

GWX cW_i bZU``Ua `5i hcVU\bXfY]YW_`Gi \`.
5i hc `dfU``h`[Y[Yb `@Y]hd`Ub_Y°

I bZÄ``Y`Ua `5i hcVU\bXfY]YW_`Gi \``Ua `%("\$+ "&\$&) . `9]bY
DYfgcb`Y]b[Y_`Ya a hž`@_k !I bZU``a]h`Ni W_YffØVYb
j Yfi fgUWX h`GdYffi b[Yb"



5i hcVU\bXfY]YW_`Gi \`ž`8Yi hgW\`UbX`!`5a `GcbbhU[UVYbXž
XYb`%(" ' : ;] & \$ &) ž`[Y[Yb `&%`I \fž`YfY][bYhY`g]W\`Y]b`gWk YfYf
JYf_Y\fgi bZU``Ua `5i hcVU\bXfY]YW_`Gi \`ž`VY]`XYf` , VYfZU\fhj cb
XYf`5+` `Ui ZX]Y`5+%`"9]b`5i hc`fUghY`a]h`c\Yf` ; YgWk]bX][_Y]h
[Y[Yb`X]Y`@Y]hd`Ub_Yž`k cXi fW\`Y]bY`DYfgcb`]a` : U\fnYi [`gWk Yf
j Yf`Yhh`k i fXY`i bX`g]W\`Y]b_`Ya a Yb`a i gghY`"8]Y`bUW Zc`[YbXYb
FYh`i b[ga U>bU\`a Yb`k UfYb`i a ZUggYbX.`8]Y` : Yi Yfk Y\`f`k Uf`j cf
Cfhi bX`VYZfY]hY`X]Y`Y]b[Y_`Ya a hY`DYfgcb`a]h`]ZY`gWk YfYf
; Yf`ÄhYž`k cVY]`XUg` : U\fnYi [XUW\`UV[YhfYbb`h`k YfXYb`a i gghY`"
K Ä\`fYbX`XYg`[YgUa hYb`9]bgUhnYg`a i gghYb`gck c`\`X]Y`5+` `U`g
Ui W\`X]Y`5+%`_ca d`Yh`[YgdYff`h`k YfXYbž`k Ug`ni `Yf\`YV`]WYb
JYf_Y\fgVY\]bXYfi b[Yb`ZØ\`fhY`"8]Y`[YbUi Y`I fgUWY`XYg`I bZU`g
V`Y]Vh`V]g`Ub[`i b_`Ufž`VYf]W\`hYh`]bGi YXh\`i Yf]b[Yb"

8cW`b]W`h`bi`f`X]YgYf`J`cfZU``gcf[hY`Ua`K`cW`Yb`Yb`XY`Z0f
5i`ZfY[i`b[``6YfY]hg`Ua`GUa`ghU[`_]ddhY`Y]b`@_k`ia`]h`&(`HcbbYb
Ni`W`Yff0VYb`nk`]gW`Yb`XYa`5i`hcVU`b`XfY]YW`Gi`\\`i`bX`XYf
5VZU`fh`A`Y]b]b[Yb!B`cfX`i`a` ``8Yf`@_k`_Ua`fYW`hg`j`cb`XYf
: U`fVU`b`UV`z`dfU``hY`[Y[Yb`X]Y`@Y]hd`Ub`_Y`i`bX`j`Yfi`fgUW`hY`Y]b
Yf`YV`]W`Yg`7`Ucg``8]Y`5i`hcVU`b`]b`F]W`hi`b[`GW`k`Y]bZ`fh
a`i`gghY`Z0f`6Yf[i`b[g!`i`bX`F`Y]b][i`b[gUfVY]hYb`fi`bX`bYi`b
Ghi`bXYb`Ub[`i`YgdYffh`k`YfXYb`i`bX`k`i`fXY`Yfgh`Ua`B`UW`a`]hhU[
k`]YXYf`ZfY][Y[YVYb``8Yf`),`!`A`f][Y`@_k`!: U`fYf`hfi`[``Y]W`hY
J`Yf`Y`hni`b[Yb`XUj`cb`z`gY]bY`)`+!`A`f][Y`9`Y`ZfUi`V`]YV`\\]b[Y[Yb
i`bj`Yf`Y`hnh``h`hYfYggUb`hYfk`Y]gY`k`Uf`X]Y`@X`i`b[`XYg`@_k`Ui`Z`XYf
: U`fVU`b`j`YfhY]`h`z`k`Ug`Ui`W`Y]bY`5i`hcZU`fYf]b`X`Uni`V`fUW`hY`z`_i`fn
bUW`X`Ya`i`bZU``[Y[Yb`Y]b][Y`Ni`W`Yff0VYb`ni`ZU`fYb`z`c`b`Y
XUVY]j`Yf`Y`hnh`ni`k`YfXYb``8]Y`Dc`nY]`V`Yn]ZZYfhY`XYb`GUW`gW`UXYb
Ua`@_k`Ui`Z`Yhk`U`,`\$`\$\$\$`9i`fc`gck`]Y`XYb`GW`UXYb`Ub`XYb
@Y]hd`Ub`_Yb`Ui`Z`+`\$\$\$`9i`fc`z`k`]Y`A`8`F`VYf]W`hY`h"

