

6i bXYgdc`]nY]`gW`bUddhY`nY`b`A`][fUbhYb
Ua` ; Òf`]hnYf`J]UXi`_h`°

6i bXYgdc`]nY]`Yf[fY]Zh`Ua` `&' " ' † b]' & \$ &) `]b` ; Òf`]hn`nY`b`
A`][fUbhYb`ž`X]Y`ØVYf`XYb`9]gYbVU`b!J]UXi`_h`i`Y[U`bUW`
8Yi`hgW`UbX`Y]bFY]ghYb`"



; Òf`]hn`ž`8Yi`hgW`UbX`!`5a` : fY]hU[ž`XYa` `&' " ' † b]' & \$ &)`ž`k`i`fXY`
X]Y`6i`bXYgdc`]nY]`]b` ; Òf`]hn`Ui`Z`HfUV`[Y`U`hYb`ž`U`g`g]Y`]bg[YgUa`h`
nY`b`A`][fUbhYb`Ui`Z[f]ZZ`X]Y`i`bYf`Ui`Vh`bUW`8Yi`hgW`UbX`
Y]b[YfY]gh`g]bX`"; Y[Yb`%*. \$ \$ `i` \f`a`Y`XYhY`Y]b`Ui`Za`Yf_gUa`Yf`
NYi`[Yž`XUgg`Yf`nk`Y]`DYfgcbYb`ØVYf`XUg` ; Òf`]hnYf`9]gYbVU`b!`
J]UXi`_h`i`Ui`ZYb`gU`"9g`UbXY`hY`g]W`i`a`nk`Y]5Z[\UbYb`]a`5`hYf`
j`cb`&&`i`bX`&'`†`U`fYb`ž`X]Y`_i`fn`XUfUi`Zj`cb`XYb`6YUa`hYb`[YghY`h`
k`i`fXYb`"≠`fY`i`bYf`Ui`VhY`9]bFY]gY`k`Uf`bi`f`XYf`5bZUb[`Y]bYg`
j`Y`gW`]W`h[Yb`J`cfZU`gž`XYf`g]W`]b`XYb`Zc`[YbXYb`Ghi`bXYb`
k`Y]hYfYb`hk`]W`_Y`hY`"

9hk`U`-`\$`A`]bi`hYb`gd`À`hYf`k`i`fXYb`gYW`g`k`Y]hYfY`5Z[\UbYb`]a`5`hYf`
j`cb`&\$`V]g`" `%`†`U`fYb`Ui`Z[Y[f]ZZYb`ž`bUW`XYa` <`]bk`Y]gY`j`cb`

Ni [dYfgcbU`XYf`@AbXYfVU\`b`i`bX`Y]bYa`k`Y]hYfYb`6Øf[Yf
Y]b[]b[Yb`"8]YgY` ; fi ddY`k`Uf`YVYbZU`g`ØVYf`X]Y`[`Y]WXY`6fØW_Y
]bg`6i`bXYg[YV]Yh[Y`Ub[h`"6YgcbXYfg`i`bhYf`X]Y`@`dY`bU\`a`a`Ub
Y]bYb`" %!`Å\`f][Yb`XYi`hgWXYb`GhUUhgVØf[Yf`UZ[\`Ub]gWXYf
<Yf`_i`bZž`XYf`j`YfXÅW`h][h`k`]fXž`6Y]\`]ZY`ni`fi`bYf`Ui`VhYb`9]bFY]gY
[Y`Y]ghYh`ni`"UVYbž`]bXYa`Yf`≠Zcfa`Uh]cbYb`ØVYf`gY]bYb`BYZYb
gi`W`hYž`XYf`HY`"XYf` ; fi ddY`k`Uf`"6]`X`VYf]W`hYhž`XUgg`X]Y
G]hi`Uh]cb`Ua`5VYbX`a`]h`XYa`"Y`hnhYb`5i`Z[f]ZZ]\`fYb`j`cf`Åi`Z][Yb
<Ø\Ydi`b`_h`ZUbX"

