

:]bUbn]Y`Y`? f]gY`]b`H\Øf]b[Yb.`5`VhfUi a
ZØf`? ca a i bYb`Xfc`h°

BcfX\Ui gYb`ghY`hj cf`Z]bUbn]Y`Yb`<YfUi gZcfXYfi b[Yb.
H\Øf]b[Yf`A]b]ghYfdfÅg]XYbh`J c][h`ZcfXYfh`l bhYfghØhni b[`ZØf
?ca a i bYb`k Y[Yb`[Yd`UbhYf`GhYi YfYbh`Ughi b[Yb"



BcfX\Ui gYb`ž`8Yi hgW`UbX`!`!`Øb[ghYf`NY]h`ghY`Yb`j]Y`Y
GhÅXhY`]b`H\Øf]b[Yb`i bX`[Ubn`8Yi hgW`UbX`j cf`Y]bYf`Z]bUbn]Y`Yb
<YfUi gZcfXYfi b[ž`X]Y`Xi`fW`Y]bY`gW`k ÅW`Y`bXY`K]fhgW`UZh`i bX
X]Y`D`ÅbY`XYf`6i bXYgfY[]Yfi b[`ni f`GhYi YfYbh`Ughi b[`ZØf
l bhYfbY`a Yb`j YfgW`ÅfZh`k]fX`"5a`_ca a YbXYb`A]hk cW`k]fX
VY]`XYb`6i bX!`@AbXYf!; Ygd fÅW`Yb`]b`6Yf`]b`XUfØVYf`X]g`_i h]Yfhž
k Y`W`Y`@Øgi b[Yb`ni f`6Yk`Å`h][i b[`X]YgYf`?f]gY`[YZ] bXYb`k YfXYb
_ØbbYb`"H\Øf]b[Ybg`A]b]ghYfd fÅg]XYbh`A Uf]c`J c][h`f78l`Ł`Uh
VYfY]hg`Y]bY`?`Àfi b[`XYf`6i bX!`@AbXYf!;]bUbnVYn]Y`i b[Yb
[YZcfXYfh`i bX`gW`Å[h`Y]b`Ui hca Uh]gW`Yg
5i g[`Y]W`ga YW`Ub]ga i g`j cfž`XYf`GhYi YfUi gZ`Y`UVZYXYfb`gc`"

8]Y`@AbXYf`gc`hYb`ni Yfgh`Ybh`UghY`h`k YfXYb`ž`i bX`]a`Ni [Y`XYf

k]fhgWUZh]WYb'9f\c'i b['_ÒbbhYb'g]Y'XUbb'F ØW_nU\`i b[Yb'Ub
 XYb'6i bX'`Y]ghYb ž'gc'Jc][h"8]YgY'J cfgW`À[Y'hfYZZYb'Ui ZX]Y
 6YXYb_Yb'XYg'H\Øf]b[Yf'@]b_Y!7c!J cfg]hnYbXYb'F U`Z'D`ÒhbYfž'XYf
 j cf'bY[Uh]j Yb'5i gk]f_i b[Yb'Ui ZX]Y'H\Øf]b[Yf'?ca a i bYb
 k Ufbh"9f'ZcfXYfh'Jc][h'Ui Zž'U`Yg'ni`i bhYfbY\`a Ybž'i a`Z]bUbn]Y`Y
 9]bVi » Yb'ni`j Yf\]bXYfb"

< Ui g\U`hg`ØW_Yb`i bX`[Yd`UbhY`=bj Ygh]h]cbYb

9]b'ni`_i bZhgk Y]gYbXYg`_ca a i bU`Yg`=bj Ygh]h]cbgdfc[fUa a`]b
 H\Øf]b[Ybž'XUg'a`]h'Y]bYf'A`]]UfXY'9i fc'ZØf'j]Yf`š\fy'Ub[YgYhnh
]ghž`_ÒbbhY`Y]bYb'5i gk Y[`Ui g'XYf'Z]bUbn]Y`Yb'A`]gYfY`V]YhYb"
 8YbbcW`k Ufbh'X]Y'H\Øf]b[Yf':]bUbna`]b]ghYf]b'?Uh'U`K`c`Zj cf
 Yf\YV`]WYb'9]bbU\`a Yj Yf'i ghYb'ZØf'XYb`@UbXYg\Ui g\U'hž'X]Y'g]W
 Xi fW`X]Y'GhYi YfYf'Y]W hYfi b[Yb'Yf[YVYb`_ÒbbhYb"@Ui h'XYb
 6YfYW`bi b[Yb`]fYg'A`]b]ghYf]i a`g`_ÒbbhY`XYf`< Ui g\U`h]b`XYb
 _ca a YbXYb`š\fyb`k]Y'Zc`[h'VYhfcZZYb'gY]b.

