

J c`gdYffi b['XYf'5%%) 'b'6Yf`]b.
? Udi hhYf'; i ``mXYW_Y`gc f[h'ZØf'7\ Ucg°

5j i g!GdYffi b['b'6Yf`]b.; i ``mXYW_Y`VYgWÅX][hž'GhUi 'ja
6Yfi Zgj Yf_Y\ f'Yfk UfhYh"GUb]Yfi b['XYf'5%%) 'VY[]bbh'&\$&(i bX'XUi Yfh'V]g'&\$&*"



5j i gž'5i hcVU\ b'5%%) ž'(%* - '6Yf`]bž'8Yi hgWÅ`UbX'!'GY]h
XYb'ZfØ\Yb'A cf[Ybghi bXYb'gc f[h'Y]b'_Udi hhYf'; i ``mXYW_Y`Ui Z
XYf'5j i gž'XYf'5i hcVU\ b'5%%) 'b'6Yf`]bž'ZØf'fY]WÅ`WÅ'5i ZFY[i b["
8]Y'J c`gdYffi b['XYf'GhUXhY]bk ÅfhgZU\ fVU\ b'nk]gWÅYb'XYa
5i hcVU\ b_fYi n'NY\`YbXcfZ'i bX'XYf'5bgWÅ'i ggghY`Y'GdUb]gWÅY
5`YY'ZØ\ fh'ni 'Y]bYa 'Yf\YV`]WÅYb'GhUi 'ja '6Yfi Zgj Yf_Y\ f"@Ui h'**b!**
hj "XY'hfUh'XYf'GWÅUXYb']b'XYf'B UWÅh'Ui Zž'i bX'Y]bY'FYdUfUhi f
k]fX'a Y\ fYfY'Ghi bXYb']b'5bgdfi WÅ'bY\ a Yb"'5i hcZU\ fYf'a ØggYb
g]WÅ'U'gc'Ui Z; YXi 'X'Y]bghY`Ybž'V]g'X]Y'GhfU»Y'k]YXYf
ZFY][Y[YVYb'k YfXYb'_Ubb"

8]YgY'i bYfk UfhYhY'GdYffi b['ZÅ`h']b'Y]bY'NY]hž']b'XYf'X]Y'5%%)
c\ bY\]b'Xi fWÅ'UbghY\YbXY'6Ui UfVY]hYb']b'XYb'_ca a YbXYb

Δ\fYb`ghUf_]b`A]h`Y]XYbgW\UZh[Ync[Yb`k]fX"5V`XYa`+"`C`_hcVYf
&\$&(`k]fX`X]Y`5i hcVU\`b`nk]gW\Yb`XYf`5i gZU\`fh`GdUb]gW\Y`5`YY
i bX`XYf`6Yf`bYf`GhUXh[fYbnY`i a ZUggYbX`gUb]Yfh"8]YgY
A U» bU\`a Yb`gc`Yb`j cfUi gg]W\h`]W\`V]g`5i [i gh`&\$`*`UbXUi Yfbž
k]Y`a`cn"XY`VYf]W\hYh"8]Y`GUb]Yfi b[`VYhf]Zzh`X]Y`9fbYi Yfi b[`XYf
<Ui dh!`i bX`J YfhY]`YfZU\`fVU\`bYb`Ui ZY]bYf: `ÀW\Y`j cb`fi bX
, &"\$\$\$`E i UxfUha YhYfbž`i a `X]Y`J Yf`_Y\`fgg]W\Yf\Y]h`ni
[Yk`À\`f`Y]ghYb"

6Ui d\UgYb`i bX`5i gk]f`_i b[Yb

ϑ`XYf`YfghYb`6Ui d\UgY`j cb`C`_hcVYf`&\$&(`V]g`Δ]bi Uf`&\$&) `k]fX
XYf`A]hY`ghfY]ZYb`gUb]Yfhž`k cXi fW\`XYf`J Yf`_Y\`f`Ui Z`X]Y
GhUbXghfY]ZYb`i a [Y`Y]hY`h`k]fX"K`À\`fYbX`X]YgYf`NY]hV`Y]VYb`U`Y
5bgW\`i gggY`Yb`[Y`ÒZzbYh"5V`Δ]bi Uf`&\$&) `k]fX`X]Y`G]hi Uh]cb
Ub[YgdUb`b`hž`XYbb`XUbb`ghY\`h`bi f`bcW\`Y]bY: U\fgdi f`bUW\
6Yf`]b`ni f`J YfZØ[i b[ž`k`À\`fYbX`nk`Y]Gdi fYb`ghUXhUi`gk`Àfhg
[Ybi`hnh`k YfXYb`_`ÒbbYb"8]Y`J Yf`ÀbXYfi b[Yb`k YfXYb`X]Y
hÀ[`]W\Yb`DYbX`Yf`i bX`X]Y`a Y\`f`U`g, "\$\$\$\$`: U\fnYi [Yž`X]Y`X]YgYb
5VgW\`b]hh`hÀ[`]W\`dUgg]YfYbž`gdØfVUf`VYhfYZZYb"

