B Yi Yf`7c!K cf\_]b[ !GdUW`]b`8 ]Yd\c`n
YfÒZZbYh. : `YI ]V`Yg`5fVY]hYb`&(#+ °

5a ` (" \$ \* " & \$ & ) `YfÒZZbYh`Y]b`bYi Yf`7c!K cf\_]b[ !GdUW`]b
8]Yd\c`nž`ZØfXYfh: `YI ]V`]h`h`i bX`BYhk cf\_]b[ `ZØf
GY`Vghgh`bX][Y"

8]Yd\c`nž`8Yi hgW`UbX`!`5a ` (" ' & \$ &) `k i fXY`]b`8 ]Yd\c`n
XYf`bYi Y`7c!K cf_]b[!GdUW` ]a `Y\Ya U`][ Yb`5[YbXU!<Ui g
ZY]Yf`]W`YfÒZZbYh`8 ]Y`9fÒZZbi b[gZY]Yf`k i fXY`Xi fW`XYb
J cfg]hnYbXYb`XYg`6i bXYgj YfVUbXYg`7c!K cf\_]b[ !GdUW`ž`7\`f]gh]Ub
7cfXYgž`VY[ `Y]hYhž`XYf`X]Y`J cfhY]`Y`XYg`7c!K cf_]b[!?cbnYdhg`ZØf
X]Y`Ni \_i bZh`XYg`6ØfcU`hU[g`\Yfj cf\cV`"A]h`XYf`9fÒZZbi b[`nY][h
8]Yd\c`nž`XUgg`X]Y`GhUXh`XYb`K UbXY` ]b`XYf`5fVY]hgk Y`h`Yfbgh
b]a`a`h`i bX`ZYI]V`Y`5fVY]hgd`Uhn`Øgi b[Yb`ZØfXYfh"

8Yf`7c!K cf\_]b[ !GdUW`]gh`gc`[YghU`hYhž`XUgg`Yf`D`Uhn`ZØf`V]g`ni
nY\`b`DYfgcbYb`]a`9fX[YgW`cgg`i bX`bYi b`k Y]hYfY`]a`YfghYb
CVYf[YgW`cgg`V]YhYh`8UfØVYf`\]bUi`gi`a`ZUggh`XUg`5b[ YVch`Y]bYb
9`hYfb!`?]bX!FUi`a`ZØf`VYfi`Zgh`h][ Y`9`hYfb`"9]bY`ZYI ]V`Y
; YghU`hi b[ `XYf`F`Äi`a` `]W`_Y]hYb`gcf[ h`ZØf`Y]bY`]bgd]f]YfYbXY`i bX
dfcXi`\_h] Y`5fVY]hgi`a`[YVi b[ž]b`XYf`Ui W`Y]b`A`YYh]b[ !FUi`a``a`]h
a`cXYfbghYf`5i`gghUhi b[ `ni`f`J`YfZØ[ i b[ `ghY`h`"9]b`5i » YbVYfY]W
a`]h; UfhYba`ØVY`b`ÄXh`XUni`Y]bž`Ub`k`Ufa`Yb`HU[ Yb`]a` :`fY]Yb`ni
UfVY]hYb"

J]Y`ZÄ`h][Yg`5b[ YVch`i bX`B`i`hni`b[

8]Y`6i W`i b[`XYf`5fVY]hgd`ÄhnY`YfZc`[ h`VYei`Ya`ØVYf`X]Y
K`YVgY]hYž`i bX`XYf`Ni [Ub[`]gh`fi bX`i`a`X]Y`i`\`f`a`]hY`g
Ga`Ufhd\cbY`cXYf`7\]d`a`Ø[ `]W`"8Yf`7c!K cf_]b[!GdUW`
i`bhYfghØhni`GY`Vghgh`bX][Y`gck ]Y`DYfgcbYbž`X]Y`g]W

gY`VghghÅbX)[ `a UWYb`a ÒW`hYb`i bX`V]YhYh`Ui W`XYb`Yb)[ Yb`Y]bY
Ub[YbY`a Y`5fVY]hgi a [YVi b[`žX]Y`Ui » Yf`U`V`]\fYf`Y)[YbYb
:]fa U`UfVY]hYb`k c`Yb`"N]Y`"gh`Ygž`GhÒfZU`_hcfYb`i bX`hYW`b]gW`Y
A Åb[Y`žX]Y`cZi]a `<ca YcZZ]W`Ui ZhfYhYbž`ni `j Yfa Y]XYb`"Bi hYf
`UVYb`X]Y`A Ò[ `]W`\_Y]hž`g]W`ØVYf`Y]b`?cbhU`_hZcfa i `Uf`ni `a Y`XYbž
i a `]\fY`≠YYb`i bX`K ØbgW`Y`Y]bni Vf]b[Yb`"

8]Y`DfY]gghfi \_hi f`XYg`7c!K cf\_]b[ !GdUW`g[YghU`hYh`g]W`k ]Y`Zc`[h

- 9fX[YgW`cgg. `; `9i fc`hÅ[`]W`cXYf`- \$`9i fc`a cbUh`]W`
- %`"C VYf[ YgW`cgg. `%&`9i fc`hÅ[ `]W`cXYf`%,) `9i fc
a cbUh`]W`
- &`"C VYf[ YgW`cgg. `%) `9i fc`hÅ[ `]W`ž`_Y]bY`A cbUhga ]Yh`

