

: UW_Y ``Ui Z`XYf`< c ZZbi b [. : f]YXVYf[
`Yi W\ hYh`ZØf`Gc`ZYf]bc °

9fZU\ fYb`G]Y`U``Yg`ØVYf`X]Y :]UWw`UhU`&\$&) `]b`5]W\ UW\ !
: f]YXVYf[. : UW_Y ``Ui Z`HYfa]bž`GhfYW_Y`i bX` \]ghcf]gW\ Y
<]bhYf[fØbXY"



@i Xk] [ghfU» Y`&ž, *` %*` : f]YXVYf[ž`8Yi hgW\`UbX`!`8]Y
J cfZfYi XY`Ui ZY]bYb` [Ubn`VYgcbXYfYb`5b`Ugg`k`ÅW\ gh`5a
A cbhU[ž`XYb`%*`" ð b] ' & \$ & ' ž`Z]bXYh`ni a`YfghYb`A`U`]a`@UbX`fY]g
5]W\ UW\ !: f]YXVYf[`X]Y :]UWw`UhU`ž`Y]b`]bhYfbUh]cbU`Yf` : UW_Y ``Ui Z`
ghUhh`8]YgYg`9fY][b]g`a`Uf`_Yfh`Y]bYb`k`]W\ h][Yb`GW\ f]hž`XYbb`Yg
j`YfV]bXYh`c`_U`Y`HY]`b`Y`a`Yf`a`]h`Y]bYf`[`c`V`U`Y`b` ; YXYb`_ZY]Yf`ZØf`
X]Y`i`fgdfØb[Y`XYf`F`ch`fYi`n!`i`bX`F`ch`U`Va`cbXVYk`Y[i`b["`8Yf`
: UW_Y ``Ui Z`ghUfhYh`i`a``%&`" \$`I` \`f`VY]a``6F`?!?`Y]XYf`UXYb`
`5bn]Y\YbX` `]b`XYf`@i Xk] [ghfU» Y`&`]b` : f]YXVYf["`#`Y]bYa`
ZY]Yf`]W\ Yb`5`_h`k`]fX`X]Y : UW_Y`j`cb`F`ch`fYi`n!`?`c`Y`[]bbYb`Ui`g`
: Øfh` \`ØVYf[YVYbž`VY[`Y]hYh`j`cb`Y]bYa` ; fi` »`k`cfh`XYf`
J`]nYdf`Äg]XYbh]b`XYg`6UmYf]gW\ Yb`F`chYb`?`fYi`nYgž`6f][]hY`A`YmYf"

9]b'<][\`][\h'XYg'HU[Yg'k]fX'X]Y'K Y]hYf[UVY'XYf': UW_Y`j cb'XYb
5]WUW! : f]YXVYf[Yf'HY]'bY\ a Yfb'ni f'6F?!HU[YgdZY[Y'Ua
GdUf_UggYbd`Uhn'gY]b"J cb'Xcfh'a UW'h'g]W'X]Y': UW_Y`Ui Z
_fYUh]j Y'K Y]gY'Ui ZXYb'K Y['bUW'`U']Ybž'i bhYf'UbXYfYa`dYf
6cchž`cW'ni`F cgg'cXYf'a]h'XYa`E i UX"8Yf': UW_Y`Ui Z'k]fX'U'g
GhUZY`Ui Z'cf[Ub]g]Yfhž'VY]'XYa`XUg' @]W'h'XYf'<cZZbi b['i bX
A YbgW'W_Y]h`k Y]hYf[YfY]W'h'k]fX'ž'i a`gW'Y]Y»]W'Ua`&("ž b]
]b'Gc`ZYf]bcž'BcfX]hU']Ybž'Ubni`_ca`a Yb"

