

GUW gYb`Y\ fh'gYW g`DYfgOb`]W _Y]hYb`a]h
J YfZUggi b[ga YXU]`Y`]b`8 fYgXYb`°

5a`&"\$*`&\$&) `k i fXYb`]b`8 fYgXYb`gYW g`DYfgOb`]W _Y]hYb
a]h`XYf`GAW g]gW Yb`J YfZUggi b[ga YXU]`Y`ZØf`VYgcbXYfY
J YfX]YbghY`Ui g[YnY]W bYh"



8 fYgXYbž`8 Yi hgW`UbX`!`†`Y]bYf`ZY]Yf`]W Yb`NYfYa`cb]Y`Ua
GUa`ghU[`]b`8 fYgXYb`k i fXYb`gYW g`\YfUi`gfU[`YbXY
DYfgOb`]W _Y]hYb`Ui`g`GUW gYb`a]h`XYf`GAW g]gW Yb
J YfZUggi b[ga YXU]`Y`Ui`g[`YnY]W bYh`8]YgY`9\fi`b[`ž`X]Y`j`ca
@UbXhU[`gdf`Åg]XYbhYb`5`Yi`UbXYf`8]Yf`_g`j`cf[`Ybca`a`Yb`k`i`fXYž
k`ØfX][`h`XUg`9b[`U[`Ya`Ybh]`b`j`]Y`Yb`6YfY]W Ybž`gY]`Yg`]b`?`i`hi`fž
A`YX]n]bž`YgY`gW`UZh`cXYf`Gdcfh`Ni`XYb`DfY]ghf`Å[`Yfb`[`Y\`ÖfYb
i`bhYf`UbXYfYa`XYf`<Y]XYbUi`Yf`i`bhYfbY`a`Yf`i`k`Y`GUY[`Y]b[`i`bX
XYf`YbYfU`]bhYbXUbh`XYf`Gh`ÅXh]gW Yb`H`YU`hYf`7`Y`a`b]hnž`8`f`
7`Y`f]ghc`d`a`8]hhf]W`"8]Y`A`YXU]`Y`Yf]bbYfh`Ub`X]Y`f]YX`]W`Y
F`Y`j`c`i`h]cb`j`cb`%`-`-`i`bX`k`]fX`Å`f`]W`Ub`6`Øf[`Yf`j`Yf`]Y`Ybž`X]Y
g]W`i`a`X]Y`XYa`c`_fU]gW`Y`9`b`hk`]W`i`b[`XYg`fY]ghUUh`g`GUW`gYb
j`YfX]Ybh[`Ya`UW`h`\UVYb`"†`g[`YgUa`h`\UVYb`V]g`&\$&)`&\$(`

DYfgcbYb`X]YgY`5i gnY]Wk bi b[`Yf\U`hYbž`X]Y`%- - +`[Ygh]ZhYh
k i fXYž`bi f`Z0bZ`đ\ fY`bUWk`XYf`J YfUVgWk]YXi b[`XYf`GÅWk]gWkYb
J YfZUggi b["

I bhYf`XYb`5i g[YnY]Wk bYhYb`]gh`i k Y`GUY[Y`]b[ž`XYf`b]Wk h`bi f`U`g
I bhYfbY\`a Yfž`gcbXYfb`Ui Wk`U`g`DfÅg]XYbh`XYg`< UbXVU`!7`i Vg`< 7
9`VZcfYbn`VY`_Ubbh`]gh`"GY]b`VYgcbXYfYg`9b[U[Ya`Ybh`]a`Gdcfh
gck]Y`gY]bY`gcn]U`Yb`đ]h]Uh]j Yb`a UWk hYb`]\b`ni`Y]bYa`J c fV]`X`]b
XYf`FY[]cb`"5i Wk`8 f`"7`f]ghcd`8]hfh]Wk ž`XYf`XUg`_i`hi fY`Y`@YVYb
]b`7`Ya`b]hn`a U» [YV`]Wk`dfÅ[hž`VY`_Ua`X]YgY`5bYf`_Ybbi b[`Z0f
gY]bY`J YfX]YbghY`]b`XYf`_i`hi fY`Y`b`6]Xi b[`i bX`gY]bY
I bhYfgh0hni b[`XYf`?i`hi f`U`i dhghUXh`7`Ya`b]hn`&\$&)" "

