

?]bXYf`]a `=a _Yf\i h'ZcfXYfb. 'F YhhYh
i bgYfY`gcn]U`Yb`Dfc`^Y_hY`°

5a ;, " ' & \$ &) `dfchYgh]YfYb`%) \$\$`6Yf`]bYf`j cf`XYa `F chYb
F Uh\Ui g`[Y[Yb`?Øfni b[Yb`]a `6]`Xi b[gk YgYb`i bX`gcn]U`Yf
Dfc`^Y_hY`"



F chYg`F Uh\Ui gž`%\$%+, `6Yf`]bž`8Yi hgW`UbX`!`<Yi hYž`Ua` ;, "
ž`]'&\$&) ž`j YfgUa` a Y`hYb`g]W`Yhk`U`%) \$\$`A YbgW`Yb`j cf`XYa
F chYb`F Uh\Ui g`]b`6Yf`]bž`i a`]\fY`Gh]a` a Y`ZØf`XYb`9f`U`h'gcn]U`Yf
i bX`V]`Xi b[gfY`Yj UbhYf`Dfc`^Y_hY`ni`Yf\YVYb`"I bhYf`XYb
HY]`bY\`a Yfb`ZUbXYb`g]W`nU`\fY]W`Y` ; fi bXgW`i`_]bXYfž`X]Y`a`]h
[Y`VYb`]=a _Yf\ØhYb`i bX`_fYUh] Yb`GW`]`XYfb`k`]Y` I bgYfY
Gcn]U`UfVY]hYfł`]bbYb`g]bX`i b_ØfnVUf`i bX` F YhhYhi bgYf
6]YbYbdfc`^Y_h`Ui Zg]W`Ui Za Yf_gUa` `a UW`hYb`"8Yf`DfchYgh
k i fXY`j ca` **DUF]hAh]gW`Yb`K`c`\`ZU\`fhgj`YfVUbX`**cf[Ub]g]Yfhi bX
\UhY`XUg`N]Y`ž`[Y[Yb`X]Y`[Yd`UbhYb`?Øfni b[Yb`]a
6]`Xi b[g\Ui g\U`h`ZØf`&\$&*`#&\$&+`ni`dfchYgh]YfYb`"

9]b`5b`]Y[Yb`XYf`8Ya`cbghf]YfYbXYb`k`Uf`X]Y`I`bg]W`Yf\Y]h`ØVYf`

X]Y`Ni k YbXi b[Yb`ZØf`gcn]U`Y`Dfc`Y`_hYž`X]Y`j`]Y`Y`]b`XYf`GhUXh`U`g`
i`bj`Yfn]W`hVUf`YfUW`hYb`"@Ui`h`XYa` `BUhi`f!K`Yf`!DÀXU[`c[`Yb`5fYn_]`
?YXXUa` `]Vh`Yg`Yfbgh\UZhY`Gcf[`Yb`i`a` `X]Y`:]bUbn]Yfi`b[`XYg`
6]YbYbdfc`Y`_hg`i`bX`XYb`Xfc`YbXYb`J`Yf`i`ghj`]Y`Yf`æVg`]a` `6YfY]W`
BUhi`f!`i`bX`K`Yf`_dÀXU[`c[`_]`"8]Y`Dfc`Y`_hY`k`YfXYb`j`ca` `

**DYghU`cnn]!: fØVY`!<Ui`g`]`YhfU[`Ybž`XYggYb`J`YfhfYhYf`VYhcbYbž`
XUgg`X]Y`i`bg]W`Yf\Y]hYb`X]Y`?cbh]bi`]hÀh`i`bX`E`i`U`]hÀh`XYf`
gcn]U`dÀXU[`c[`]gW`Yb`5fVY]h`[`YZÀ`fXYb`"**

8fc`Yb`a`Ugg]j`Y`9]bgW`b`]hhY`3`

8]Y`6]`Xi`b[`ggYbUhc`f]b`?Uh\Uf]bU`];`Øbh\Yf!K`ØbgW`f78I`Ł`U`h`
Ub[`Y`_ØbX][`hž`XUgg`]a` `9hUh!9bhk`i`fZ`ZØf`&\$&*`#&\$&+`_Y]bY`
Ni`k`YbXi`b[`Yb`ZØf`Yi`hYfbY`Dfc`Y`_hY`Y]b[`Yd`Ub`hg]bX`"8]Yg``Øgh`
b]W`h`bi`f`VY]`XYb`?`]bXYfb`i`bX`9`hYfb`Gcf[`Yb`Ui`gž`gcbXYfb`Ui`W`
VY]:`UW`Y`i`hYbž`X]Y`i`a` `]\fY`5fVY]hgd`ÀhY`VUb[`Yb`"8Yf`
:`]bUbngYbUhc`f`GhY`ZUb`9j`Yfg`f78I`Ł`f]YZ`X]Y`8Ya`cbghf]YfYbXYb`ni`f`
;`YXi`X`Ui`ZžV]g`XYf`YbX[`Ø`h][`Y`<Ui`g`U`hgYb`hk`i`fZ`j`cf`]Y[`h`"8]Y`
8]g_i`gg]cb`ØVYf`X]YgY`5b[`Y`Y[`Yb\Y]hYb`k`]fX`]b`Y]bYf`K`cW`Y`
bUW`XYf`Gca`a`YfdUi`gY`YfbYi`h`Ui`Z[`Ybca`a`Yb`"

