

HUI]! : U\ fYf`dfchYgh]YfYb`[Y[Yb
? cb_i ffYbn. `B ØfbVYf[`i bX : Øfh\ `ghY\ Yb
ni gUa a Yb °

HUI]! : U\ fYf`dfchYgh]YfYb`Ua`'%%"\$*"\$&\$&) `]b : Øfh\ `i bX
B ØfbVYf[`i Y[Yb`i b[YfYW`hY`?cb_i ffYbn`Xi fW`5bV]YhYf
k]Y`i VYf`i bX`6c`h"



: Øfh\ ž`8Yi hgW`UbX`!`đ`6UmYfb`]gh`X]Y`5i ZFY[i b[`i fc» .`<Yi hYž
Ua`'%%" ' ħ b] '\$&)& ž\UVYb`HUI]! : U\ fYf`i bX`! : U\ fYf]bbYb`]b
B ØfbVYf[`i bX : Øfh\ `[Y[Yb`X]Y`ghY][YbXY`?cb_i ffYbn`Xi fW
df]j UhY : U\ fX]YbghUbV]YhYf`k]Y`i VYf`i bX`6c`h`dfchYgh]Yfh`8]YgY
DfchYghU_h]cb`ZUbX`Ua`A]hkcW`]b`VY]XYb`Gh`XhYb`ghUhh`i bX
\UhY`ni a`N]Y`ž`Ui Z`X]Y`i b[`Y]W`Yb`K`YhhVYk`YfVgVYX]b[i b[Yb
Ui Za`Yf_gUa`ni`a`UW`Ybž`i bhYf`XYbYb`X]Y`hfUX]h]cbY`Y
HUI]VfUbW`Y`Y]XYh`@Ji`h`bcfXVUmYfb`"XY`VYk`Y[hY`g]W`]b
B ØfbVYf[`Y]b[`fc» Yf`?cfgc`j`cb`fi`bX`%\$\$`HUI]g`Xi fW`X]Y
GhfU» Ybž`XYf`i a`%\$`" ` \$`i` \f`j`cb`XYf`5bXYfbUW`Yf`GhfU» Y`ni a
GYVU`XYf`D`Uhn`cgZi` \f"

8 UVY]`a UW`hYb`Ui W`) + `HUI]g`Ui g` : Øfh`a]h`X]Y` [Ya Y]bgUa
bUW`B ØfbVYf[`Z` \fYb``8Yf`J cfg]hnYbXY`XYf`HUI]nYbhfU`Y
B ØfbVYf[`ž`F c`UbX`?Yf`ž`VYhc`bH`ž`XUgg`j c f`U`Ya` `X]Y`A YbgW`Ybž
X]Y`Ui Z`HUI]!8]Ybgh`Y]ghi b[Yb`Ub[Yk]YgYb`g]bXž`j cb`XYf
?cb`_i ffYbn`VYXfc`h`g]bX``9f`k]Yg`XUfUi Z`\]bž`XUgg`X]Y
U[[fYgg]j Yb`DfY]gdc`]h`_Yb`XYf` : U`fX]YbghUbV]YhYf`gc [Uf`X]Y
k]fhgW`UZh`]W`Y`9I]ghYbn`j]Y`Yf`HUI]!6Yhf]YVY` [YZ`\fXYb`_Øb`hYb`
K `À`fYbX`XYg`DfchYghg`ØVYf[UVYb`X]Y` : U`fYf`XYf`GhUXh`B ØfbVYf[
Y]bYb`cZZYbYb`6f]YZ`a]h`i b`hYfgW`f]ZhYb`]ghYbž`]b`XYa` `g]Y`]\fY
5b`Y[Yb`j c f h f i [Yb`"

: c f X Y f i b [` b U W ` A] b X Y g h d f Y] g Y b

8]Y`G]hi Uh]cb`]b`B ØfbVYf[`]gh`HY`]Y]bYg`[fØ»YfYb`DfcV`Ya`gž`XUg
U`_hi Y``Ui W` `A ØbW`Yb`VYk Y[h``8c f h`d f c h Y g h]YfYb`HUI]!J Y f V`À`b X Y
[Y[Yb`XYb`A ØbW`bYf`C VYfVØf[Yfa`Y]ghYf`8]YhYf`F Y]hYf`fGD8`ž`XYf
g]W`]b`Y]bYa` `h`Yfj]Yk` [Y[Yb`X]Y`9]bZØ`fi b[`Y]bYg
A]bXYghdfY]gYg`Ui g[YgdfcW`Yb` `Uh``8]Yg`ghY`h]a` `K]XYfgdfi W`
ni f`<U`hi b[`gY]bYf`?cU`]h]cbgdUf`hbYfž`XYb` ; fØbYb`i bX`XYf
@]b`_Ybž`X]Y`A]bXYghdfY]gY`U`g`b`c`h`k`YbX][Y`A U» bU`a`Y`ZØf`ZU]fYfY
K`Y`h`V`Y`k`Y`f`V`g`V`Y`X]b[i b[Yb`i bX`bUW`\U`h][Yb`GhUXh]Yf`_Y`f
gY`Yb``8]YgY` `h`Zc`fa` Uh]cbYb`ghUa` a`Yb`j`cb`**hUI]!\`Y`i`hY`"XY`"**

