

≠bgc`j YbnYb`]b`< YggYb`ghY][Yb`Ui Z
F Y_c fX\c Wk` `6Ui k]fhgWk UZh`]b` ; YZU\ f°

≠`< YggYb`ghY][Yb`≠bgc`j YbnYb`]b`&\$&) `XfUa Uh]gWk`Ubž
VYgcbXYfg`]a` `6Ui [Yk YfVY" `Dc`]h]gWk Y`F YZcfa Yb`g]bX
Xf]b [YbX`b`Òh]["



< YggYbž`8 Yi hgWk`UbX`!`!`a` `YfghYb`E i UfhU`&\$&) `g]bX`]b`< YggYb
(- (`I bhYfbY\`a Yb`]bgc`j Ybh`[Y[Ub[Ybž`k Ug`Y]bYa
U`Ufa]YfYbXYb`5bgh]Y[`j cb`' , `DfcnYbh]a` `J Yf[`Y]Wk`ni a` `J cf`U\`f
Ybhgd]Wk`h" `6YgcbXYfg`ghUf`_`VYhfc ZYb`]gh`XUg`6Ui [Yk YfVYž`XUg`]b
X]YgYa` `NY]hfUi a` ` - &`≠bgc`j YbnYb`j YfnY]Wk`bYhY" `8]YgY`NU\`Yb
k i fXY`j cb`**cd!cb`]bY`VYf]Wk`hYh`**≠bg[YgUa`h`k i fXYb`]a` `!`f`&\$&(
]b`< YggYb`%*)) `I bhYfbY\`a Ybg]bgc`j YbnYb`fY []ghf]Yfhž`k Ug
Y]bYa` `5bgh]Y[`j cb`&` `DfcnYbh]a` `J Yf[`Y]Wk`ni`&\$&` `Ybhgd]Wk`h"
8]Y`≠bgc`j YbnYb`VYhfY ZYb`]b`Y]bYa` `g][b]Z`_UbhYb`5i ga U» `Ui Wk
X]Y`6YgWk`ÀZh][hYb`]b`XYb`VYhfc ZYbYb`I bhYfbY\`a Yb.`A]bXYghYbg
* \$\$\$`5fVY]hbY\`a Yf`k UfYb`]a` `!`f`&\$&(`j cb`?`ØbX][i b [Yb
VYhfc ZYb`"

Jcb`XYb`]bgc`j`YbhYb`:`]fa`Yb`]a``&f`&\$&(`[`Y\`OfhYb`" `%*`ni`f`
6Ui`VfUbWY`"8Yf`J`]nYdf`Äg]XYbh`XYg`<Ygg]gWYb``&Xi`ghf]Y!`i`bX`
<UbXY`g_Ua`a`YfhU[`gž`I`f]W`7UgdUfž`Äi`»YfhY`g]W`VYgcf[`h`ØVYf`
X]Y`G]hi`Uh]cb`i`bX`ZcfXYfhY`dc`]h]gWY`F`YU_h]cbYb`ni`f`9bh`Ughi`b[`
XYf`K`]fhgW`UZh`9]b`9W_di`b`hYdUd]Yf`a`]h`&\$`J`c`fgW`Ä[`Yb`ni`f`
FYZcfa`X`Yf`<Ygg]gWYb`6Ui`cfXbi`b[`ž`XUg`]a`B`cj`Ya`VYf`&\$&(`
df`ÄgYbh]Yfh`k`i`fXYž`n]Y`h`XUfUi`Z`UVž`XYb`6Ui`dfcnYgg`ni`
VYgW`Y`i`b][`Yb`i`bX`_cghYb[`Øbgh][`Yf`ni`[`YghU`hYb`"
K`]fhgW`UZhga`]b]ghYf`?`Uk`Y`A`Ubgccf]`UfVY]hYh`XYfnY]h`Ub`Y]bYa`
;`YgYhnYgdU`Yhž`XUg`bcW`]a`&f`&\$&(`]a`@`UbXhU[`XYVUh]Yfh`
k`YfXYb`gc`""

