

< YZh][Y`l bk YhhYf`]b`6UXYb!
K ØfhhYa VYf[.`<U[Y`i bX`K]bX\cgY
j Yfi fgUWÅ Yb`7\Ucg°

< YZh][Y`l bk YhhYf`Xfc\Yb`]b`GØXcgh!6UXYb!K ØfhhYa VYf[`Ua
(" ' † b] ' & \$ &) " ; Yk]hhYf`i bX`<U[Y`j Yfi fgUWÅ Yb`GWÅÅXYb`i bX
5`Ufa "



I`a ž`8Yi hgWÅ`UbX`!`5a` (" ' † b] ' & \$ &) `k i fXYb`]a`GØXcghYb
6UXYb!K ØfhhYa VYf[g`\YZh][Y`l bk YhhYf`a]h`ghUf_Ya`fY[Ybž
Ghi fa VÖYb`i bX`<U[Y`fY[]ghf`Yfh`6YgcbXYfg`VYhfcZZYb`k Uf`X]Y
FY[]cb`i a`l`a`ž`k`c`Y]bY` ; Yk]hhYfZfcbh`ØVYf`XYf`GhUXh`nc[`i bX
g]WÅ`k Y]hYf`]b`F]WÅhi b[`6UmYfb`VYk Y[hY`@Ui h`gi YX_i f]Yf`XY
a Y`XYhY`X]Y` ; Yi Yfk Y\`f`l`a`ž`XUgg`a Y\`fYfY`<`Äi gYfž`]bgVYgcbXYfY
]a`GhUXhhY`]8cbUi ghYhhYbž`VYgWÅÅX][`h`k i fXYb``8ÅWYf`j`cb
FY]\Yb`\Äi gYfb`k i fXYb`UV[YXYW_hž`gcXUgg`Y]b][Y` ; YVÄi XY
i bVYk`c\`bVUf`k i fXYb``9fZfYi`]WYfk Y]gY`[UV`Yg`_Y]bY`J Yf`YmhYb
ni`VY`_U[Ybž`k]Y` ; Yi Yfk Y\`fWÅYZ`5Xf]Ub`F`Ø\`f`Y`VYgh`Äh][`hY`"

6Y]XYb`l bk YhhYfb`_cbbhY`Y]b`J YfXUW`h`Ui ZY]bY`_`Y]bY
K]bX\cgY`ZYgh[YghY`h`k YfXYbž`X]Y`Xi fW`nk Y]V]g`XfY]
GhfU» YbnØ[Y`nc[`i bX`a`l`a`_fY]g`j`cb`Y]bYa`?]`ca YhYf
Yf\YV`]W`Y`GW`ÅXYb`j`Yfi fgUW`hY`"5bk c\bYf`VYf]W`hYhYb`ni XYa
j`cb`Y]bYa`HchU`gW`UXYb`Ub`Y]bYa` : U\fnYi ["8]Y`G]hi Uh]cb
k`i`fXY`j`ca`8Yi hgW`Yb`K`YhhYfX]YbghfBK`8L[YbUi`ØVYfk`UW`hž
XYf`a`]hhYfk`Y]Y`X]Y`l`bhYfgi`W`i`b[`XYg`HcfbUXcj`YfXUW`hg
Ui`Z[Ybca`a`Yb`\Uh"8]Y`9f[YVb]ggY`g]bX`ZØf`XYb`_ca`a`YbXYb
8`cbbYfghU[`Ub[Y_ØbX][`h"

K`YhhYfk`Ufbi`b[`Yb`i`bX` ;`YZU`fYb

8Yf`8K`8`\UhhY`ni`j`cf`k`]hhYfi`b[`gVYX]b[`hY`K`Ufbi`b[`Yb
\YfUi`g[`Y[`YVYbž`k`Y`W`Y`j`cf`gW`k`YfYb` ;`Yk`]hhYfb`gck`Y]
cf`UbUfh][`Yb`6ØYbž`<`U[`Y`i`bX`GhUf`_fY[`Yb`]b`XYb
FY[`]Yfi`b[`gVYn]f`_Yb`Ghi`hh[`Ufhž` :`fY]Vi`f[`i`bX`HØV]b[`Yb`k`UfbhYb`
8]YgY`K`Ufbi`b[`k`i`fXY`Ua`gd`ÅhYb`5VYbX`XYg`("`đ`b`]&\$&)
Ui`Z[`Y\cVYb`"@Ui`h`XYb`J`cf`YfgU[`Yb`XYg`8K`8`VYghY`h`X]Y` ;`YZU`f
j`cb`@YVYbg[`YZU`f`Xi`fW`i`a`ghØfnYbXY`6Åi`a`Yž`YfUVZU`YbXY
Y`ghYž`<`cW`gdUbbi`b[`g`Y]hi`b[`Yb`i`bX`VYgW`ÅX][`hY` ;`YfØghY`"

