

J c ` `gdYffi b [']b 'HfUhhYbXcfZ. '6Ui UfVY]hYb
Ub 'XYf '@(+ % 'ghUfhYb °

5V '- " ' & \$ &) '6Y []bb 'XYg 'Xf]hhYb '6Ui UVgW b]hhg 'Ui Z'XYf
@(+ %)b 'GdfYa VYf [!HfUhhYbXcfZ' J c ` `gdYffi b ['V]g '& (" ' & \$ &) "



HfUhhYbXcfZ'GdfYa VYf [ž'8Yi hgW `UbX '! `b'GdfYa VYf [!
HfUhhYbXcfZ'k]fX'Yg'UV'A]hkh cW ž'XYb' - " ' & \$ &) ž'k]YXYf'Yhk Ug
fi \][Yf'Ui Z'XYb'GhfU»Yb"8Yf'Xf]hhY '6Ui UVgW b]hh'XYf
@UbXYgghfU»Y '@(+ % \Uh'VY[cbbYbž'i bX'XUa]h'_ca a Yb'Y]b][Y
JYf_Y\fgÀbXYfi b [Yb'Ui Z'X]Y'5bk c\bYf'i bX'DYbX'Yf'ni "'8]Y
5fVY]hYb'k YfXYb'j cfUi gg]W'h]W'V]g'ni a ' & (" ' & \$ &) 'XUi Yfbž
i bX']b'X]YgYa 'NY]hfUi a 'k]fX'XYf'6YfY]W'j ca 'K]YgYbk Y['V]g
ni f'? Uf!A Uf! !GhfU»Y'f5Vnk Y][; YgW'k]ghYf!GW'c''!GhfU»Y'j c`
[YgdYffh'gY]b"8i fW : U\fh'i bX'DUf_j YfVch]gh'X]Y'8i fW ZU\fh]b
X]YgYa '5VgW b]hh'b]W'h'a Ô['W ž'k Ug'bUhØf'W'ZØf'Y]b][Y
I bUbbY\ a 'W_Y]hYb'gcf[Yb'k]fXž'VYf]W'hY'h'B]YXYf'Ui g]hn
5_hi Y`"

l a `XYb`8i fW [Ub [gj Yf_Y\`f`Ui ZFYW`hni Yf\U`hYbž`k]fX`Yg`Y]bY
l a `Y]hi b [[YVYb"8]Y`l a `Y]hi b [`Z0\fhj cb`NYffY`ØVYf`GW`k UfnY
Di a dY`bUW`GdfYa VYf[`i bX`ni f0W`"5bk c\bYfž`X]Y`k Ygh]W`XYf
? Uf`!A Ufl !GhfU» Y`k c\bYbž`\UVYb`X]Y`A 0[`]W`_Y]hž`X]Y`@(+%ØVYf
X]Y`NYX`]hngfU» Y`i bX`5`a U!F]YXY`!GhfU» Y`ni `ei YfYbž`U`YfX]b [g
gc`hYb`g]Y`Ub`XYb`GUa ghU[Ybž`XYb`%&"i bX`%- "ž`Ui ZdUggYb"
5b`X]YgYb`HU[Yb`k]fX`X]YgY`?fYi ni b [[Ubnh` [] [YgdYffh`gY]b"
9g`k]fX` [YfUhYbž`X]Y` : U\fnYi [Y`Ui » Yf\U`V`XYg`6Ui [YV]YhYg
UVni ghY`Ybž`XUa]h`X]Y`5fVY]hYb`a 0[`]W`ghfY]Vi b [g`cgj Yf`Ui ZYb"

