

9VYfgVYf[Yf`K U`X_]bXYf. `GØ» Y
9bhXYW_i b[gfY]gY`VY]`XYf`< cb][YfbhY`°

9VYfgVYf[Yf`K U`X_]bXYf`\\Y`ZYb`æ _Yf`VY]`XYf`< cb][YfbhY
i bX`YfbYb`ØVYf`6]YbYbž< cb][`i bX`XYfYb`k]W`h][Y`F`c`Y`



9VYfgVYf[ž`8`Yi hgW`UbX`!`æ `9VYfgVYf[Yf`K U`X_]bXYf[UfhYb
\\UVYb`?]bXYf`Øb[gh`VY]a `9fbhYb`j`cb`< cb][`hUh`f`ÅZh][
a`j][Yk`]f`_h`æ _Yf`D`\\`]]dd`6fi XYf`j`Yfa`]hhY`hY`XYb`?]bXYfb`XUVY]
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YbhghY`h`6Y]`XYf`< cb][YfbhY`]a`?`Y`Y`XYg`A`i`gYi`a`g`ZØf`K`U`X`
i`b`X`I`a`k`Y`h`VYk`UZZbYhYb`g]W`X]Y`_`Y]bYb`<`Y`ZYf`a`]h
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6]YbYbk`UVYb`ni`Y`bhZYfbYb`"8]Y`?`]bXYf`_`cbbhYb`gc[`Uf`gY`Vgh
\\YfUi`gZ]bXYbž`XUgg`X]Y`K`UW`g`_`i`a`dYb`YggVUf`g]bX`"

B`UW`X`Y`a` `9bhXYW`Y`b`U`b`X`Y`h`Y`b`X]Y`K`UVYb`]b`Y]bYf`GW`Y`i`XYfž
X]Y`a`]hhY`g`i`Y`Y`\\`_`f`U`Zh`X`Y`b`g`Ø`»`Y`b`æ`\\`U`h`Ui`ghY`h`Y`h`Y`"6fi`XYf`

Yf_`ÀfhYž`XUgg`X]Y`6]YbYb`BY_hUf`j`cb`j`YfgW`]YXYbYb`6`ØhYb
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Ni`W`Yf`YfgUhn`VY]a`i`6`UW`Yb`VYbi`mh`"@]bXYb`cb`][`i`b`[`Y`[`Yb`"Uh`
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6`ØhYb`cb`][`	5V`À`b`[`][`j`cb` BY`hUf`UfhYb`	Ni`W`Yf`YfgUhn` VY]`6`UW`Yb`)`i`+`
@]bXYb`cb`][`	?`f`À`ž`][`!`k`Øfn`][`	9f`_`À`hi`b`[`Yb`	-`i`%&`
K`U`X`cb`][`	?`f`À`ž`][`ž`Y]W`h` k`Øfn`][`	Ni`W`Yf`YfgUhn`)`i`%\$`

6YXYi`hi`b`[`XYf`6]YbYb`ZØf`X]Y` @UbXk`]fhgW`UZh`

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VYa`Yf`_Ybgk`YfhYb`5bgh]Y`[`j`cb`i`(+`i`gY]h`%-`-\$`i`b`9i`f`cd`U`
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]a`i`U`f`%`-`-\$`Ui`Z`Yhk`U`&)`ž`("A`j`"cbYb`Ub`[`Yk`UW`gYb`"

8`Uf`Ø`VYf`"b`Ui`g`nY`][`h`Y]bY`5i`ZgW`ØggY`i`b`[`X]YgYf`9bhk`]W`i`b`[`ž`

XUgg`X]Y`5bnU\`XYf`6]YbYbj`0`_Yf`]b`K`YghYi`fcdU`ghUV]`V`Y]Vhž
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HcbbYbž`k`cVY]`7`\]bU`a`]h`(+`&`&\$`\$`HcbbYb`U`g[`f0»`hYf
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8]Y`9VYfgVYf[`Yf`K`U`X_]bXYf`Yf`YVYb`gc`b]W`h`bi`f`Y]bYb
g]bb`]W`Yb`6Yni`[`ni`f`BUhi`fž`gcbXYfb`YfbYb`Ui`W`X]Y`K`]W`h][`_]h
j`cb`6]YbYb`Z0f`i`bgYf`^2`_`cgmghYa`i`bX`X]Y`@YVYbga`]hhY`g]W`Yf`Y]h
_]YbbYb`"9]b[`Ya`Y]bgUa`Yg`Gca`a`YfZYghž`VY]`XYa`X]Y`?`]bXYf`X]Y
9f[`YVb]ggY`]YfYf`5fVY]h]b`:`cfa`j`cb`<cb][`VfchYb`[`Yb]Y»`Ybž
gW`]Y»`h`X]YgYg`Y`ffY]W`Y`9f`YVb]g`UV`"

8Ug`9b[`U[`Ya`YbhXYf`9VYfgVYf[`Yf`K`U`X_]bXYf`nY][`hž`k`]Y`k`]W`h][
Yg]ghž`0b[`YfY`:`YbYfUh]cbYb`Z0f`XUg`H`Y`a`U`6]YbYbgW`i`h`i`bX
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XYf`@UbXk`]fhgW`UZh]gh`Ui`ZXYf`GY]hY`j`cb`**8YghUh]g`ni`Z]bXYb`"****

:`0f`a`Y`f`8YhU]`g`ni`XYb`9f`YVb]ggYb`XYf`?]bXYf`]a`9VYfgVYf[`Yf`
K`U`X_]bXYf[`UfhYb`_0bbYb`G]Y`**A`Yf`_i`f`VYgi`W`Yb`"**

8YhU]`g	
C`fh	9VYfgVYf[`ž`8Yi`hgW`U`bX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "a`Yf`_i`f`XY • k k k "V]YbYb[`c`X`"bYh • k k k "XYghUh]g"XY

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