5bZUb[`A U]`&\$&) `k]fX`ni`g`Àhn`]W\`X]Y`B`YVYbZU\`fVU\`b`Ub`XYf
DchgXUa Yf`7\`Ui`ggY`Y`[YgdYffh"à`<`YfVgh`&\$&) `g]bX`X]Y
Dfc[bcgYb`XØghYf. `Bi`f`Y]bY: U\`fVU\`b`k]fX`F]W\hi`b[
6fUbXYbVi`f[`ni`f`J YfZØ[i b[`ghY\`Ybž`k`À\`fYbX`]b`F]W\hi`b[
ϑ`bYbghUXh`ink`Y]Gdi`fYb`VYfY]h[YghY`h`k`YfXYb"K`À\`fYbX`XYf
`YhnhYb`6Ui d\UgY`k`YfXYb`6fØW`YbVUi`k`Yf`_Y`]bghUbX`[YgYhnhž`i`bX
XYf`J Yf`_Y\`f`k]fX`XUbb`k]YXYf`nk`Y]gdi`f[`bUW\`Ui`»`Yb`[Y`Y]hYhž
k]Y`a`cn"XY`k`Y]hYf`VYgW\`fY]Vh"

@Ub[Zf]gh][Y`DYfgdY`_h]j Yb

8]Y`h]YZ[fY]ZYbXYb`6Ui UfVY]hYb`Ub`XYf`5%%) `g]bX`HY]`Y]bYg
i a ZUb[fY]W\Yb`D`Ub`gž`XYf`%((`J Yf`_Y\`fgd`fc`Y`_hY`i a ZUggghž`X]Y
`Ui`h`XYa`6i`bXYgj`Yf`_Y\`fga`]b]ghYf]i a `Y]b`ØVYffU[YbXYg
ÒZZYbh]W\Yg`ϑ`hYfYggY`[Yb]Y»`Yb"8]YgY`Dfc`Y`_hY`gc`Yb`bUW\`XYa
; YbY\`a][i b[gVYgW\`Yi`b][i b[g[YgYhn`fYU`]g]Yfh`k`YfXYb`i`bX
N]Y`Yb`k]Y`XYf`<`U`V]Yfi`b[`XYf`D`Ubi`b[gnY]hYb`ZØf`J Yf`_Y\`fgk`Y[Y

X]YbYb" B YVYb`XYa `5%%) !Dfc`Y`_h`ghfYVYb`X]Y`6Y\`ØfXYb`Ui`W`Ubž
 X]Y`VYghY\`YbXYb`GhUi`gWk`Yfdi`b`_hY`Ui`Z`8Yi`hgW\`UbXg`GhfU»Yb
 ni`YbhgW`ÅfZYb`i`bX`X]Y`5i`gVUi`d`Ubi`b[`j`cfUbni`hfY]VYbž`gc`Ui`hc!
 a`chcf!i`bX!gdcfh"XY"

K`Å\`fYbX`X]Y`6Ui`ghY``Y`Ui`Z`XYf`5%%) `ZØf`_ca`a`YbXY`A`cbUhY`ZØf
 j`jY`6Y\`]bXYfi`b[`gcf[`Yb`k`]fXž`\`c`ZYb`X]Y`J`YfUbhk`cfh`]W`Ybž`XUgg
 X]Y``Ub[`Zf]gh][`Yb`]bZfUghfi`_hi`fY``Yb`J`YfVYggYfi`b[`Yb``Yhnh`]W`Y]bY
 9bh`Ughi`b[`ZØf`X]Y`ja`a`Yf`ghÅf`_Yf`VY`UghYhYb`GhfU»Yb`6Yf`]bg
 Vf]b[`Yb`k`YfXYb``5i`hcZU\`fYf`g]bX`U`gc`Ub[`Y\`U`hYbž`fYW`hY]h][
 U`hYfbUh]j`Y`F`ci`hYb`ni`d`UbYb`i`bX`;`YXi`X`ni`ØVYb"

8YhU]`g	
C`fh	5j`i`gž`5i`hcVU\`b`5%%) `ž`%(`%*`-`6Yf`]bž 8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"b!hj`"XY • k`k`k`"a`cn"XY • k`k`k`"Ui`hc!a`chcf!i`bX!gdcfh"XY

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