

GW cW_`Ua `8 fYgXbYf`< Ui dhVU\ b\ cZ.
? ÒfdYfj Yf`Yhni b[`i bX`8 fc[YbZi bX°

5a `8 fYgXbYf`< Ui dhVU\ b\ cZ`_Ua `Yg`]b`XYf`BUW h`ni a `%%"
ž`]'&\$&) `ni `? ÒfdYfj Yf`Yhni b[`i bX`Y]bYf`8 fc[YbZYghbU\ a Y
Xi fW`X]Y`6i bXYgdc`nY]"



8 fYgXbYf`< Ui dhVU\ b\ cZž`8 fYgXYbž`8 Yi hgW\`UbX`!`ž`XYf
BUW h`ni a `: fY]hU[ž`XYa `%%"ž`]'&\$&) ž`_Ua `Yg`Ua `8 fYgXbYf
< Ui dhVU\ b\ cZ`ni `nk Y`]VYgcbXYfg`Vf]gUbhYb`J cfZÄ`Yb"8 UVY]
ghUbXYb`b]W h`bi f`? ÒfdYfj Yf`Yhni b[ž`gcbXYfb`Ui W`8 fc[Yb`]a
A]hY`di b_h`XYg`; YgW`Y\Ybg"8]Y`6i bXYgdc`nY]]bgdY_h]cb
8 fYgXYb`a i gghY`[`Y]W`nk Y]a U`Y]b[fY]ZYbž`i a `X]Y`G]hi Uh]cb
i bhYf`? cbhfc`Y`ni `Vf]b[Yb"

8 Yf`YfghY`J cfZU`YfY][bYhY`g]W\`[Y[Yb`A]hYfbUW hž`U`g`Y]b
&(!`Ä`f][Yf`gYfV]gW`Yf`GhUUhgVøf[Yf`Y]bYb`&+!`Ä`f][Yb`@]VmYf`a]h
Y]bYa `: Ui ghgW\`U[`]bg`; Yg]W h`hfUZ`@Ui h`6Yf]W hYb`XYf`
@Y]dn][Yf`=bhYfbYh`NY]hi b[`k Uf`XYf`5b[fY]ZYf`ghUf`_
U`_c\c`]g]Yfh`8]Y`6i bXYgdc`nY]`hfYbbhY`X]Y`VY]XYb`A`ÄbbYf`i bX

ØVYf[UV`XYb` : U`Ub`X]Y`Dc`nY]X]fY_h]cb`GUW`gYbž`X]Y`bi`b`X]Y
9fa`]hhi`b[Yb`Ui`Z[Ybca`a`Yb`UH"

: YghbU\`a`Y`k`Y[Yb`8`fc[Yb`i`b`X`<`UZhVYZY`\`

9]b`nk`Y]hYf`9]bgUhn`k`i`fXY`bchk`YbX][`ž`U`g`Y]b`" `*!`À`f][`Yf
hgW`YW`]gW`Yf`GhUUhgVØf[Yf`_`cbhfc``]Yfh`k`i`fXY`"5i`Z`\b`U[`Y]b
<`UZhVYZY`\`XYf`GhUUhgUb`k`U`hgW`UZh`@Y]dn][`j`cfž`XU`Yf`k`Y[Yb
9fgW`Y]W`Ybg`j`cb`@Y]ghi`b[Yb`j`Yfi`fhY]`h`k`cfXYb`k`Uf`"i`a`X]Y
9fgUhmZFY`\Y]hgghfUYZ`j`cb`&`\$`HU[Yb`UVni`k`YbXYbž`\`À`hY`Yf`" `\$\$
9i`fc`nU`\`Yb`a`ØggYbž`k`Ug`\`a`Y`XcW`b]W`h`a`Ò[`]W`k`Uf"
GhUhhXYggYb`k`i`fXY`Yf`]b`X]Y`ž`gh]nj`c`ni`[`gUbghU`h`8`fYgXYb
Y]b[Y`YZYfh"

6Y]`XYf`?`cbhfc``Y`XYg`A`UbbYg`Yb`hXYW`_`hY`X]Y`Dc`nY]`Y]bY`7`d`hØhY
a`]h`Y]bYf`_`f]ghU``]bYb`Gi`VghUb`n`"8]Y`N]j`]`VYUa`hYb`Y]hYhYb
XUfUi`Z`]b`Y]b`j`YfZU`\`fYb`k`Y[Yb`XYg`j`Yfghc`»`Yg`[`Y[Yb`XUg
6Yh`À`i`Vi`b[ga`]hY`[`YgYhm`Y]b`"Gc`W`Y`9fa`]hhi`b[Yb`g]b`X`]b`XYf
\`Yi`h][`Yb`NY]h`b]W`h`gY`hYbž`gW`Y]Y`»`]W`V`Y]Vh`8`fc[Yb`_`f]a`]bU`]h`À`h
]b`8`Yi`hgW`\`UbX`Y]b`YfbghYg`DfcV`Ya`"