6Ui`k`]fhgW`UZh`]b`XYf`?`f]gY

8]Y`Y`Ygg]gWY`6Ui`k`]fhgW`UZh`ghY`h`j`c`f`Y]bYf`Yfbgh`UZhYb`?`f]gYž`
X]Y`X]Y`Ub[`Zf]gh][`Y`K`c`b`fUi`a`j`Yfgcf[`i`b[`[`Y`Z`Ä`f`XYh`H`ca`Ug`
F`Y]a`Ubbž`Df`Äg]XYbh`XYg`6Ui`[`Yk`YfVY!`J`YfVUbXgž`VYf]W`hYhY`j`cb`
VYgcf[`b]gYffY[`YbXYb`Ghcfb]Yfi`b[`Yb`VY]`B`Yi`VUi`dfc`Y`_`hYb`]a`
<YfVgh`&\$&`"8]YgY`9bhk`]W`_`i`b[`Yb`UVYb`VY]`XYb`&`j`YghcfYb`ZØf`
I`bg]W`Yf`Y]h[`Ygcf[`h`9]b`%(`!`Di`b`_`hY!`D`Ub`XYf`6i`bXYgfY[`]Yfi`b[`ž`
XYf`]a`F`U`a`Yb`XYg`K`c`b`i`b[`gVUi`[`]dZY`g`j`YfUVgW]YXYh`k`i`fXYž`
k`]fX`nk`Uf`U`g`Y]b`GW`f]h`h`]b`X]Y`f]W`h][`Y`F]W`h`i`b[`Ub[`YgY`Ybž`
XYbbcW`]gh`Y]bY`GYb`_i`b[`XYf`6Ui`_cghYb`i`bYf`Ägg]W`"

8Yf`6Ui`[`Yk`YfVY!`J`YfVUbX`ZcfXYfhY]bY`J`YfY]bZUW`i`b[`XYg`
6Ui`dfcnYggYgž`i`a`X]Y`Dc`]h]_`ni`f`GW`UZZ`b[`j`cb`
D`Ubi`b[`gg]W`Yf`Y]h`ni`VYk`Y[`Yb`":`Y`Y`YbXY`5i`Zhf`Ä[`Y`i`bX`X]Y`
XYfnY]h][`Y`DfUi`]gž`?`i`fnUfVY]h`U`g`_i`fnZf]gh][`Y`@`Øgi`b[`ni`bi`hnYbž`
nY][`Ybž`k`]Y`_f]h]gW`X]Y`@U[`Y`XYf`%)`%`6Ui`VYhf]YVY`]ghž`X]Y`]a`
YfghYb`<`U`V`U`f`&\$&`"`&gc`j`Ybn`Uba`Y`XYhYb`"6Ui`k`]fhgW`UZh`
<`YggYb`ZcfXYfh`X]Y`Dc`]h]_`Ui`Zž`X]Y`8f]b[`]W`_Y]h`XYf`G]hi`Uh]cb`
Ubni`Yf`_YbbYb`i`bX`<`]bXYfb]ggY`ZØf`XYb`K`c`b`i`b[`gVUi`
UVni`VUi`Yb`"

K`Y]hYfY`9bhk`]W`_`i`b[`Yb`i`bX`F`Y`Zc`fa`Y`b

DUFU`Y`ni`XYb`&gc`j`YbnYb`k`]fX`Ui`W`Ub`Y]bYa`;`YgYhn`
[`YUfVY]hYhž`XUg`Yg`YfgW`k`YfYb`gc`ž`K`c`b`fUi`a`i`b[`Ybi`hnh`ni`

UggYb"8]Y[Yd`UbhYb`FYZcfa Yb`i bX`X]Y`VYj cfghY\YbXYb
dc`h]gWYb`8YVUhhYb`ja`@UbXhU[`\UVYb`XUg`DchYbn]U`ž`gck c`\`
X]Y`6Ui k]fhgWUZh`U`g`Ui W`X]Y`[YgUa hY`K]fhgWUZh`]b`<YggYb`ni
ghUV`]g]YfYb"A]h`XYf`I a gYhni b[`XYf`FYZcfa Yb`_ObbhY`Y]b
?i fgk YW`gY`Y]b[Y`Y]hYh`k YfXYbž`XYf`X]Y`K YhhVYk YfVgZÀ\][`_Y]h
i bX`5hhfU_hj]]h`h`XYg`GhUbXcfhg`<YggYb`Ub[Zf]gh][`g]WYfb`gc`"

9g`V`Y]Vh`UVni k UfhYbž`cV`i bX`k]Y`gW`bY``X]Y`dc`h]gWYb
9bhgWY]Xi b[ghfÀ[Yf`Ui Z`X]Y`Ub`U`hYbXY`?f]gY`fYU[]YfYb`k YfXYb"
8]Y`9bhk]W`i b[Yb`XYf`b`W`ghYb`A cbUhY`k YfXYb`YbhgWY]XYbX
gY]bž`i a`X]Y`<YfUi gZcfXYfi b[Ybž`j cf`XYbYb`I bhYfbY\`a Yb`i bX
6YgW`ÀZh][`hY`ghY\Ybž`ni`UXfYgg]YfYb"

8YhU]`g	
J c fZU``	žgc`j Ybn
C fh	<YggYbž`8Yi hgW`UbX
J Yf`YhnhY	* \$\$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • ghUh]gh]_"\YggYb"XY • VUi k]fhgWUZh!\YggYb"XY

6Ygi WYb`G]Y`i bg`Ui Z.`b!U["bYh