

C 6!Hci f`]b`B ØfbVYf[.`8]g_i fgY`ni f GYI UfVY]h`i bX`b`ÄW h`]WY f`? i`hi f[Ybi gg°

C VYfVØf[Yfa Y]ghYf`A UfW g`? Øb][``ÄXh`ni f`C 6!Hci f`Xi fW
B ØfbVYf[`Ua``%\$`"ž`]'&\$&) ``8]g_i h]YfYb`G]Y`U_hi Y`Y
H\Ya Yb`Ub`GhUh]cbYb`XYf`GhUXh"



9b[Y`\ UfXg[UggY`%ž`- \$(\$&`B ØfbVYf[ž`8Yi hgW\`UbX`!`ž
B ØfbVYf[`hi h`g]W\`k Ug`5a``%\$`"ž`]'&\$&) ``ÄXh`C VYfVØf[Yfa Y]ghYf
A UfW g`? Øb][`ni f`C 6!Hci f`Y]bž`X]Y`]b`X]YgYa``Ä\`f`Y]b`VYgcbXYfYg
<][\`][\h`Ui žk Y]gh`8]Y`Hci f`n]Y`h`XUfUi ZUVž`U_hi Y`Y`H\Ya Yb
i bX`5b`]Y[Yb`XYf`6Øf[Yf]bbYb`i bX`6Øf[Yf`Ui žni [fY]ZYbž`i bX
VY[]bbh`i a``&%`i \f`]a``žbYb`cZXYg`<c`]XUmžb`]b`XYf
9b[Y`\ UfXg[UggY`%`"5`Y`]bhYfYgg]YfhYb`A]hVØf[Yf`g]bX`\Yfn`]W
Y]b[Y`UXYbžk cVY]`X]Y`HY]`bU\`a Y`Ui W\`Ub`Y]bnY`bYb`GhUh]cbYb
XYf`Hci f`a`Ø[`]W`]gh`K Yf`: fU[Yb`\Uh`cXYf`l bhYfghØhni b[
VYbØh][hž`_Ubb`g]W\`i bhYf`\$-`%#&`'`%!) \$+\$`cXYf`ØVYf`Y]b
?cbhU`hžcfa`i`Uf`Ub`X]Y`GhUXhj Yfk U`hi b[`k YbXYb``8]YgY`Hci f
j Yfgdf]W\`hž`gdUbbYbXY`9]bV`]W_Y`i bX`dYfgØb`]WY`; Ygd fÄWY`ni
V]YhYb"

8]Y`YfghY`GhUh]cb`XYf`Hci`f`ghY`h[`Ub`n]a`NY]WXYb`XYf`GYI`UfVY]h"
<]Yf`k`]fX`Y]bY`J`YfhYhYf]b`XYg`?`UggUbXfU`Y`J`"Ubk`YgYbX`gY]bž`i`a
Ui`ZX]Y`<`YfUi`gZcfXYfi`b[`Yb`i`bX`@YVYb`gfYU`]h`hYb`j`cb
GYI`UfVY]hYf]b]bYb`Ui`Za`Yf`gUa`ni`a`UWXYb`"8`Yf`J`YfY]b`]gh`gY]h
gY]bYf`;`fØbXi`b[`]a``>`f`%`-`,`+`U`_h]j`i`bX`gY`hnh`g]WXY`ZØf`X]Y
G]WXYhVUf`_Y]h`i`bX`X]Y`gcn]U`Yb`6Y`Ub[`Y`j`cb`GYI`UfVY]hYbXYb`Y]b`"
**?`UggUbXfU`Y`J`"cf[`Ub]g]Yfh`U`_hi`Y`Y`]bY`K`UbXYfUi`gghY`i`b[`]a`]h
XYa`H]hY`i`GYI`!`K`cf`_Yfg`"8`Ug[`Ub`n]bcfa`U`Y`@YVYb`ž`X]Y`XUni
X]Yb`hž`Gh]a`a`Yb`Ui`g`XYf`c`Zh`gh][`a`Uh]g]YfhYb`6f`Ub`WXY`h`ØfVUf`ni
a`UWXYb`"8]Y`5i`gghY`i`b[`]k`]fX`Ua`i`%`-`":`YVfi`Uf`&`\$`&)`Yf`ØZb`Yhi`bX
]gh`Y]b`GW`f]h]b`F`WXYhi`b[`9b`hgh][`a`Uh]g]Yfi`b[`i`bX
[`YgY`g`WXY`UZh]WXYf`5`_nY`dh`Ub`n"**

GhUh]cbYb`XYf`C`6!`Hci`f`

8]Y`C`6!`Hci`f`b]a`a`h`X]Y`HY]`bY`a`Yf`a`]h`Ui`ZY]bY`gd`Ubb`Yb`XY
F`Y]gY`Xi`f`WXY`j`Yfg`WXY`YXYbY`GhUh]cbYb`i`bX`H`Y`a`Y`b.

