

8: 6!: fUi Yb j cf 9A !J]YfhY`Z]b U`Y.
HU_h]gWk Y`5bdUggi b[Yb`[Y[Yb
: fUb_fY]Wk °

8Yi hgWk`UbX`gd]Y`h`Ua` %+" ' ' &\$&) `]a` J]YfhY`Z]b U`Y`XYf`
: fUi Yb!9A` [Y[Yb` : fUb_fY]Wk`]b`6UgY`"6i bXYghfU]bYf`K ØW_
d`Ubh`5bdUggi b[Yb`bUWk`XYf`B]YXYf`U[Y`[Y[Yb`GWk k YXYb`"



NØf]Wk ž`GWk k Y]n`!`8]Y`J cfZfYi XY`Ui ZXUg`J]YfhY`Z]b U`Y`XYf`I 9: 5!
: fUi YbZi »VU`!9i fcdUa Y]ghYfgWk UZh`&\$&) `]b`XYf`GWk k Y]n`]gh
gdØfvUfž`i bX`XUg`8: 6!HYUa` ghY`h`j cf`Y]bYf`k]Wk h[Yb
<YfUi gZcfXYfi b["5a`GUa`ghU[`i a`&%`I \f`hf]Zž`8Yi hgWk`UbX`Ui Z
: fUb_fY]Wk`]b`6UgY`"6i bXYghfU]bYf`7 \ f]gh]Ub`K ØW_`VYcVUWk hYh
XYfnY]h`j Y`XUg`J]YfhY`Z]b U`gd]Y`nk]gWk Yb`GWk k YXYb`i bX`9b[`UbX
i bX`k]fX`gY]bY`9f`_Yb`hb]ggY`g]Wk Yf`]Wk`]b`X]Y`HU_h]_`Y]bZ]Y» Yb
`UggYb`"

5`a` i h\`GWk i`hž`Hc f\ØhYf]b`XYf`8: 6!: fUi Ybž`nY][`h`g]Wk`[`Y`UggYb`]b
6Yni [`Ui Z`K ØW_g`Ni`_i bZž`gY`Vgh`ZU`g`XUg`HYUa` `]a` J]YfhY`Z]b U`Y`

Ui ggWXYXYb'gc`hY"GW`Y»`jW`jghXYf'HfU]bYf'bcW`b]W`h`Ub[Y
]a`5a`hi`bX`_cbbhY`VYfY]hg`j]b`XYf`B`Uh]cbg`@YU[i`Y`XUg`<`U`VZ]bU`Y
YffY]W`Yb"?'`UfU`6Ø`gd]W`h`VYfY]hg`j`c`b`Y]bYf`XYZYbg]j`YfYb
5i`gf]W`hi`b[`XYf`A`UbbgW`UZh[Y[Yb`X]Y`: fUb`nØg]bbYb`ž`XU`XUg
HYUa` `]b`V]g\Yf][Yb`Gd]Y`Yb`]bg[YgUa`h`j`]Yf`; Y[Yb`hc`fY`_Ugg]YfhY"

J Yf`Yhni`b[ggc`f[Yb`Ui`Z`VY]XYb`GY]hYb

: fUb`_fY]W`ž`XYf`; Y[bYf`]a` `J`]YfhY`Z]bU`Yž`\`Uh`YVYbZU`g`a`]h
J Yf`Yhni`b[ggc`f[Yb`ni`_`Àa`dZYb"?'`UX]X]Uhc`i` `8]Ub]`_`ØbbhY
Ui`Z[fi`bX`Y]bYf`: YfgYbj`Yf`Yhni`b[`a` Ò[`]W`Yfk`Y]gY`Ui`gZU`Ybž
k`À`fYbX`GUbX]Y`Hc`Yhh`]: c`fhgW`f]hhY`nY][hž`UVYf`k`Y]hYf`]b
Ub[YgW`U[Yb`]gh`I`a`gc`k`]W`h][Yf`k`]fX`Yg`ZØf`XUg`8: 6!HYUa`ž`X]Y
Y][YbYb`Gh`À`f`_`Yb`Ui`gni`gd]Y`Yb`i`bX`g]W`Ui`ZX]Y`Y][YbYb
: `À][_Y]hYb`ni`_`c`bnYbhf]YfYb`ž`hf`ch`X`Yf`d`Yfg`cbY`Yb
<`Yf`Ui`gZ`c`f`XYfi`b[Yb"

8]Y`GW`jYXgf]W`hYf]b`HYgg`C`c`Zggc`b`k`]fX`XUg`A`UhW`Y`Y]hYb`i`bX`X]Y
XYi`hgW`Y`9`Z`a`i`gg`g]W`Ui`Z`hU`_h]gW`Y`J`Yf`À`b`XYfi`b[Yb`Y]bghY`Ybž
]bgVYgc`b`XYfY`]b`XYf`5`V`k`Y`\f`I`a``ghUV]`Yf`ni``ghY`Ybž`\`Uh`7`c!
HfU]bYf]b`A`UfYb`A`Y]bYfh`VYfY]hg`5`b`d`Uggi`b[Yb`Ub[Y`_`Ø`b`X][h`
?`Uh`f]b`<`Yb`Xf]W`_`Ø`b`b`hY`ZØf`X]Y[YgdYffhY`7`Uf`c`hhU`K`Ua`gYf`]b
X]Y`GhUfhY`Z`f`Ø`W`_`Yb"