9]bY`VYfUhYbXY`Gh]a`a`Y`]b`X]YgYf`8]g_i`gg]cb`]gh`XYf`j`**Yf`X]**ž`X]Y`
XYb`DUf]hÀh]gW`Yb`K`c`\ZU`f`hgj`YfVUbX`]b`gY]bYa` `5b`]Y[`Yb`
i`bhYfghØhnh`"8]YgY`];`Yk`Yf`_gW`UZh`\YVh`\Yfj`cfž`XUgg`X]Y`
j`cf[`YgY\YbYb`?Øfni`b[`Yb`]a` `6YfY]W`XYf`gcn]U`Yb`5fVY]h`ni`
Y]bYa` `K`Y[`VfYW`Yb`Yb`hgW`Y]XYbXYf`5b[`YVchY`ZØ`fYb`_ØbbhYb`"
8]Y`U`_hi`Y`Yb`i`bg]W`Yf\Y]hYb`VY\]bXYfb`b]W`h`bi`f`X]Y`D`Ubi`b[`
j`cb`Dfc`Y`_hYbž`gcbXYfb`[`YZÀ`fXYb`Ui`W`X]Y`5fVY]hga`Ø[`]W`_Y]hYb`
j`cb`j`]Y`Yb`:]`UW`_fÀZhYbž`X]Y`]b`X]YgYb`6YfY]W`Yb`hÀh][`]g]bX`"

8]Y`:]`c`[`Yb`ZØf`6Yf`]b`i`bX`X]Y`];`YgY`gW`UZh`

8]Y`a`Ø[`]W`Yb`5i`gk`]f_i`b[`Yb`g]bX`U`Ufa`]YfYbX.`6Yžf]ghYhY`
5fVY]hgj`YfhfÀ[`Y`_ØbbYb`b]W`h`j`Yf`Àb[`Yfh`k`YfXYbž`k`Ug`XUni` `ZØ`fhž`
XUgg`:]`UW`_fÀZhY`g]W`UfVY]hggi`W`YbX`a`Y`XYb`a`ØggYbž`i`bX`
ei`U`]Zn]YfhYg`DYfgcbU`_ØbbhY`Ub`UbXYfY`5fVY]h[`YVYf`j`Yf`cfYb`
[`Y\Yb`"8]Y`];`YZU`f`Y]bYg`Z]bUbn]Y`Yb`GW`]YZU[`Y`Xi`fW`
i`b[`YXYW`_hY`DYfgcbU`_cghYb`]gh`YVYbZU`g`b]W`h`ni`

j YfbUW`Àgg)[Yb"9]bY [Ygi bXY`gcn]U`Y` ðZfUghfi _hi f`]gh`ZØf`6Yf`]b
 YggYbn]Y`ž`XYbb`?Øfni b[Yb`]a`gcn]U`Yb`6YfY]W`_ÖbbhYb
 GY[fY[Uh]cb`i bX`gcn]U`Y`GdUbbi b[Yb`j YfghÀf_Yb`i bX`Yhnh]W`X]Y
 [YgUa hY`GhUXh[YgY`gW`UZh`VY`UghYb"

8Yf`DUf]hÀh]gW`Y`K`c`\ZU`fhgj YfVUbX`ZcfXYfhXU`Yf`j`cb`XYf
 6Yf`]bYf`Dc`]h]_`_UfY`Ni`gU[Yb`ni`f`K`Y]hYfZ]bUbn]Yfi b[
 VYghY`YbXYf`Dfc`Y`hY`i bX`Y]bY`5bdUggi b[`XYf` : ÖfXYfgi`a`a`Yb
 Ub`X]Y`[Ygh]Y[YbYb`?cghYb"Bi`f`gc`_Ubb`g]W`Yf[YghY`h`k`YfXYbž
 XUgg`gcn]U`Y`5fVY]h`]b`6Yf`]b`k`Y]hYf\]b`Ui`ZY]bYa`c`Yb`B]j`YUi
 ghUhhZ]bXYb`_Ubb`i bX`X]Y` ; Ya`Y]bgW`UZh`b]W`h`k`Y]hYf`i bhYf`XYb
 5i`gk`]f`_i b[Yb`j`cb`9]bgdUfi b[Yb`Y]XYh"

8YhU]`g	
Cfh	FchYg`FUh\Ui`gž`%\$%+,`6Yf`]bž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "bX!U_hi`Y`"XY • k k k "dUf]hUYh!VYf`]b"XY • VV"j`YfX]"XY

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