8]Y`K`YhhYf`U[`Y`k`]fX`Xi`fW`ZYi`W`hk`Ufa`Y`i`bX`UV]`[`YgW`]W`hYhY
@`Zi`VYY]bZi`gghž`X]Y`j`cb`XYf`6]g`UmU`\YfUbghf`Òa`h`#`XYf`YfghYb
B`UW`h`Å`ZhY`XYg`("`đ`b`]gc`XUg` ;`Yk`]hhYf`UV`_]b[`Ybž`k`cVY]`YXcW`
hY]`g`gW`k`YfY` ;`Yk`]hhYf`j`cb`6UXYb!K`ØfhY`a`VYf[`V]g`bUW`
B]YXYfVUmYfb`Yfk`UfhY`h`k`YfXYb`"9g`k`YfXYb`GhUf`_fY[`Yb`j`cb`V]g`ni
&\$`#`ea`gck`Y`<`U[`Y`a`]h`?`cfb[`fØ»`Yb`i`a`)`W`i`bX`Ghi`fa`VØYb
V]g`ni`%\$`_a`#`d`fc[`bcgh]n]Yfh` :`Øf`XYb`6YfY]W`j`cb`C`ghU`V`V]g
5`[`Åi`k`UfbhY`XYf`8K`8`gc[`Uf`j`cf`Yi`hfYa`Yb`6YX]b[`i`b[`Ybž
Y]bgW`Y`Y»`]W`<`U[`Y`a`]h`?`cfb[`fØ»`Yb`i`a`UW`h`NYbh]a`YhYf`i`bX
6ØYb`V]g`ni`%&\$`_a`#`"

5i`gk`]f`_i`b[`Yb`i`bX`GW`ÅXYb

8]Y`l`bk`YhhYf`\UVYb`VYfY]hg`ni`_cb`_fYhYb`GW`ÅXYb`[`YZØ`fh`"Gc
VfUbbhY`]b`6UX`@]YVYbnY`"ja`?`fY]g`7U`k`Y]b`<`Ui`g`bUW`Y]bYa
6`]hngW`U[`"8]Yg`ZØ`fhY`XUni`ž`XUgg`Y]b` :`Yi`Yfk`Y`fa`Ubb`j`Yf`Yhnh
k`i`fXYž`k`Å`fYbX`Yf`j`Yfgi`W`hYž`XUg` :`Yi`Yf`ni`"ØgW`Yb`"8Yf`

[YgWÅhnhY ; YgUa hgWUXYb`Xi fW`XYb`6fUbX`VY`Åi Zhig]W`Ui Z
 Yhk U`%) "\$\$\$`9i fc" `6Yk c\byf`VYa Yf_hyb`fYW`hnY]h][`X]Y
 FUi W`a Y`XYfi bX`XYb`6fUbX[Yfi W`žk Ug`Y]bY`fYW`hnY]h][Y
 9j U_i]Yfi b[`Yfa Ò[`]W`hY"

: Øf`X]Y`_ca a YbXYb`HU[Y`V`Y]Vh`X]Y`K YhhYf`U[Y`Ub[YgdUbbh"
 Dfc[bcgYb`nY][Ybž`XUgg`k Y]hYf`\]b`ghUf`_Y ; Yk]hhYfi bX
 i bUb[YbY`a Y`K]hhYfi b[gVYX]b[i b[Yb`a Ò[`]W`g]bX"
 ðZcfa Uh]cbYb`ni `U_hi Y`Yb`i bk YhhYfk Ufbi b[Yb`_ÖbbYb`Ui W`
 Ui Zi **bk YhhYfnYbhfU`Y`XY`UV**[Yfi ZYb`k YfXYbžk c`K Ufbi b[Yb`]b
 nk Y]?UhY[cf]Ybž`J cfk Ufbi b[Yb`i bX`5_i hk Ufbi b[Ybž`a]h
 YbhgdYfW`YbXYb` : UfV`_YbbnY]W`bi b[Yb`Ub[YnY][h`k YfXYb"

8Yf`8K 8`k]fX`gY]bY`K Ufbi b[Yb`i bX`6Yf]W`hY`_cbh]bi]Yf`]W`
 U_hi U`]g]YfYb`"8]Y`bÅW`ghY`5_hi U`]g]Yfi b[`XYf`K YhhYf`U[Y`k]fX`ZØf
 XYb`) "`ž b]&\$&) `Yfk UfhYhž`i a`k Y]hYfY`9b`hk]W`_i b[Yb`fYW`hnY]h][
 ni `_ca a i b]n]YfYb`**Xk X`XY`**"

8YhU]`g	
J cfZU``	B Uhi f`_UhUghfcd`Y
I fgUW`Y	I bk YhhYfž`6`]hngW`U[
C fh	I `a ž`8Yi hgW`UbX
J Yf`YhnhY	%
GW`UXYb`]b`	%) \$\$\$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YX_i f]Yf"XY • k k k "i bk YhhYfnYbhfU`Y`XY • k k k "Xk X"XY

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