<]ghc f]gW Y f' <]b hY f[fi b X

8Yf'&("ž b]`Uh'Y]bY'[Ubni`VYgcbXYfY'6YXYi hi b[.`5b'X]YgYa`HU[
]a`ž\`f`% ,) -`k Uf'<Ybfm'8i bUb'h'5i [YbnYi [Y'XYf'GW'UW'h]j cb
Gc`ZYf]bcž'X]Y'U'g'; YVi fhgghi bXY'XYg'F chYb'?fYi nYg'[]h'8i bUbh
gYhnh'g]W'ZcfhUb`Z0f'X]Y'a YX]n]b]gWY'J Yfgcf[i b[]Yfk i bXYhYf
Gc`XUhYb`Y]b'i bX`]b]h]YfhY'<]ZY`Y]ghi b[Yb`]b`XYf'bU\Y[Y'Y[YbYb
GhUXh'7Ugh[]`cbY'XY`Y'Gh]j]YfY"i a`Ub'X]YgYg
[YgW]W'hgf`W'h] [Y'9fY][b]g'ni`Yf]bbYfbž'k]fX'gY]h`%- - &'k Y'hk Y]h
Ua`&("ž b]'XYf': UW_Y`ni [`XYg'`U']Yb]gWYb`F chYb'?fYi nYg
Xi fW [YZ0f'h"6Yf']b`VYf]W'hYhY`_0fn]W'0VYf'X]Y'HY]'bU\ a Y'XYg
8Yi hgWYb`F chYb'?fYi nYg`Ub'X]YgYf'VYXYi hYbXYb`HfUX]h]cbž'i a
X]Y'K i fnY'b'i bX'XYb'; Y]gh'XYf'6Yk Y[i b[`ni`Y\fyb`Xf`!
VYf`]b"XY"

B]W'h'bi f']b'8Yi hgW'UbXž'gcbXYfb'Ui W']b'Gc`ZYf]bc`gY`Vgh'n]Y\h
X]Y':]UW'U'U'ž\`f`Z0f`ž\`f`VYY]bXfi W_YbXY`A Yb[Yb`Ub
HY]'bY\ a Yfb'Ub" `&\$% ,`k UfYb'a Y\`f`U'g`%\$`\$\$`F ch_fYi ni<Y`ZYf
Ui g'0VYf`* \$`@AbXYfb`XUVY]ž'i a`X]YgYb`VYXYi hYbXYb'; YXYb_hU[
ni`nY`YVf]YfYb"8]Y'J YfUbghU`hi b[`Uh'g]W']a`@Ui ZY'XYf`ž\`f`Y
k Y]hYfYbhk]W_Y`hi bX`dUgghY'g]W'gc[Uf'XYf'7CJ`8!%-!DUbXYa]Y
Ubž'gc`XUgg'X][]hU'Y': cfa UhY'j Yfk YbXYh'k i fXYbž'i a`XYb'; Y]gh
XYf'Gc`XUf]h`h'Ua`@YVYb'ni`U`hYb`fchYf!_fY]g"XY"

9]b`@]W h'XYf' < c ZZbi b [

8]Y':]UW'U'U'fYdfYbX]Yfh'b]W'h'bi f'X]Y`\]ghc f]gW Y'6YXYi hi b[
XYg'F chYb'?fYi nYgž'g]Y`ghY\h'Ui W'gma`Vc`]gW'Z0f'Gc`XUf]h`h'bi bX
A YbgW'W_Y]h'0VYf'; fYbnYb`\]bk Y["8]Y': UW_Y`ž'X]Y'Xi fW

8Yi hgW`UbX`fY]ghžk i fXY`&\$&%]bg`@VYb`[Yfi ZYbž i a `U`Y
 Fch_fYi n`Yfž`X]Y`b]W`hidYfg`Ob`]W`Ub`XYf` :]UW`U`hY]`bY`a`Yb
 _`ObbYbž`Y]bni VYn]Y`Yb" `ΔfY`FY]gY`Xi fW`j YfgW`]YXYbY`@`AbXYf
 i bX`Gh`XhY`nY][h`XYb`i bYfa`ØX`]W`Yb`9]bgUhn`XYf`<Y`ZYf`i bX`XUg
 i bYfgW`ØhhYf`]W`Y`@]W`h`XYf`<cZbi b[ž`XUg`]b`X]YgYb
 \YfUi gZc`fXYfb`XYb`NY]hYb`Yi W`hYh"

K]f`UXYb`U`Y`Y]bž`Ub`X]YgYa`Y]bn][Ufh][Yb`9j Ybh`hY]`ni bY`a`Yb
 i bX`X]Y`K`YfhY`XYg`F`chYb`?`fYi nYg`ni`ZY]Yfb`"GY]Yb`G]Y`XUVY]ž
 k Ybb`XUg`@]W`h`XYf`<cZbi b[`Xi fW` : f]YXVYf[`YfghfU`h`i bX`Ui Z
 X]Y`FY]gY`bUW``U`]Yb`[YgW`]W`h`k`]fX` ; Ya`Y]bgUa`gYhnYb`k`]f`Y]b
 NY]W`Yb`ZØf`A`YbgW`]W`_Y]hi bX`B`ÅW`ghYb`]YVY`°

8YhU]`g	
Cfh	@ Xk] [ghfU» Y`&ž, *`%*` : f]YXVYf[ž 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "XcbUi`_i`f]Yf"XY • k k k "Xf`_!VYf`]b"XY • fchYf!`_fY]g"XY

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`bU[!VUmYfb"XY