K]Y` [Y\`h`Yg`k Y]hYf3

8]Y`6Ui UfVY]hYb`Ui Z`XYf`@(+%YfghfYW`Yb`g]W`ØVYf`a Y\`fYfY
5VgW`b]hY"8Yf`YfghY`5VgW`b]hž`XYf`j cb`XYf`@UbXYg[fYbnY`bUW`
GUW`gYb`V]g`ni a `5fh\i f!6YW`_Yf!F]b [`Z0\fhž`k i fXY`VYfY]hg`Ua `&)"
ž`b]`&\$&) `UV[YgW`cggYb"8Yf`nk Y]hY`5VgW`b]hž`j cb`5fh\i f!
6YW`_Yf!F]b [`V]g`K]YgYbk Y [ž`k i fXY`Ua `,"ž` `]&\$&) `VYYbXYh"8 Ug
UVgW`]Y» YbXY`GY[a Ybž`XUg`bi b`]b`5b [f]ZZ [Ybca a Yb`k]fXž
n]Y\`hg]W`V]g`ni f`? Uf`!A Ufl !GhfU» Y"l fgd f0b [`]W`k Uf` [Yd`Ubhž`X]Y
6Ui UfVY]hYb`V]g`5bZUb [`GYdhYa VYf`UVni gW`]Y» Ybž`UVYf`Y]bY
[i hY`?ccfX]bUh]cb`i bX`XUg`GhfYVYb`bUW`_ØfnYfYb`l a `Y]hi b [Yb
hfU[Yb`XUni `VY]ž`X]Y`5fVY]hYb`bi b`gW`bY`Yf`j cfUbni hfY]VYbž`k]Y`
X]Y`@UbXYgfY []Yfi b [`6fUbXYbVi f [`Uba Yf`h"

8]Y`Bchk YbX][`Y]h`j cb`6Ui ghY`Yb`]b`i bgYfYb`Gh`XhYb`]gh`cZh`Y]b
nk Y]gW`bY]X][Yg`GW`k Yfh"9]bYfgY]hg`g]bX`g]Y`YbhgW`Y]XYbX`Z0f
X]Y`J YfVYggYfi b [`XYf`GhfU» Yb]bZfUghfi `hi fž`UbXYfYfgY]hg`Vf]b [Yb
g]Y`9]bgW`f`Äb`_i b [Yb`a]h`g]W`ž`X]Y`XYb`h`Ä [`]W`Yb`J Yf`_Y\`f
VYY]bhf`ÄW`h] [Yb"8 Ug`X][]hU`Y`6Ui ghY`Yb`!Hcc`j cb`**G]W`YfY
GhfU» Yb`_ÖbbhY`\]Yf`Y]b`YW`hYf` ; Yk]bb`gY]b"9g`V]YhYh`b]W`h`bi f
Y]bY`]bhYfU`_h]j Y`? UfhYž`X]Y`YXYfnY]h`X]Y`U`_hi Y`Yb`6Ui ghY`Yb
UbnY][hž`gcbXYfb`Yfa 0[`]W`h`Ui W`Y]bY`Y]bZUW`Y`A Y`Xi b [`bYi Yf
6Ui ghY`Yb"8 Ua]h`k YfXYb`X]Y`60f [Yf`Ui ZYbX`ØVYf`GdYffi b [Ybž
l a `Y]hi b [Yb`i bX`X]Y`j cfUi gg]W`h]W`Y`8Ui Yf`XYf`6Ui UfVY]hYb
]bZcfa]Yfh"9]b [fc» Yg`D`i g`Z0f`U`Yž`X]Y`]b`X]YgYf`NY]h`Ui Z`X]Y
GhfU» Yb`Ub [Yk]YgYb`g]bX`**

9g`V`Y]Vh`ni `cZYbž`XUgg`X]Y`5bk c\bYf`i bX`J Yf`_Y\`fghY]`bY\`a Yf

ZØf`X]Y`6Ui`nY]h]J`Yfgh`ÅbXb]g`nY][`Yb" `GW`]Y»` `]W` `]gh`YXYf`A`YhYfž`
 XYf`bYi` `Ugd`U`h]Yfh`k`]fXž`Y]b`GW`f]hh]b`F`]W`hi`b[`g]W`YfYf`i`bX`
 VYggYfYf`GhfU»`Yb" `I`bX`k`Ybb`k`]f`U`Y`Yhk`Ug` ;`YXi` `X`Ui`ZVf]b[`Ybž`
 _ÒbbhYb`X]YgY`9]bgW`fÅb`_i`b[`Yb`VU`X`XYf`J`Yf[`Ub[`Yb`Y]h`
 Ub[`Y`ÖfYb"

8YhU]`g	
C`fh	HfUhhYbXcfZž`GdfYa`VYf[`ž`8Yi`hgW`U`bX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"b]YXYf`Ui`g]hn!U`_hi`Y`"XY • k`k`k`"g"VfUbXYbVi`f[`XY • k`k`k`"g]W`YfY!ghfUggYb"cf[

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