

; `UgZUgYfUi gVUi `]b`D]hhYfgVYf[.`%, \$
bYi Y`5bgWx`ØggY`V]g`9bXY`&\$&) °

9fghYf`GdUHybgh]Wx`ZØf`; `UgZUgYfUi gVUi `]b`D]hhYfgVYf[`Ua
%+"\$*"`&\$&) "'Fi bX`%, \$`5bgWx`ØggY`V]g`9bXY`&\$&) `[Yd`Ubhž
[YZØfXYfhj cb`6UmYfb"



D]hhYfgVYf[ž`8Yi hgWx`UbX`!`9]b`bYi Yf`A Y]`YbghY]b`ZØf`X]Y
X][]hU`Y`#ZfUghfi`_hi`f`]b`XYf`FY[]cb.`8Yf`YfghY`GdUHybgh]Wx`ZØf
XYb`; `UgZUgYfUi gVUi `]b`D]hhYfgVYf[`i bX`! a [YVi b[`k i fXY
gcYVYb`j c``nc[Yb``#`Y]bYf`_Y]bYbžZY]Yf`]WxYb`NYfYa`cb]Y`k UfYb
JYfhfYhYf`XYf`; Ya Y]bXY`9VYfa`UbbgXcfZž`X]Y`6Ui Z]fa`U`a`]\`B`9H
5a`VYf[`gck`Y`X]Y`; `UgZUgYf`8]fY`_h`; a`V<`UbK`YgYbX``#`XYb
_ca`a`YbXYb`A`cbUHyb`k`]fX`_fÄZ]h[`Ub`XYf`JYf`Y[i b[`j`cb
; `UgZUgYfhfUggYb`[YUfVY]hYhž`i bX`XUg`N]Y``]gh`Ua`V]h]cb]Yfh`Fi bX
%, \$`bYi Y`5bgWx`ØggY`gc``Yb`V]g`9bXY`&\$&) `VYfY]h[YghY``h`k`YfXYb`
8Uj`cb`[Y`h`Y`hk`U`nk`Y]`8f]hhY``Ui`Z`XUg`?`cbhc`XYf`; `UgZUgYf`8]fY`_h
; a`V<`ž`X]Y`XUg`Dfc`Y`_h`Y][Ybk`]fhgWx`Už]h]Wx`j`cfUbhfY]Vhž`k`Å`fYbX
XYf`FYgh`Xi`fWx`:`ØfXYfa`]hhY``XYg`:`fY]ghUUhYg`6UmYfb`i`bhYfghØhnh
k`]fX``A`]hhY`V`UmYf]gWx`Y`VYf]Wx`hYh`j`cb`Y]bYa`]; YgUa`hj`c`i`a`Yb

j cb '+' + "((% '9i fc 'ZØf'X]YgYg'J cf\ UvYb"

8]Y'VYhfcZZYbYb'C fhY'g]bX'D]hhYfgVYf[ž'6fY]hYbVfi bbž'A Y]Yf\cZž
: fUi Yb`c\Yž'5i ž'5f']b[ž'B]YXYfUf']b['i bX'<YfZi W'h" `ϕg[YgUa h
k YfXYb'Yhk U" \$'?'`ca YhYf'Ub'byi Yb'; `UgZUgYfhfUggYb'j Yf'Y[hž
k Ug'ZØf'j]Y'Y'<Ui g\U'hY'Y]bYb'YWXhYb': cfhgWf]hh']b'GUWYb
ϕhYfbYh[YgWk k]bX][_Y]h'VYXYi hYh" `6Øf[Yfa Y]ghYf'9f]W
A Y]X]b[Yf'f7Gi Łi bX'gY]bY'?c`Y[Yb'Ui g'XYf'; Ya Y]bXY'ZfYi Yb
g]W'ØVYf'X]Y'9bhk]W_`i b["'8Ua]h'k]fX'b]W'h'bi f'X]Y'X][]hU'Y
5bV]bXi b['\Yf[YghY`hž'gcbXYfb'Ui W'Y]b'VYXYi hYbXYf'GWf]hh']b
F]W'hi b[`ÄbX`]WYf'8][]hU`]g]Yfi b['[YgYhnh"