š\f

9]bbU\`a Yj Yf'i gh'f]b'A`]]cbYb

9i fcŁ

&\$&*	!(' ž*
&\$&+	!%\$) ž+
&\$&,	!%, &ž*
&\$&-	!%, , ž'

K c`Z ZcfXYfh'XU\Yf'X]Y`Bchk YbX][_Y]h'Y]bYg'Z]bUbn]Y`Yb
 5i g[`Y]W`g'Xi fW`XYb'6i bXž']bgVYgcbXYfY`XU`X]Y`bY[Uh]j Y
 5i gk]f_i b[`Ui ZX]Y'?ca a i bYb`V]g`Ub[`b]W`h'j c`gh`AbX][`YfZUggh
 k i fXY"

@`AbXYf`]b`XYf`Nk]W_a Ø\`Y

8 Ug'8]`Ya a U`k]fX`Xi fW`Y]b'a`]]UfXYbgW`k YfYg`GhYi YfdU`Yh'XYf
 6i bXYgfY[]Yfi b[`ni f`Gh`Àf_i b[`XYf`K`]fhgWUZh'k Y]hYf'j Yfgh`Àf_h"
 8]YgYg`DU`Yh'k i fXY`nk Uf'j cb`XYb'6i bXYg`AbXYfb`[fi bXg`Àhn`]W
 i bhYfgh`Øhnhž`XcW`ZcfXYfb'g]Y`Y]bY`Z]bUbn]Y`Y'?ca dYbgUh]cb`ZØf
 X]Y`YbghY\`YbXYb`GhYi YfUi gZ`À`Y`" `a`'6i bXYgfUh`VYhcbhY
 A]b]ghYfd`f`Àg]XYbh`< YbXf]_`K`Øgh'f78I`Łž'XUgg`X]Y`@`AbXYf'i bX

?ca a i bYb`b]W`hU`Y]b`X]Y`?cghYb`hfU[Yb`XØfZYb`"C` \bY
 Z]bUbn]Y`Yb`5i g[`Y]W`_ØbbhY`Yg`gW`k]Yf][`k YfXYbž`XYa
 GhYi YfdU_Yh`ini ni gh]a a Yb"

9I dYfhYb`gW`ÀhnYbž`XUgg`6i bXž`@ÀbXYf`i bX`?ca a i bYb
]bg[YgUa hYhk U`) \$`A]`]UfXYb`9i fc`k Yb][Yf`GhYi Yfb`Y]bbY`a Yb
 k YfXYb`"8Yf`6i bX`d`Ubhž`Y]b`8f]hhY`X]YgYf`5i gZ`À`Y`ni
 ØVYfbY`a Ybž`k `À`fYbX`X]Y`fYgh]W`Yb`nk Y]8f]hhY`j cb`XYb
 @ÀbXYfb`i bX`?ca a i bYb`[YhfU[Yb`k YfXYb`a ØggYb`"H`Øf]b[Yb
 Yfk UfhYh`À`f`]W`ØVYf`&\$`\$`A]`]cbYb`9i fc`Ui g`XYa `:]bUbn]dU_Yh
 XYg`6i bXYgž`k Ug`Xi fW`XYb`?Øb][ghY]bYf`GW`ØggY`j YfhY]`h
 k ØfXY"

A]h`Y]bYa ` _`UfYb` : c`_i g`Ui ZX]Y`Xf]b[YbXYb`Z]bUbn]Y`Yb
 6YXØfZb]ggY`XYf`?ca a i bYb`UddY`Yfh`XYf`8Yi hgW`Y
 ; Yk Yf`_gW`UZh`gVi bX`fB; 6`U`b`XYb`6i bXž`X]Y`VYhfc`ZYbYb`Gh`À`XhY
 VY]; Yk YfVYghYi YfUi gZ`À`Yb`b]W`h]a `F`Y[Yb`ghY`Yb`ni `UggYb
 i bX`ZcfXYfh`Y]bY`i a ZUggYbXY`?ca dYbgUh]cb"

8]Y`_ca a YbXYb`8]g`_i gg]cbYb`Ua `A]h`k cW`k YfXYb
 Yb`hgW`Y]XYbX`gY]bž`i a `X]Y`K`Y]W`Yb`ZØf`X]Y`Z]bUbn]Y`Y`Ni`_i`bZh
 XYf`@ÀbXYf`i bX`]bgVYgcbXYfY`XYf`?ca a i bYb`ni`ghY`Yb`"9g
 V`Y]Vh`UVni k UfhYbž`cV`Y]b`[Ya`Y]bgUa`Yf`BYbbYf`[YZ] bXYb`k]fXž
 VYj`cf`X]Y`Gca a YfdUi gY`ja `ž` `]`UbghY`h`"9g`k]fX`Y]b`[i`hYg
 <`ÀbXW`Yb`]b`XYb`J`Yf`UbX`i b[Yb`VYb`Øh][hž`i a`XYb
 <YfUi gZcfXYfi b[Yb`[YfYW`h`ini`k`YfXYb"

8YhU]`g	
C fh	B cfX`Ui gYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "b!hj "XY • k k k "nXZ\ Yi hY"XY

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