

8fUa Uh]gWXY'9j U_i]Yfi b[']b ?`Y]bVU\fYb.'K U`XVfUbX'Ui »Yf ?cbhfc``Y°

6fUbXYbVi f['_Àa dZh'[Y[Yb'a Y\fYfY'K U`XVfÀbXY/ 9j U_i]Yfi b[Yb']b'? `Y]bVU\fYb'g]bX'Y]b[YZØ\fh"'5_hi Y``Y ; YZU\fYb`U[Y']a ': c_i g"



6UVVYbž'8 Yi hgWX`UbX'!'8 Yf'Gca a Yf'nY][h'g]WX']b'6fUbXYbVi f[a]h'Vfi hU`Yb'HYa dYfUhi fYb'ØVYf'' \$; fUX'i bX'YI hfYa Yf
HfcW_Yb\Y]hž'k Ug'X]Y'K U`XVfUbX[YZU\f'a Ugg]j 'Ub\Y]nh''K]Y'6]`X
VYf]WXhYhž'g]bX'U_hi Y```]a 'GØXYb'XYg'@UbXYg'a Y\fYfY
K U`XVfÀbXY'U_h]j ž'i bhYf'UbXYfYa ']a '@UbX_fY]g'9`VY!9`ghYfž'k c
]a 'Cfh'6UVVYb'XYf'[fÒ» hY'6fUbX'k ØhYhi bX'VYfY]hg'Y]bY': `ÀWXY
j cb'Yhk U''%'<Y_hUf'YfZUggh'\Uh' 'XUg'Ybhgdf]WXh'fi bX''%+
:i » VU``ZY`XYfb''8]YgY'_f]h]gWXY'G]hi Uh]cb'\Uh'X]Y'6Y\ÒfXYb'XUni
VYk c[Ybž'[Y[Yb'%('I\fY]bY'; fc» gWXUXYbg`U[Y'Ui gni fi ZYb''

6YgcbXYfg'XfUa Uh]gWX ']gh'X]Y 'G]hi Uh]cb ']b 'XYf'CfhgWX UZh

I bhYf'?cbhfc``Yž'UVYf'a]h'<cWXfi W_']a 9]bgUhn

#bg[YgUa hig]bX" * :: Yi Yfk Y\fZU\fnYi [Y'gck]Y'Dc`]nY]_fÀZhY']a
9]bgUhnži a 'X]Y'6fUbXg]hi Uh]cb'ni 'VYk À`h][Yb"'8]Y'6Y_Àa dZi b[
[YghU`hYh'g]W\'YXcW\'U`g'VYgcbXYfg'\Y]_Y`ž'XU'XUg'; YV]Yh'U`g
_Ua dZa]hhY`j YfXÀW\h]['[]`h'i bX'gca]h'ni gÀhn`]W\Y
G]W\Yf\Y]hg\]bk Y]gY'YfZcfXYfh"'DUfU``Y``XUni '[]Vh'Yg'k Y]hYfY
K U`XVfÀbXY']b'CfhYb'k]Y'Gcfbcž':]W\hYbVYf['i bX'DfcgW\]a ž'X]Y
YXcW\'XYfnY]h'i bhYf'?cbhfc``Y'g]bX"

9]bini gàhn`]W\Yfi6fUbXi]biHfYi YbVf]YhnYb!: fc\bgXcfZžXYf
YVYbZU``gigY]hi\Yi hYiA]hhU[iVfYbbhii bXiY]bYi: `ÀW\Yij cbi%'i<Y_hUf
i a ZUgghžigcf[hiZØfik Y]hYfYi6Ygcf[b]g"'9]bi<i VgW\fUi VYfik i fXY
Ub[YZcfXYfhžii a iX]Yi: Yi YfVY_Àa dZi b[ini ii bhYfghØhnYbžiXUiX]Y
FY[]cbia i b]h]cbgVY`UghYhi]gh''; `ØW_`]W\Yfk Y]gYiVYghY\hibUW\
U_hi Y``Ya iGhUbXi_Y]bYiYfbghYi; YZU\fiZØfiX]Yi5bk c\bYf"