; Yd`Ub`hY`Y`b`XYfi`b[Yb`i`b`X`I`b`hY`f`ghØ`hni`b[Xi`f`W`X]Y`: Ub`g

@YU`GW`Ø`Yfž`Y]bY`GW`Ø`ggY`gd]Y`Yf]b`]a` `8: 6!HYUa`ž`k`]fX
j`Yf`gi`W`Ybž`\`fY`Hc`f[YZU`\f`VYggYf`ni`f`; Y`hi`b[`ni`Vf]b[Yb"5i`W
k`Yb`b`XYf`Y`h`hY`5i`Zhf]hh[Y[Yb`GW`k`Y`X`Yb`a`]h`Y]bYa` `(`Ui`g[]b[ž
k`i`f`X`Yb`X]Y`Gd]Y`Yf]b`b`Yb`b`UW`Y]bYf`hfU]b]b[gZfY]Yb`9]b`Y]h`Ua
A`cb`hU[`Ua` `8]Yb`ghU[`j`c`b`K`Ø`W`_`Yb`Yf[]gW`]a` `B]YgY`fY[Yb`ni`a
HfU]b]b[`j`Yf`gUa`a`Y`h` `8]Y`F`YU`_h]c`b`Yb`XYf`Gd]Y`Yf]b`b`Yb
gW`k`Ub`_`hYb`nk`]gW`Yb`_`c`bnYbhf]YfhYf`Gh]a`a`i`b[`i`b`X
[Y`Y[Yb`h]W`Yf`J`Yfi`bg]W`Yfi`b["

8]Y`: Ubi`b`hY`f`ghØ`hni`b[`]gh`YVYbZU`g`Y]b`k`]W`h][Yf`: U`_`hc`f.

þg[YgUa h'&"\$\$\$'H]W_Yhg'ZØf'ZfUbnØg]gWXY'5b\Åb[Yf'k UfYb
 VYfY]hg'gWxbY''j Yf[f]ZZYb''A Ub'XUFZ[YgdUbbh'gY]bž'k]Y'g]W'X]Y
 Gh]a a i b ['ja 'GhUX]cb'Yb'k]W_Y'b'k]fX"

8cW'hfchn'XYf'GWk]Yf][_Y]hYb'k]fX'XUg'8: 6!HYUa 'a]h'U''Yf
 ?fUZh]b'XUg'Gd]Y''[Y\Yb''a 'k Y»Yb'ž V]`Ai a ghf]_ch'k ØbgWYb
 g]W'Gd]Y'Yf]bbYb'i bX': Ub'g'Y]bYb'YfZc`[fY]WYb'5VYbX']b'6UgY''
 <]ghcf]gW'VYhfUW'hYh'\Uh'8Yi hgW'UbX']b'XfY]'9A !Gd]Y'Yb']Y[Yb
 : fUb_fY]W']Yk cbbYbž'k Ug'XYb'Cd]h]a]ga i g'ni gÅhn`W'ghÅf_h"
 8]Y''YhhYb'; fi ddYbgd]Y'Y'k i fXYb'j cb'VYY]bXfi W_YbXYb'+ž* *
 A]''cbYb'Ni gW'Ui Yfb'j YfZc`[hž'i bX'X]Y'J cfZfYi XY']gh'bi b' [fc» ž
 X]Y'bÅW'ghY'9hUddY'Ui Z'XYa 'K Y['ni a 'H]hY'']b'XYf'GWk Y]n'ni
 a Y]ghYfb"

A]h'Y]bYa '5i gV`]W'Ui Z'X]Y'_ca a YbXYb'< YfUi gZcfXYfi b[Yb'i bX
 XYb'ghY][YbXYb'8fi W'Ui Z'X]Y'Gd]Y'Yf]bbYb'V'Y]Vh'ni 'cZZYbž'XUgg
 XUg'HYUa 'ØVYf'g]W'\]bUi gk ÅW'gh''9]b'k Y]hYfYf'k]W'h][Yf'GW'f]hž
 i a 'X]Y'8: 6!: fUi Yb'k]YXYf'[Ub'n'bUW'cVYb'Ui Z'X]Y'Yi fcdÅ]gWXY
 : i »VU''VØ\ bY'ni 'Vf]b[Yb"

8YhU]`g	
C fh	NØf]W'ž'GWk Y]n
E i Y''Yb	<ul style="list-style-type: none"> • k k k "gd c f hgW'Ui "XY • k k k "gi YXXYi hgW'Y"XY • XY"a "k]_]dYX]U"cf[

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