

6`i h][Yf`GhfY]h`]b`6Yf`]b. `GdÀh]!J Yf_Ài ZYf`
a]h`A YggYf`VYXfc`h`

⊕`6Yf`]b!7\Uf`chhYbVi f[`Ua`Yg`ni`Y]bYa`[Yk U`hgUa Yb`
J cfZU``ž`U`g`Y]b`GdÀh]!J Yf_Ài ZYf`a`Y`fZUW`a`]h`A YggYfb`
VYXfc`h`k`i`fXY"



; i Yf]W_YghfU» Yž`%\$) , - `6Yf`]bž`8Yi hgW`UbX`!`5a`
GUa`ghU[a`cf[Yb`_Ua`Yg`]b`6Yf`]b!7\Uf`chhYbVi f[`ni`Y]bYa`
[Yk U`hgUa Yb`J`cfZU``]b`Y]bYa`GdÀh]ž`XYf`ZØf`; Ygd`fÀW`gghc`ZZ`
gcf[h`9]b`" , !`À\`f][Yf`J`Yf_Ài ZYf`gU`g]W`Y]bYf`j`]Yf_ÒdZ[Yb`
A`ÀbbYf[fi`ddY`[Y[YbØVYfž`X]Y`c`b`Y`J`cfk`Ufbi`b[`]b`Y]bYb`GhfY]h`
j`Yfk`]W_Y`h`k`Uf`"⊕`XYf`BUW`h`ni`GUa`ghU[ž`X]fY`_h`i`a`'\$`.'`\$`i` \`fž`
Yg`_U`]Yfh`Y`X]Y`G]h`Uh]cbž`U`g`Y]bYf`XYf`5b[fY]ZYf`j`Yfgi`W`h`Y`ž`XYb`
J`Yf_Ài ZYf`a`]h`Y]bYa`N][UfY`h`Y`bgh`À`b`XYf`ni`U`h`U`W`_Y]fYb`"8]Yg`
VYf]W`h`Y`h`!**c`b`]bY`"XY"**

8Yf`J`Yf_Ài ZYf`_c`bbh`Y`XYf`5`h`U`W`_Y`Ui`gk`Y]W`Ybž`k`c`VY]`gY]b`
' (!`À\`f][Yf`:`fYi`bX`ni`<`]ZY`Y`]h`Y`"8`c`W`X]Y`@U[Y`gd]h`h`Y`g]W`ni`ž`
U`g`XYf`<`Ui`d`h`À`h`Y`fž`Y]b`" , !`À\`f][Yf`A`U`bbž`XYb`J`Yf_Ài ZYf`VY]a`

J Yf`UggYb`XYg; YgW`ÅZhg`gdY`hU`i``Åf`a`]h`5VghYW`Yb`VYXfc`hY`
8 Yf`J Yf`_Åi` ZYf`ZØW`hYhY`XUfUi`Z`]b`gW`bY`"b`X]Y`7Ui`YfghfU`» Y`i` bX`
j`YfghYW`hY`g]W`ž`k`À`fYbX`XYf`@UXYbVYg]hnYfž`VYk`UZZbYh`a`]h`
Y]bYa` `6UgYVU`gW``À[`Yfž`j`Yfgi`W`hYž`X]Y`G]hi`Uh]cb`ni` `Yb`hgW`ÅfZY`b`
8cW`XYf`<Ui`dhh`hYf`"Y`»`b]W`h`cW`Yf`i`bX`_Y`fhY`a`]h`Y]bYa`
A`YggYf`ni`fØW`"GW`Y`»`]W`U`Ufa`]YfhY`X]Y`Dc`nY`X]Y`GnYbY`i`bX`
VYYbXYhY`X]Y`6YXfc`i`b[`"

: YghbU`a` Y`i` bX`9fa`]hh`i` b[`Yb`

8]Y`Dc`nY`]hfUZ`gW`bY`"Y]b`i` bX`_cbbhY`XYb`<Ui`dhh`hYf`
ZYghbY`a` Ybž`bUW`XYa` `Yf`gY]bY`K` UZZYb`i` bhYf`[`YdUf`hY`5i`hc`g`
[`Yk`cfZYb`UhhY`"`hYfYggUb`hYfk`Y]gY`_Ua` `YfUi`gž`XUgg`X]YgYf`
fi`bX`nk`Y]Dfca`]`Y`5`_c`c`]a` `6`i`h`UhhY`"Ni`XYa` `k`i`fXY`Yf`k`Y[`Yb`
;`Yg]W`hgj`Yf`Yhni`b[`Yb`]bg`?fUb`_Yb`Ui`g[`YVfUW`hž`k`À`fYbX`gY]b`
U[`[`fYgg]j`Yf`((`!`Å`f][`Yf`?ca`d`nY`a`]h`<UbXZYggY`b`i`bX`Y]bYf`
Gdi`W`_`Ui`VY`[`Yg]W`Yfh`k`i`fXY`";`ØW`]W`Yfk`Y]gY`V`]YV`XYf`
J`Yf`_Åi`ZYf`_ØfdYf`]W`i`bj`Yf`Yhnh`"8]Y`9fa`]hh`i` b[`Yb`U`h`XUg`
:`UW`_ca`a`]ggUf]Uh`XYf`8]fY`_h]cb`&`fK`Ygh`ØVYfbca`a`Yb`"