J]Y`ZU`h`XYf`DfY]ghfÅ[Yf

K Y]hYfY`[Y Y\fhY`DYfg0b`]Wk`_Y]hYb`g]bX`5bbY[fYh`< UUg`Ui g
7`Ya`b]hnž`X]Y`Z0f`]\fY`gcn]U`Yb`Dfc`Y`_hY`]b`XYf`GhUXh`[Y Y\fh
k i fXYž`gck]Y`XYf`5``[Ya`Y]ba`YX]n]bYf`8 f`"; chZf]YX`< Ubn`Ui g
CXYfk]hnž`XYf`g]Wk`i`a`X]Y`a`YX]n]b]gWkY`J Yfgc f[i b[`]a
`ÅbX`]WkYb`FUi`a`i`bX`]bbc] Uh]j Y`HY`Ya`YX]n]bdfc`Y`_hY`j YfX]Ybh
[Ya`UWk h`\Uh`< Y]Xfi b`<]Ya`Yfž`X]Y`Y`Ya`U`][Y
C VYfV0f[Yfa`Y]ghYf]b`j`cb`GWk`UfnYbVYf[ž`k i fXY`YVYbZU`g
Ui g[YnY]Wk bYhž`]\fY`9`fi b[`Z0f`_ca`a`i`bU`dc`]h]gWkY`5fVY]h`Zc`[h
YXcWk`]a`5i [i gh`C`]j Yf`N`Yž`XYf`Ub[`Å`f][Yf`8]fY`_hcf`XYf
@Y]dn][Yf`6i Wk`a`YggYž`Yf\]Y`h`X]Y`A`YXU]`Y`Z0f`gY]bY`J YfX]YbghY
i`a`X]Y`@]hYfUhi`f`i`bX`X]Y`?i`hi`f"

8]Y`GÅWk]gWkY`J YfZUggi b[ga`YXU]`Y`]gh`Y]bY`VYXYi`hYbXY
5i gnY]Wk bi b[ž`X]Y`]a`i`fY]ghUUh`GUWk`gYb`bYVYb`XYa`GÅWk]gWkYb
J YfX]Ybghc`fXYb`\cWk`]a`?i`fg`ghY`h`G]Y`k`]fX`Z0f`@Y]ghi`b[Yb`]b
XYb`i`bhYfgWk]YX`]Wk`ghYb`[YgY`gWk`UZi]WkYb`6YfY]WkYb`j`Yf`]Y`Ybž
k Ug`X]Y`J]Y`ZU`h`XYf`DfY]ghfÅ[Yf`Y]ba`U`a`Y`f`nY][h`8]Y`F`0W`_gY]hY
XYf`A`YXU]`Y`n]Yfh`XYf`5i`ggdfi`Wk`K`]f`g]bX`XUg`J`c`_`ž`XYf`Ub`X]Y
60f[YfVYk`Y[i b[Yb`XUa`U`][Yf`NY]hYb`Yf]bbYfhž`i`bX`X]Y`Z0bZ
VfYbbYbXYb`?YfnYbž`X]Y`Gc`]XUf]hÅ`hi`bX`< c`Zbi`b[`gma`Vc`]g]YfYb"

8]Y`J Yf`Y`\i b[`ZUbX`]a`GhÅbXY`U`i`g]b`8 fYgXYb`ghUhh`Y]b
VYXYi`hgUa`Yf`C`fh`Z0f`gc`WkY`9`fi b[Yb`"9g`]gh`k`]Wk]h[ž`gc`WkY

@Y]ghi b[Yb'g]W\hVUf'ni 'a UW\Yb'i bX'U''YbY'ni 'k ØfX][Ybž'X]Y
 ni a 'gcn]U'Yb'i bX'_i 'hi fY''Yb'K c\`ghUbX'XYg': fY]ghUUhYg
 VY]hfU[Yb''8]Yg'j YfXYi h]W\hž'k]Y'j]Y`ZÄ`h]['i bX'Yb[U[]Yfh'X]Y
 A YbgW\Yb']b'GUW\gYb'g]bXž'X]Y'cZh'a 'Gh]'`Yb'; fc» Ufh][Yg''Y]ghYb"

8YhU]`g	
C fh	8 fYgXYbž'8Yi hgW\`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "fUX]c XfYgXYb"XY • k k k "gUYW\g]gW\Y"XY • k k k "`UbXhU["gUW\gYb"XY

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