F UgW`i`bX`Yb`hgW`c`ggYb

8Yf`"Y`hnhY`5i`Z[f]ZZ`ZUbX`[Y[Yb`%,`.)`!`f`ghUhhž`U`g`Y]b
6i`bXYgdc`]n]gh]b`gY]bYf` : fY]nY]hink`Y]`A`ÅbbYf`Ua`"J]UXi`_`h`gU\`"
8]YgY`VY]XYb`k`UfYb`DU_]ghUbYf`]a`5`hYf`j`cb`&)`i`bX`&+`≠\`fYbž
X]Y`j`cb`Y]bYa`dc`b]gWXYb`HUI`]V]g`ni`f`6fØW_Y`[YVfUW`h`k`cfXYb
k`UfYb`"BUW`XYb`bch`k`YbX][Yb`[fYbndc`]nY`]WXYb`A`U»`bU\`a`Yb
j`Yf`]Y»`Yb`X]Y`A`][fUbhYb`X]Y`8]YbghghY`"Y`]b`F]W`hi`b[`Dc`Yb`"8]Y
G]hi`Uh]cb`nY][h`Y]ba`U`a`Y`fž`k`]Y`k`]W`h][`X]Y`Ni`gUa`a`YbUfVY]h
nk`]gWXYb`XYb`6Øf[Yfb`i`bX`XYf`Dc`]nY`]ghž`i`a`]"`Y[U`Y`5`_hj`]h`ÅhYb
ni`ghcddYbž`k`]Y`DfYggYdcfhU`"ZYghghY`"h"

8]YgY`J`cfZ`Å`Y`ghY`Yb`]b`Y]bYa`VfY]hYfYb`?`cbhYI`hž`XYf`X]Y
<YfUi`gZcfXYfi`b[Yb`XYf`A`][fUh]cb`]b`9i`fcdU`VY`Yi`W`hYh`"≠
8Yi`hgW`UbX`g]bX`XUg`H\Ya`U` :`i`W`hi`bX`A`][fUh]cb`gh`ÅbX][`]b`XYb
?`ØdZYb`XYf`A`Yb`gWXYb`"≠XYg`≠\`f`g]Y`h`ia`Ub`X]Y`GW`]W`gU`Y`j`cb
[YZØW`hYhYb`?]bXYfb`i`bX` :`Ua`]Ybž`X]Y`]b`?`cbZ`_h[YV]YhYb`"YVYb`"
@Ui`h`XYa`"A`][fUh]cb`gVYf]W`h`&\$&'`XYf`65A` :`"YVYb`ØVYf`(`+`
A`]"cbYb`?]bXYf`k`Y`hk`Y]h]b`?`cbZ`_h[YV]YhYbž`k`Ug`X]Y
8f]b[`]W`_Y]h`XYg`H\Ya`Ug`j`YfXYi`h`]W`h"

9]b`5i`[Y`Ui`Z`X]Y` ; YZ`ØW`hYhYb

8Yf`&\$`"≠`b]ž`XYf`_Øfn`]W`ni`a`K`Y`hZØW`h]b[ghU[`Yf`_`Åfh`k`i`fXYž
Yf]bbYfhi`bg`XUfUbž`k`]Y`k`]W`h][`Yg`]ghž`[YZØW`hYhYb`A`Yb`gWXYb
i`bX`VYgcbXYfg`XYb`?]bXYfb`ni`"Y`ZYb`"J]Y`Y`X]YgYf`?]bXYf`"YVYb
]b`gh`ÅbX][Yf`5b[gh`i`bX`!`bg]WXYf`Y]hž`i`bX`C`f[Ub]gUh]cbYb`k`]Y
GUj`Y`h`Y`7\`]XfYb`gYhYb`g]W`XUZØf`Y]bž`XUgg`X]YgY` :`Ua`]Yb

cdYfUhj Y`i bhYfghØhni b[`Yf\U`hYb" <]Yfni `UbXY`]gh`X]Y
 Bchk YbX][_Y]h`XYg`< UbXY`bg`VYgcbXYfg`gdØfVUfž`k Ybb`a Ub
 VYXYb_hž`k]Y`VYhfc ZYbYb`A YbgWXYb`k]Y`XYb`5Z[\UbYb`i bX
 DU_]ghUbYfb`]b`; Òf`]hn`Yf[Y`h"G]Y`g]bX`HY`]`Y]bYf`j]Y`[fÒ» YfYb
 ; YgW]W`hYž`X]Y`i bgYf`A]h[YZØ`i bX`9b[U[Ya Ybh`YfZcfXYfh"

8]Y`9fY][b]ggY`XYg`& " `đ b]`g]bX`Y]b`k Y]hYfYf`5bghc» `XUZØfž`g]W
 XYf`U_hi Y`Yb`< YfUi gZcfXYfi b[Yb`]b`XYf`A][fUh]cbgdc`]h]_
 VYk i gghni `k YfXYb`i bX`j cf`U`Ya `a]h`Y]bYa `c ZYbYb`< YfnYb`Ui Z
 X]Y`VYhfc ZYbYb`A YbgWXYb`ni ni [Y`Yb"

8YhU]`g	
Cfh	; Òf`]hnž`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "dfYggYdcfhU`"XY • k k k "VUa Z"XY

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