- `&%`i`h`f`i`<`c`X`Um`b`b`6Y[`fØ]i`b[`Xi`f`WXY`A`Uf`W`g`?`Øb][`ž
H`Y`a`U`GYI`UfVY]h`a`]h`?`UggUbXfU`Y`J`"
- `&%`)"`\$`i`h`f`i`>`Ja`b]h`nY`f`d`U`hn`B`Y`i`i`[`Y`gh`U`h`Y`h`Y
;`fØb`Z`Å`WXY`ž`8]g`_i`gg]cb`Ø`VYf`B`i`h`ni`b[`i`bX`?`cb`Z]_`h`Y`j`cf
C`f`h`"
- `&`&`&)`i`h`f`i`8`6`K`Yf`_`gh`U`h`ž`8`Øf`Z`Y`f`gh`f`U`Y`%`\$`.
9]b`V`]W`_Y`]b`X]Y`b`Å`WXY`h]WXY`5`f`VY]h`X`Y`f`8`6`F`Y`[`]c`ž
]b`g`VY`g`c`b`X`Y`f`Y`X]Y`F`Y]b][`i`b[`X`Y`f`G`!`6`U`h`b`Y`b`"
- `&`i`h`f`i`A`i`g]_`nY`b`h`f`U`Y`Y`J`"i`b`Z`c`f`a`Uh]cbYb`Ø`VYf`X`Y`b
A`I`N`7`i`V`]b`i`c`gh`Y`b`c`Z`i`b`X`X`Y`g`g`Y`b`F`c`Y`]a`B`Ø`f`b`V`Y`f`[`Y`f
B`U`WXY`h`i`b`X`?`i`h`i`f`Y`V`Y`b`"

6Y`g`c`b`X`Y`f`g`X]Y`GhUh]cb`ni`f`b`Y`i`i`[`Y`gh`U`h`Y`h`Y`b`i`fØb`Z`Å`WXY`Ua
>`Ja`b]h`nY`f`d`U`hn`ž`X]Y`Y`f`gh`j`cf`_i`fn`Ya`Ui`Z[`Y`k`Y`fh`Y`h`k`i`f`X`Y`ž
j`Y`fg`d`f]WXY`h]b`h`Y`f`Y`g`g`U`b`h`Y`8]g`_i`gg]cb`Y`b`Ø`VYf`X]Y`j`]Y`Z`Å`h][`Y
B`i`h`ni`b[`i`b`X`X]Y`X`U`V`Y]`Ui`Z`h`Y`h`Y`b`X`Y`b`?`cb`Z]_`h`Y`"5i`WXY`h`Y`f`U`X`Y`b
Gh`U`X`h`h`Y]j`Y`fh`Y`h`Y`f`i`b`X`X]Y`Gh`U`X`h`j`Y`fk`U`h`i`b[`X`U`ni`Y]b`ž`U`_h]j
a`]h`ni`X]g`_i`h]Y`f`Y`b`"

B`U`WXY`X`Y`f`H`ci`f`k`]f`X`Y`g`;`Y`Y`[`Y`b`h`Y]h`ZØf`5i`gh`Ui`g`WXY`i`b`X`;`Y`gd`f`Å`WXY`

[YVYbž'VY]'XYbYb'X]Y'5bk YgYbXYb']\fY'; YXUb_Yb'ni 'XYb
H\Ya Yb'Y]bVf]b[Yb'_ÒbbYb''l a 'XYb'Ni [Ub['ni 'Yf'Y]W hYfbž
ghY\Yb'Ui W'a cV]'Y'<ÒfUb`U[Yb'i bX'HfUbgdcfha Ò[`]W_Y]hYb'ni
XYb'Y]bnY`bYb'GhUh]cbYb'VYfY]h"

Bi hnYb'G]Y'X]Y'; Y`Y[Yb\Y]hž'g]W`]b'X]Y'8]g_i gg]cb'Y]bni Vf]b[Yb
i bX`U_hi Y`Y'H\Ya Yb'ni 'Yf'YVYb`'GY]Yb'G]Y'XUVY]ž'k Ybb'X]Y'C 6!
Hci f'Ua '%\$"'ž `']]bg'bYi Y'ž\`f'[Y\hi bX'k]W h][Y
[YgY`gW`UZh`]W`Y'5gdY_hY'VY`Yi W`hYh"K Y]hYfY'ž Zcfa Uh]cbYb'ni f
Hci f'g]bX`Ui ZXYf'cZ]n]Y`Yb'K YVg]hY'XYf'GhUXh'B ØfbVYf['ni
Z]bXYbž'k c'Ui W`X]Y'A Ò[`]W_Y]h'ni f'5ba Y`Xi b['VYghY\h"

8YhU]`g	
C fh	9b[Y`\UfXg[UggY'%%ž' - \$(\$&'B ØfbVYf[ž 8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bi YfbVYf["XY • k k k "_UggUbXfU!bV["XY

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