

HYXXm_]b]_]b`l`a . ?]bXYf`YfbYb
gd]Y`Yf]gW\`XYb`5fnhVYgi W\`_YbbYb°

8]Y`l`a Yf`HYXXm_]b]_]ÖZzbYh`Ua`''`š b]ž`V]YhYh?]bXYfb
gd]Y`Yf]gW\`Y`a YX]n]b]gW\`Y`l`bhYfgi W\`i b[Yb`ZØf`?i gW\`Y`h]YfY"



6Øf[YfnYbhfi a`9gY`gVYf[ž, - \$, %l`a ž`8Yi hgW\`UbX`!`8]Y
l`a Yf`HYXXm_]b]_]`Uh`k]YXYf`YfÖZzbYh`i bX`V]YhYh`Y]bY`VYgcbXYfY
; Y`Y[Yb`Y]h`ZØf`?]bXYfž`]\fY`_fUb`_Yb`Di ddYb`i bX`HYXXmg
i bhYfgi W\`Yb`ni`UggYb`8]YgY`š]h]Uh]j Yž`X]Y`UV`XYa`''`š b]`Ub
nk Y]`HU[Yb`ghUhh]bXYb`k]fXž`n]Y`h`XUfUi Z`UVž`XYb`_`Y]bYb
DUh]YbhYb`X]Y`5b[gh]j cf`a YX]n]b]gW\`Yb`l`bhYfgi W\`i b[Yb`ni
bY`a Yb`Ghi X]YfYbXY`XYf`l`b]j Yfg]h`h`l`a`Zi b[]YfYb`U`g
ghi XYbh]gW\`Y`HYXXm]8cWg`i bX`Y`ZYb`XYb`?]bXYfbž`]bXYa`g]Y
gd]Y`Yf]gW\`a`h`XYb`?i gW\`Y`h]YfYb`]bhYfU[]YfYb`i bX`a YX]n]b]gW\`Y
5V`Äi ZY`Y]bZØ`fYb`?]bXYf`UV`XfY]`š]\fYb`XØfZYb`]\fY
D`ØgW\`ZfYi bXY`]b`X]Y`?`]b]_`VY[`Y]hYbž`k Ug`XYb`5VVUi`j`cb
6YfØ`fi b[g`Äb[ghYb`j cf`a YX]n]b]gW\`Yb`6Y`UbX`i b[Yb`ZØfXYfh`
8]Y`cZYbY`GdfYW\`ghi bXY`Z]bXYh`i]a`6Øf[YfnYbhfi a`9gY`gVYf[]`j`cb

% ' \$ 'V]g%'*.\$ \$ 'I \ f'ghUhhž'Y]bY'5ba Y'Xi b[']gh'b]W\h'bchk YbX]["

A]h'ØVYf'%) \$ 'Y\ fYbUa h]W\Yb'Ghi X]YfYbXYbž'X]Y'X]Y'5_h]cb
i bhYfghØhnYbž[]Vh'Yg'nU\ fY]W\Y']bhYfU_h]j Y'GhUh]cbYb"8 cfh
_ØbbYb'?]bXYf'VY]gd]Y'gk Y]gY'VY]a ' F Øbh[Yb ' j cb
'bcW\YbVfØW\Yb'\Y'ZYb'cXYf'X]Y' 6'i h[fi ddY ']\ fYf'?i gW\Y'h]YfY
VYgh]a a Yb" ' b'XYf'5dch\Y_Y'XYf'HYXXm_']b]_XØfZYb'g]Y
A YX]_Ua YbhY 'k]Y' Ga Ufh]W'']b 'cXYf' 6cbVcb]b 'UV\c'Ybž
k Å\ fYbX'g]Y'VY]'XYf'nU\ bÅfnh]W\Yb'i bhYfgi W\i b['YfbYbž'k]Y
k]W\h]['Y]bY '[i hY'NU\ b\m[]YbY']gh"5b'Y]bYa 'J cfa]hhU['g]bX
Ui ggW\ 'Y» 'W\ '?]bXYf[ÅfhYb'Ui g'i 'a 'i bX'BYi !! 'a 'Y]b[Y'UXYbž
k Å\ fYbX'X]Y'cZYbY'GdfYW\ghi bXY'ZØf'U''Y'?]bXYf'i bX'9'hYfb
ni [Åb[']W\ ']gh"