; fY[c f `6Y]bYfž`Y]b`J c f g h U b X g a]h[`]YX`XYg`6i bXYgj YfVUbXg`HUI]!
i bX`A]Yhk U[Yb`f`BJ HA`ž`VYhc`b`h`X]Y`8f]b[`]W`_Y]h`XYf
: c f X Y f i b [Y b ` b U W ` A] b X Y g h d f Y] g Y b ž i a ` G c n] U ` X i a d] b [` n i
j Y f \] b X Y f b ` i b X ` Z U] f Y ` @ Ø \ b Y ` n i ` g] W ` Y f b ` ` h ` X Y f ` G h U X h ` A Ø b W ` Y b
a`cV`]g]YfYb`X]Y` : U`fX]YbghUbV]YhYf`[Y[Yb`X]YgY
A]bXYghdfY]gZcfXYfi b[Yb``I VYf`i bX`UbXYfY`D`Uh`h`Zc`fa`Yb`bi`hnYb
Cb`]bY!DYh]h]cbYb`i bX`GW`U`hi b[Yb`]b`A ØbW`bYf`NY]hi b[Ybž`i`a
XYb`K]XYfghUbX`[Y[Yb`X]Y`9]bZØ`fi b[`ni`c f [Ub]g]YfYb`"

8 Ug`? c b Z]_hgnYbUf]c

8Yf`GhfY]hi`a`X]Y`A]bXYghdfY]gY` `Uh`VYfY]hg`ni`j`YfgW`]YXYbYb
DfchYghU`_h]cbYb`[YZØ`fhž`k]Y`ni`Y`h`h`Y]bYf`8Ya`c`b`ghfUh]cb`XYg
A ØbW`bYf`HUI]j`YfVUbXg`j`c f`XYa` `F`Uh`Ui`g``8c`f`h`k`i`f`XYb`_`U`f`Y
: c f X Y f i b [Y b ` Z Ø f ` Z U] f Y ` K ` Y ` h ` V ` Y ` k ` Y ` f ` V ` g ` V ` Y ` X] b [i b [Y b ` ` U i ` h ` ` 9] b

GdfYWXyf`XYg`HUI]j YfVUbXg`k]Yg`XUfUi Z`\]bž`XUgg`l VYf!
 : U\fnYi [Y`dfc`Ghi bXY`Y]bYb`J Yf`i ghj cb`V]g`ni `%&`9i fc`a UWXYbž
 k Ug`X]Y`[YgUa hY`6fUbWXY`i bhYf`8fi W`gYhnh"BUWX`a i YbWX Yb`h!
 cb`]bY"XY`gc``XYf`A]bXYghdfY]g`\Y`ZYbž`X]Y`?cghYb`ni`XYW`Yb
 i bX`XUa`]h`X]Y`Ub[Zf]gh][Y`9i]ghYbn`XYg`HUI][Yk YfVYg`ni`g]WXYfb"

8]Y`8]g_i gg]cb`i a`X]Y`[YfYWXhY`FY[i`]Yfi b[`XYf
 A cV]`hÅhgUb[YVchY`ZØ\fh`ni`GdUbbi b[Yb`]b`XYf`GhUXhj Yfk U`hi b["
 ; Yd`UbhY`5Vgh]a a i b[Yb`ni f`9]bZØ\fi b[`Y]bYg`A]bXYghdfY]gYg
 k i fXYb`a Y\fZUWX`j YfgWXcVYbž`k Ug`X]Y`J Yfi bg]WXYfi b[`]b`XYf
 6fUbWXY`k Y]hYf`Yf\Ø\h"K Å\fybX`X]Y`HUI]ZU\fyf`ZØf`\fy`6Y`Ub[Y
 _Åa dZYbž`XfØW`Yb`J YfhfYhYf`XYf`A]Yhk U[YbVfUbWXY`6YXYb`Yb
 Ui gž`XUgg`A]bXYghdfY]gY`]\fy`9i]ghYbn`VYXfc`Yb`_ÖbbhYb"9g
 V`Y]Vh`UVni k UfhYbž`k]Y`g]WX`X]Y`G]hi Uh]cb`k Y]hYfYb`hk]W`Y`b`k]fXž
 UVYf`Y]bYg`]gh`g]WXYf.`8Yf`8fi W`Ui ZX]Y`GhUXhdc`]h]_Yf`k ÅWXgh"

8YhU]`g	
C fh	: Øfh\ž`8Yi hgWX`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bcfXVUmYfb"XY • k k k "hUI]!\Yi hY"XY • a i YbWX Yb`h!cb`]bY"XY

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