8]Y`YfghYb`5bZfU[Yb`ni f`Bi hni b[`XYg`7c!K cf_]b[!GdUW`g`g]bX
VYfY]hg`Y]b[ Y[ Ub[ Ybž`k Ug`X]Y`B UW`ZfU[ Y`bUW`gc`W`Yb`ZYI]V`Yb
5fVY]hgZcfa Yb`i bhYfghfY]W`h`8]Y`A Ò[`]W`_Y]hni f`J Yfa ]Yhi b[ `XYg
A YYh]b[!FUi a Yg`ni f`HU[Yga]Yh`V]YhYh`ni gÅh`]W`Yg`DchYbn]U`
ZØf`I bhYfbY`a Yb`i bX`: fY]VYfi ZYf`"

<]bhYf[fi bX`i bX`9bhk]W`_i b[

8Yf`Dfc`Y`\_hghUfh[ Y`h`Ui ZY]bYb`[Ya Y]bgUa Yb`5bhfU[ `XYf`78I !
i bX`: 8D!:`fU`\_h]cb`]a `: YVfi Uf`&\$&%`ni fØW`" `a `GYdhYa VYf`&\$&%
k i fXYb`: ÒfXYfa ]hY`"b`< ÒY`j cb`" "\$"\$"\$`9i fc`j ca `@UbX
B]YXYfgUW`gYb`ni [YgU[hž`X]Y`ZØf`XYb`I a VUi `i bX`X]Y`5i gghUhi b[
XYf`F`Ài a `]W`_Y]hYb`j Yfk YbXYh`k i fXYb`"8]Y`I a VUi UfVY]hYbž`X]Y
]a `A`Åfn`&\$&( `VY[UbbYbž`i a ZUgghYb`i bhYf`UbXYfYa `bYi Y
: YbghYf`i bX`5bdUggi b[Yb`XYf`FUi a `ÒY`ž`i a `Y]bY`a cXYfbY`i bX
Zi b`\_h]cbU`Y`5fVY]hgi a [ YVi b[ `ni `gW`UZZYb`"

8Yf`7c!K cf\_]b[ !GdUW`]gh`HY`"Y]bYg`[ fÒ» YfYb`HfYbXg`]b`XYf`7c!
K cf_]b[!6fUbW`Yž`X]Y`g]W`Ui Z[fi bX`j cb`J YfÅbXYfi b[Yb`]b`XYf
5fVY]hgk Y`hi bX`XYb`6YXØfZb]ggYb`XYf`Bi hYf`k Y]hYfYbhk]W`\_Y`h`
K]Y`]b`Y]bYa `6Yf]W`hj cb`GdUW`Vf]b[`ZYgh[ YghY`"h`k ]fXž`[Yk]bbh
XUg`8Yg][ b`j cb`7c!K cf\_]b[ !GdUW`g`ni bY`a YbX`Ub`6YXYi hi b["
≠gd]f]YfYbXYž`Zi b`_h]cbU`Y`i bX`a YbgW`YbnYbhf]YfhY
5fVY]hgi a [YVi b[Yb`g]bX`Yb`hgW`Y]XYbX`ZØf`X]Y`Ni Zf]YXYb`Y]hi bX

DfcXi _hj] jhÀh'XYf'A]h[`]YXYf"8]Y' ð]h]Uh]j Y' ]b'8]Yd\c`n'nY][hž'k]Y
`c\_U`Y'5bgÀhnY'i bX']bbcj Uh]j Y' @Ògi b[Yb'XUni `VY]hfU[Yb' _ÒbbYbž
XYb'g]W`ÀbXYfbXYb'5fVY]hgXmbUa ]\_Yb' [ YfYW`h'ni `k YfXYb"

ðg[YgUa h'ghY`h'XYf'bYi Y'7c!K cf\_]b[ !GdUW`]b'8]Yd\c`n'Y]bY
k]W`h][ Y'9bhk ]W`_i b[`XUfž'X]Y'b]W`h'bi f'X]Y`c\_U`Y`K ]fhgW`UZh
ghÀf_Yb' _ÒbbhYž'gcbXYfb'Ui W`Y]bYb'F Ui a `ZØf'Ni gUa a YbUfVY]h
i bX'BYhk cf_]b[`]b'XYf'; Ya Y]bgW`UZh'gW`UZh"8]Y`K YVg]hY`XYf
GhUXh'V]YhYh'k Y]hYfY' ðZcfa Uh]cbYb ni f'Bi hni b[`i bX'ni `XYb
A Ò[`]W`_Y]hYbž'X]Y`X]YgYf'ZYI ]V`Y'5fVY]hgd`Uhn'V]YhYb' _Ubb"

8YhU]`g	
Cfh	8]Yd\c`nž'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi b["XY • k k k "ghUXh!X]Yd\c`n"XY</li> <li>• k k k "gdUW`Vf]b["Wca

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