HfU[`ØX]Y`]b`6Yf`]b`

K`À`fYbX`g]W`]b`7`Uf`chYbVi`f[`XfUa`Uh]gW`Y`GnYbYb`UVgd]Y`hYbž`
YfY][`bYhY`g]W`]b`Y]bYf`UbXYfYb`9W`Y`6Yf`]bg`Y]b`hfU[`]gW`Yf`
J`cfZU`"h`Y]bYf`K`c`bi`b[`k`i`fXYb`Y]b`",`!`Å`f][`Yf`A`Ubb`i`bX`
gY]bY`,`(!`Å`f][`Y`i`fUi`YVYbg[`YZ`Å`f`]W`j`Yf`Yhnh`"8Yf`9`Ya`Ubb`
ghUfV`_i`fnY`NY]h`bUW`XYa``,`VYf[`f]ZZ`hfc`hn`gc`Zc`fh`Y]b[`Y`Y]hYhYf`
FYUb]a`Uh]cbga`U`»`bU`a`Yb`"@Ui`h`hU[`Yggd]Y[`Y`"XY`k`i`fXY`XYf`
&`(!`Å`f][`Y`9b`_Y`XYg`DUUfYg`U`g`J`YfX`ÅW`h][`Yf`ZYgh[`Ybca`a`Yb`i`bX`
]gh`VYgW`i`X][`hž`X]YgYb`gW`k`Yfk`]Y[`YbXYb`,`VYf[`f]ZZ`VY[`Ub[`Yb`ni`
UVYb`"8]Y[`YbUi`Yb`<]bhYf[`fØbXY`g]bX`XYfnY]h`bcW`i`b`_Ufž`
YXcW`k`]fX`Y]bY`A`cfX`_ca`a`]gg]cb`X]Y`9fa`]hh`i` b[`Yb`
i`bhYfgh`ØhnYb`"

;`Yk`U`h`_f]a`]bU`]h`Åh`]b`8Yi`hgW`U`b`X`

8]YgY`J`cfZ`Å`Y`k`YfZYb`Y]b`GW`U[`]W`h`Ui`Z`X]Y`U`_hi`Y`Y`G]hi`Uh]cb`

XYf'; Yk U`h_f]a]bU`]hÅh']b`8Yi hgW`UbX" GhUh]gh]gW` [YgY\Yb
a UWYb'; Yk U`hj YfVfYWYb`k Yb][Yf`U`g` (i` U`Yf`dc`nY)]W
YfZUgghYb`GhfUZhUhYb`Ui gž`XcW`X]Y`5i gk]f_i b[Yb`Ui ZXUg
G]WYf\Y]hg[YZØ\`XYf`A YbgWYb`g]bX`]a a Ybg"i`a` ð\`f`&\$\$(
k i fXYb`Yhk U`&%+"\$\$\$"; Yk U`hj YfVfYWYb`fY[]ghf]Yfhž`k Ug`X]Y
\ØW`ghY`NU\`gY]h`&\$+\$`XUfghY`h`i` ðhYfYggUbh]ghž`XUgg`XYf`5bhY]`
↑ b[Yf'; Yk U`hhÅhYfž`XYf`]b`XYb`YhnhYb`i` ð\`fYb`ni ni bY\`a Yb
gWY]b`hž`]b`XYb`GhUh]gh]_Yb`XYi h`]W` \Yfj`c`fhf]hhž`k]Y`ghUh]ghU"Wč a
Ui ZnY][h`8]YgY`Ni bU\`a Y`]gh`b]W`h`bi`f`VYgcf[b]gYffY[YbXž
gcbXYfb`j`YfV]bXYh`g]W`Ui W`a`]h] YfgW`]YXYbYb`gcn]U`Yb
: U`hc`fYbž`k]Y`k]fhgW`UZh]W`Yf`i` bg]W`Yf\Y]h`i` bX`dgmW`]gW`Yb
6Y`Ughi b[Yb"

ðg[YgUa`h`V`Y]Vh`ni` \cZZ`bž`XUgg`gck`c`\`X]Y`Dc`nY]`U`g`Ui`W`X]Y
; YgY`gW`UZh`[`YY][`bYhY`GhfUhY[]Yb`Yb`hk]W`Y`bž`i`a`gc`W`Y
[Yk U`hgUa`Yb`5i`gY]bUbXYfgYhni`b[Yb`ni`j`Yfa`Y]XYb`i`bX`X]Y
G]W`Yf\Y]h]b`XYb`GhÅXhYb`ni`Yf\Ø`Yb"

8YhU]`g	
Cfh	; i Yf]W_YghfU»Yž`%\$) , -`6Yf`]bž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "h!`c`b`]bY"XY • k k k "hU[Yggd]Y[Y`"XY • XY"ghUh]ghU"Wč a

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