< YfUi gZcfXYfi b[Yb'i bX'9fZU\fi b[Yb'Ui g XYf'JYf[Ub[Yb\Y]h</pre>

 $6fUbXYbVif[~[~]`h'U`g'XUg'jcb'K~U`XVfÅbXYb'Ua~ghÅf_ghYb~[~YZÅ\fXYhY'6i~bXYg`UbX'8Yi~hgWX`UbXg'''8~]Yg']gh'ni~a~'HY]``Xi~fWX~X]Y'Ui~g[~YXY\bhYb'?~]YZYfbk~À`XYfž'XYb'[~Yf]b[~Yb'B~]YXYfgWX`U[~gck~]Y'X]Y'`Y]WX~hYb'GUbXVOXYb'VYX]b[~h''@Ui~h'a~Un!cb`]bY']gh'X]Y~K~U`XVfUbXgU]gcb'jcb'A~Afn'V]g']b'XYb'<~YfVgh'\]bY]b'ghUf_Ui~g[~YdfA[~h''-a~j~Yf[~Ub[~YbYb'-\J\]\f'k~UfYb'X]Y'K~U`XVfÅbXY']b'XYf~FY[~]cb'k~Yb][~Yf'U_i~h\z'XcWX~]b'XYb'\J\]fYb'ni~jcf'[~UV'Yg'hY]`g~UhUghfcd\U`Y'9fY][~b]ggY\z'k~]Y'XYb'j~Yf\YYfYbXYb'6fUbX'VY]~\D'hYfVc[~]a~'\si~b]`&\&\"$

8]Y Ui g[YdfÀ[hYb K YhhYfVYX]b[i b[Yb i bX XUg hU YbhY Wkb]gW Y ?ca d YI]hÀha UW Yb X]Y K U XVfUbXdfÀj Ybh]cb i bX !VY_Àa d b b loi Y]bYf ghYh][Yb < YfUi gZcfXYfi b["Nk]gW Yb %- - %i bX & \$%+ _cbbhY X]Y : `AW Y j cb K U XVfÀbXYb nk Uf g][b]Z]_Ubh j Yff]b[Yfh k YfXYb ž Xc W X]Y <]hnYYfY][b]ggY XYf `YhnhYb & \$U \fY ž j cf U `Ya & \$%, i bX & \$%- ž \ UVYb X]Y ; YZU\fYb `U[Y k]YXYf Yf\Ò\h" NU\ `fY]W Y : Yi Yfk Y\f `Yi hY i bX < Y `ZYf ghY `Yb `g]W dYfa UbYbh X]YgYf < YfUi gZcfXYfi b["K]W h]['V `Y]Vh X]Y & j Ygh]h]cb `]b DfÀj Ybh]cbga U > bU\a Yb ž X]Y b]W h bi f X]Y 6fUbXVY_Àa d d b[i bhYfghØhnYb ž gcbXYfb `Ui W ni f `G]W Yf\Y]h XYf `5bk c\bYf VY]hfU[Yb _ObbYb"

5 VYf'b]Wh'bi f'X]Y'6Y\ÒfXYbž'Ui W. 'X]Y'6Yj Ò`_Yfi b[']gh'[YZfU[hž i a 'K U`XVfÀbXY'ni 'j Yfa Y]XYb"'9fZU\fi b[g[Ya À» 'g]bX ZU\f`Àgg][Yg'<UbXY`b'i bX'6fUbXgh]Zhi b['k]Wh][Y'NØbXi fgUW\Yb" DfÀj Ybh]j Y'A U» bU\a Ybž'k]Y'K UggYfYbhbU\a YghY``Yb'i bX fY[Y`a À»][Y'GW\i`i b[Yb'XYf'9]bgUhn_fÀZhYž'k YfXYb'k Y]hYf\]b j YfghÀf_hž'i a 'X]Y'ni _ØbZh][Y'; YZÀ\fXi b['Xi fW\'K U`XVfÀbXY']b 6fUbXYbVi f['ni 'fYXi n]YfYb"'8Yf'5bV`]W_'j cb': `Ua a Yb']a 'K U`X a i gg'Y]bYb'k Y]hYfYb'5bfY]n'V]YhYbž'X]Y'I a [YVi b['VYggYf'ni gW\ØhnYb' 'XYbb'\]Yf']gh'X]Y'Ni gUa a YbUfVY]h'j cb'U``Yb'[YZfU[h"

8 YhU]`g	
Cfh	6UVVYbž8YihgWX`UbX
EiY``Yb	• k k k "V]`X"XY
	• k k k "a Un!cb`]bY"XY
	• k k k "i a k Y`hVi bXYgUa h"XY

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