8`fc[YbXY`\`_`hY`]b`8`Yi`hgW`\`UbX`

@Ui`h`Y]bYa`6Yf]W`hj`cb`GhUh]ghU`k`i`fXYb`]a``ž`\`f`&`\$`&`" `]b
8Yi`hgW`\`UbX`fi`b`X`"(`+`"\$\$\$`8`fc[Yb`_`f]a`]bU`]h`À`hgZ`À`Y`dc`nY]`])W`
YfZUgghž`k`Ug`Y]bYb`5bgh]Y[`j`cb`&`Dfc`nYb`h]a`j`Yf[`Y]W`ni`a
j`cf`U`\`f`XUfghY``h`6YgcbXYfg`\`Yfj`cfni`YVYb`g]b`X`X]Y`Yhk`U`))`" `\$\$
8`fc[Yb`\`UbXY`g`XY`\`_`hY`ž`k`c`VY]`7`UbbUV]g`b`UW`k`]Y`j`cf`X]Y
\`À`i`Z][`ghY`Gi`VghUb`n]ghž`hfc`h`XYf`hY]`k`Y]gYb`@Y[U`]g]Yfi`b[`gY]h
5df]`&`\$`&(`"

8]Y`8`fc[YbdfcV`Ya`Uh]`\`Uh`b]W`h`bi`f`Y]bY`_`f]a`]bc`c[]gW`Yž
gcbXYfb`Ui`W`Y]bY`[`YgY`g`W`UZh]W`Y`8]a`Ybg]cb`"8`Yf`?`cbgi`a
]`Y[U`Yf`8`fc[Yb`V`Y]Vh`Y]b`YfbghYg`[`Ygi`b`X`\`Y]h]W`Yg`f`]g]_`c`ž`i`b`X
X]Y`NU`\`XYf`8`fc[Yb`h`c`hYb`]gh]b`XYb`Y`h`hYb`ž`\`fYb`[`Ygh]Y[Yb`
&`\$`&`" `k`UfYb`fi`b`X`&`&`\$`A`YbgW`Yb`V`Y`hfc`ZYbž`k`Ug`nY][`hž`k`]Y`[`fc`»
XUg`DfcV`Ya`hUhg`À`W`]W`]gh`"5a`"\`Ò`W`ghYb`k`Uf`X]Y`GhYfVYfUhY`]b
6fYa`Yb`a`]h`_`bUdd`):`À`Yb`dfc`%`\$`\$`\$`\$`9]bk`c`\`bYf"

8]Y`U_hi Y`Yb`JcfZ`Y`Ua`<Ui dhVU\b\cZ`b`8fYgXYb`k YfZYb`Y]b
 @]W`h`Ui ZX]Y`j]Y`Z`h][Yb`<YfUi gZcfXYfi b[Yb`ž`a`]h`XYbYb`X]Y
 Dc`nY]`h`[`]W`_cbZ`fcbh]Yfh`]gh"8]Y`?ca V]bUh]cb`j`cb` ; Yk U`hi bX
 8fc[Yb`]gh`Y]b`Yfbghni bY`a` YbXYg`H`Ya` U`ž`XUg`b]W`h`bi`f`X]Y
 G]W`Yf\Y]hg_f`Z`h`ž`gcbXYfb`X]Y` ; YgY`g`W`U`Z`h`U`g` ; Ub`nYg`V`Y`hf]Z`h"
 9g`V`Y]V`h`ni` \c`ZY`b`ž`XUgg`A`U`»`b`U`a` Yb`Yf[f]ZY`b`k`YfXYb`ž`i`a` `X]YgY
 DfcV`Ya` Y`ni` `V`Y`_`A`a` dZY`b`i`b`X`X]Y`G]W`Yf\Y]h`i]b`i`bgYfYb`G`h`X`h`Y`b
 ni` [Yk`A`f`Y]ghYb"

: Øf`k`Y]hYfY`8YhU]`g`ni` `XYb`U_hi Y`Yb`9fY][b]ggYb`j`Yfk`Y]gh`X]Y`
 6]`X`Ui`Z`X]Y`_`Ø`fd`Y`f`]W`Y`5i`gY]bUbXYfgYhni`b[`gck`]Y`X]Y
 : YghbU`a` Y`XYg`Hg`W`Y`W`Y`b`]b`8fYgXYb"K`A`f`Y`b`X`X]Y
 9fa`]h`i`b[Yb`UbXUi`Yfb`ž`V`Y]V`h`UV`ni`k`UfhYb`ž`k`Y`W`Y`k`Y]hYfYb
 8YhU]`g`Ub`g`@]W`h`_ca`a`Yb`k`YfXYb"

8YhU]`g	
Cfh	8fYgXbYf`<Ui dhVU\b\cZ`Z`8fYgXYbž 8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "`!]n"XY • k k k "V]`X"XY • XY"ghUh]ghU"W`a

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