GhUfhgW i gg'ZØf'X]Y'5fVY]hYb

8]Y'YfghYb'6Ui a U»bU\ a Yb'VY[]bbYb'X]YgY'K cWY'a]h
<Ui gVY[Y\i b[Ybž'i a 'X]Y'bchk YbX][Yb'J cfVYfY]hi b[Yb'ni
hfYZYb" `ϕg[YgUa h'k YfXYb'nk Y]'6Ui hfi d dg'ZØf'X]Y
H]YZVUi UfVY]hYb'Y]b[YgYhnhž'X]Y'V]g'9bXY'GYdhYa VYf'&\$&)
UV[YgW'cggYb'gY]b'gc`Yb"'5b'Y]bYf'ϕZcfa Uh]cbgj YfUbghU'hi b[
]a 'D]hhYfgVYf[Yf'GW'ØhnYb\Y]a 'Yf\]Y'hYb'X]Y'6Øf[Yf'VYfY]hg'YfghY
9]bV']W_Y]b'XUg'Dfc'Y_h'i bX'X]Y'_ca a YbXYb'GWf]hhY"; `UgZUgYf
8]fY_h'\YVh\Yfj cfž'XUgg]b'XYf'F Y[]cb'X]Y'J YfnØ[Yfi b[Ybž'X]Y
cZi'VY]a '6fY]hVUbXUi gVUi 'Ui ZhfYhYbž'\]Yf'j Yfa]YXYb'k YfXYb
gc`Ybž'XUa]h'U`Y': f]ghYb'Y]b[Y\U'hYb'k YfXYb'_ØbbYb"

8]Y'<YfUi gZcfXYfi b['XYg'6fY]hVUbXUi gVUi g']b'6UmYfb']gh[fc» ž
]bgVYgcbXYfY'ja `ÄbX`]WYb'F Ui a ž'k c'X]Y'Hcdc[fUd\]Y'i bX'X]Y
_`Y]bhY']][Y'G]YX'i b[gghfi _hi f'X]Y'D'Ubi b['_ca d`]n]YfYb"@Ui h'
6UmYf]gWYb'GhUUhga]b]ghYf]i a 'ZØf'8][]hU`]g]Yfi b['\UVYb
YXcW'VYfY]hg'ØVYf'- +DfcnYbh'XYf'<Ui g\U'hY'Ni [Ub['ni
gWbY`Ya `ϕhYfbYh'a]h'a]bXYghYbg" \$'A V]h#gž'i bX']b'bU\Yf
Ni _i bZi'k YfXYb'gc[Uf'ØVYf'- -DfcnYbh'XYf'<Ui g\U'hY'j Yfgcf[h
gY]b"'<]YfVY]gd]Y'h'XUg'6UmYf]gWY'6fY]hVUbXnYbhfi a 'b'5a VYf[
Y]bY'nYbhfU'Y'Fc`Yž'i a 'X]Y'bchk YbX][Yb'GWf]hhY'ZØf'Y]bYb
fY]Vi b[g'cgYb'5i gVUi 'ni '_ccfX]b]YfYb'i bX'X]Y'Øfh]WYb'5_hYi fY
ni 'j YfbYhYb"

A]h'XYa ' ; `UgZUgYfUi gVUi 'b'D]hhYfgVYf['ghY\h'XYf'F Y[]cb'bi b

Y]bY`ni _i bZhg]W\YfY`b hYfbYhUbV]bXi b[`VYj cfz`X]Y`XYb`X][]hU`Yb
 5``hU[`j]Y`Yf`6Øf[Yf`Yf\YV`]W\ j YfVYggYfb`k]fX``9g`V`Y]Vh
 gdUbbYbX`ni `VYcVUW\hYbž`k]Y`g]W\`X]Y`5fVY]hYb`Ybhk]W_Y`b`i bX
 k Ubb`X]Y`YfghYb`<Ui g\U`hY`Ub gW\`i ggVYfY]h`gY]b`k YfXYb"

8YhU]`g	
C fh	D]hhYfgVYf[ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a]hhY`VUmYf]gW\Y`XY • [`UgZUgYf!X]fY`_h"XY • k k k "gha Z\ "VUmYfb"XY

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