J`Yf`_`Y`f`gg]W`Yf`Y]h`]a` `:`c`_`i`g`

J`Yf`_`Y`f`gi`bZ`Y`k`]Y`X]Y`VY]XYb`[Yb`Ubb`hYb`J`cfZ`Y`nY]W`b`Yb`Y]b
VYgcf[b]gYffY[Yb`XYg`6]`X`XYf`J`Yf`_`Y`f`gg]W`Yf`Y]h`Ui`Z`i`bgYfYb
GhfU`Yb``@Ui`h`XYf`8`Y`ghU]g`GhU]gh]_`ni`f`J`Yf`_`Y`f`gg]W`Yf`Y]h
_`ca`a`Yb`i`bZ`Y`Y`\\`Ai`Z][`Xi`fW`i`bhYfgW`]YX`]W`Y`: U`hc`fYb
ni`ghUb`XY``8]YgY`GhU]gh]_`V]YhYh`Y]bY`k`Yfhj`c``Y`;`fi`bX`U[Y`Z0f`X]Y
;`YghU`hi`b[`ghUUh`]W`Yf`J`Yf`_`Y`f`gd`c`]h]_`z`]bgVYgcb`XYfY`]a`<`]bV`]W`
Ui`Z`h`ZfUghfi`_`hi`f`i`bX`J`Yf`_`Y`f`gg]W`Yf`Y]h``9g`[Y`h`b]W`h`bi`f
XUfi`a`z`i`bZU``i`fgUW`Yb`ni`Yf`Zc`fgW`Yb`z`gcb`XYfb`Ui`W`z
A`U`b`U`a`Yb`ni`f`J`Yf`VYggYfi`b[`XYf`J`Yf`_`Y`f`gg]hi`Uh]cb`ni
Yf[fY]Z`b"

8]Y`Y`hnhYb`9fY][b]ggY`V0b`XY`b`X`Ua`]h`Y]bY`k`]W`h][Y`H`Y`a`Uh]_`z`X]Y
i`bg`U`Y`VYhf]Zh`K`]Y`_`0bbYb`k`]f`i`bgYfY`GhfU`Yb`g]W`YfYf
a`UW`Yb`3`K`A`fYbX`6Y`\\`0fXYb`i`bX`: UW`Y`i`hY`b`UW`@0gi`b[Yb
gi`W`Yb`z`V`Y]Vh`Ui`W`X]Y`J`Yf`Ub`hk`c`fhi`b[`Y`XYg`9]bnY`b`Yb`]a
GhfU`Ybj`Yf`_`Y`f`b]W`h`ni`j`Yfb`UW`A`gg][Yb``9]b`k`UW`g`Ua`Yg`5i`[Y
i`bX`f0W`g]W`hgj`c``Yg`: U`fYb`g]bX`Yb`hgW`Y]XYb`X`z`i`a`XYf`Ufh][Y
i`bZ`Y`ni`j`Yfa`Y]XYb`i`bX`X]Y`G]W`Yf`Y]h`U`Yf
J`Yf`_`Y`f`ghY]`b`Y`a`Yb`XYb`ni`[Yk`A`f`Y]ghYb"

8YhU]`g	
C fh	5i hcVU\bXfY]YW_`Gi \ `ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "]bgi YXh\i Yf]b[Yb"XY • k k k "a Xf"XY • k k k "XYghUh]g"XY

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