fh	E i UbhYbž`8 Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • Wfmdhc fUb`_]c • k k k "Zc fVYg"Wc`a • k k k "_fmdhc!a U[Un]b"XY

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`k`ca`,`+`"XY