5 VYf'X]Y'HYXXm_']b]_Yb']b'8 Yi hgW\ 'UbX

8]Y'XYY'XYf'HYXXm_']b]_']gh'b]W\h'Y]bn][Ufh]['ZØf'I 'a "'5i W\ 'Ub
XYf'I b]j Yfg]hÅh'K ØfnVi f['k]fX'Y]b'Å\ b']W\Yg'?cbnYdhj YfZc'["h"
8]Y'Xcfh][Y'HYXXm_']b]_']Z]bXYh'j ca ' %' "V]g'%) "'A U]'&\$&('ghUhh"
K]Y']b' i 'a 'k YfXYb'Ui W\ '\]Yf'?]bXYf'Yfa i h][hž'\ fY'_fUb_Yb
'?i gW\Y'h]YfY'i bhYfgi W\Yb'i bX'VY\UbXY'b'ni 'UggYb"
J YfUbhk cfh]W\ 'g]bX'Ghi X]YfYbXY'XYf'<i a Ub! 'i bX'NU\ba YX]n]b
gck]Y'D\Ufa Un]Yž'i bhYf'XYf'GW\]fa \YffgW\UZh'j cb'DfcZYggcf
7\ f]ghcd\ '<ÅfhY'žXYa '8]fY_hcf'XYf'?]bXYf_']b]_XYg'I ?K "'N]Y'
X]YgYf'5_h]cb']gh'Ygž'?]bXYfb'gd]Y'Yf]gW\ 'X]Y'5b[gh'j cf
5fnhVYgi W\Yb'i bX'?fUb_Yb\Ui gUi ZYbh\U'hYb'ni 'bY'a Yb"

8]Y'HYXXm_']b]_']b'K ØfnVi f[ž'X]Y']a ' bYb\cZXYf'Y\Ya U][Yb
'?]bXYf'_fUb_YbdZY[YgW\ i 'Y'ghUhhZ]bXYhž'V]YhYh'XYb'?]bXYfb'X]Y
A Ø[']W\ _Y]hž'\ fY'Gd]Y'[YZÅ\ fhYb'ni 'i bhYfgi W\Ybž'F Øbh[YbV]'XYf
ni 'a UW\Ybž'J YfVÅbXY'Ubni 'Y[Yb'cXYf'gc[Uf'_Y]bY'CdYfUh]cbYb
Xi fW\ ni ZØ\ fYb"8]Y'HYXXm'Y'hYfb'Yf\U'hYb'bUW\ 'XYf'6Y\UbX'i b[
DZY[YUfh]_Y'ZØf'ni \Ui gYž'i bX'Y]bY'5ba Y'Xi b[']gh'Ui W\ '\]Yf
b]W\h'bØh]["'8]YgY'J YfUbghU'hi b[Yb'g]bX'k]W\h][ž'i a 'XUg
J YfhfUi Yb'j cb'?]bXYfb']b'X]Y'a YX]n]b]gW\Y'J Yfgcf[i b['ni
ghÅf_Yb"

K Y]hYfY'9b hk]W_ 'i b[Yb

9]b`k Y]hYfYg`6Y]gd]Y``]gh`X]Y`HYXXm_`]b]_`]b` ;]Y» Ybž`Y]b`Dfc`Y`_h
j cb`A YX]n]bghi X]YfYbXYb`XYf`đ ghi g!@]YV][`!| b]j Yfg]h`h`<]YfVY]
ghY`h`X]Y`N]Y`[fi ddY`XYf`J c fgW`i`_]bXYf`i bX`]\fYf` : Ua `]]Yb`]a
A]hhY`di b`h`8]Y`?]bXYf`Yf`YVYb`j YfgW`]YXYbY`GhUh]cbYb`]b`XYf
HYXXm_`]b]_ž`k c`g]Y`gY`Vgh`X]Y`F c``Y`j cb` `YfnhYb` `ØVYfbY`a Yb
i bX`]\fY`? i gW`Y`h]YfY`VY`U`bXY`b`"N]Y``]gh`Ygž`Y`b[ghY`j cf
5fnhVYgi W`Yb`UVni VUi Yb`i bX`?]bXYfb`Y]bY`VYgcbXYfY`9fZU`fi b[
ni `V]YhYb`"

8]Y`j YfgW`]YXYbYb`HYXXm_`]b]_Yb`]b`8Yi hgW`U`bX`nY][Ybž`XUgg
XYf`gd]Y`Yf]gW`Y`I a [Ub[`a]h`a YX]n]b]gW`Yb`H`Ya Yb`b]W`h`bi f
?]bXYfb`>`]Zhž`]\fY`Y`b[ghY`ni `ØVYfk]bXYbž`gcbXYfb`Ui W`Y`bY
A Yb[Y`GdU» `a UW`h`8]Y`i a ZUb[fY]W`Y`6YhY`][i b[`j cb
Ghi X]YfYbXYbž`X]Y`Y`fYbUa h]W`Y`b[U[]Yfh`g]bXž`i bhYfghfY]W`h`XYb
[YgY``gW`UZh`]W`Yb`K Yfh`gc`W`Yf``b]h]Uh]j Yb`"

8YhU]`g	
C fh	6Øf[YfnYbhfi a `9gY`gVYf[ž, - \$, % `a ž 8Yi hgW`U`bX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i b]!i `a "XY • k k k "a YX"i b]!k i YfnVi f["XY • hYXXm_`]b]_ []YggYb"XY

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