

HØfgWx`cgg`j Yf_`YVh. `Dc`]nY]`gi Wx h
NYi [Yb`]b`Gi \`g`K ØfnVi f[Yf`GhfU» Y°

⊕`Gi \`k i fXY`Ua `%"\$+"&\$&) `XUg`HØfgWx`cgg`Y]bYf
K c\bi b[`j Yf_`YVh"8]Y`Dc`]nY]`gi Wx h`NYi [Yb`ZØf`X]Y
GUWVYgW`AX][i b["



K ØfnVi f[Yf`GhfU» Yž`Gi \`ž`8Yi hgWx`UbX`!`5a `A]hk cWx`žXYb
%"'†`]&\$&) ž`dUgg]YfhY`]b`Gi \`Y]b`J cfZU`ž`XYf`X]Y`BUWVUfb`]b
XYf`K ØfnVi f[Yf`GhfU» Y`Ui ZcfWxYb`]Y»`"Nk]gWxYb`%&.\$\$`I \f`i bX
&&.) \$`I \f`j Yf_`YVhYb`i bVY`UbbhY`HÄhYf`XUg`HØfgWx`cgg`Y]bYf
K c\bi b[`Y]bYg`) -!`Ä\`f][Yb`]b`Y]bYa `A Y\`fZJa`]Yb\`Ui g`8]Yg
ZØ\`fhY`XUni ž`XUgg`Y]b`GWx`ØggY`X]Ybgh[Yfi ZYb`k YfXYb`a i gghYž
i a`X]Y`HØf`ni`ÖZbYb"

8]Y`Dc`]nY]`j cb`Gi \`]gh`Ui ZXYf`Gi WxY`bUWx`NYi [Ybž`X]Y`<]bk Y]gY
ni`X]YgYf`GUWVYgW`AX][i b[`[YVYb`_ÖbbYb"K Yf`Yhk Ug
VYcVUWx`hYh`\Už`_Ubb`g]Wx`i bhYf`XYf`HY`YZcbbi a a Yf`\$`* , %
'`*-!`\$`cXYf`i bhYf`XYa `5`hYbnY]WxYb`\$%+, +`#&\$&) `VY]a
⊕gdY`h]cbgX]Ybgh`Gi \`a`Y`XYb"8Ug;`UbnY`k i fXY`U`g

GUWVYgWAX][i b['Y]b[Yghi Zhžk cVY]XYf'J cfZU''Xi fW 'X]Y
9]bgÀhnY 'XYg'GW 'ØggY'X]YbghYg'ni gÀhn]WXY'?cghYb'j Yfi fgUWVhY"

Dc`nY]V]hhYh'i a 'A]h\]`ZY

: Øf'X]Y'9fa]h'Yf'XYf'H\Øf]b[Yf'Dc`nY]']gh'YXYf'<]bk Y]g'k Yfhj c`"
6YgcbXYfg']b': À`Yb'k]Y'X]YgYa ž'k c'Yg'i a 'XUg'J UbXU`]ga i g'i bX
a Ô[']WYfk Y]gY'Ui W' i a 'Y]bY [fÒ» YfY' ðhYbh]cb '\]bhYf'XYa
J Yf_`YVi b[g\UbX`]b[[Y\hž]gh'X]Y'Ni gUa a YbUfVY]h'a]h'XYf
6Yj Ô`_Yfi b['j cb'[fc» Yf'6YXYi hi b["'5bbY!?'Uh\ f]b'GY]ZYfhj cb
XYf'DfYggYghY`Y'XYf'H\Øf]b[Yf'Dc`nY]'] YfghY\hž'k]Y'k]W]h]['Yg']ghž
]b'gc`WYb'G]hi Uh]cbYb'gW'bY`ni '\UbXY'b"G]Y']gh'YffY]WVUf
i bhYf'\$' * , %' & %) \$('cXYf'dYf'9!A U]`Ub`

dYfggYghY`Y"d]"gi \`4 dc`nY]"h\ i Yf]b[Yb"XY"

5VYf'k Ufi a 'gc`hY'X]Y'; YgY`gWUZh'g]W'ØVYf\Ui dh'ZØf'gc`WY
J cfZÀ`Y']bhYfYgg]YfYb'3'GhUh]gh]_Yb'nY][Ybž'XUgg'XUg'H\Ya U
9]bVfØWY' i bX'J UbXU`]ga i g]b'8Yi hgW'UbX'b]W'h'bi f'Y]bY`c_U`Yž
gcbXYfb'j cf'U`Ya 'Y]bY'bUh]cbU`Y'F'Y'Yj Ubn'\Uh"@Ui h'GhUh]ghU
[UV'Yg'U`Y]b]a 'U\ f'&\$&' Yhk U'%%- "\$\$\$'8]YVghU\`ZÀ`Y']b'cXYf
Ui g'K c\bi b[Yb"'8]Y'NU\`XYf'K c\bi b[gY]bVfi W'X]YVghÀ\`Y`U[
a]h]W]fWU'++', \$\$'\Ò\Yf'U'g]b'XYb'J cf'U\ fYbž'Y]b
VYgcf[b]gYffY[YbXYf'5bgh]Y["

8]Y'DgmW'c`c[]Y'\]bhYf'Y]bYa '9]bVfi W']gh'b]W'h'ni
i bhYfgW'ÀhnYb"'8]Y'HUhgUWYž'XUgg'9]bXf]b[']b[Y'b]W'h'bi f
a UhYf]Y`Yb'GW'UXYb'Ub]f]W'hYbž'gcbXYfb'Ui W'XUg
G]WYf\Y]hg[YZØ\`XYf'6Yk c\ bYf'j Yf'YhnYbž]gh'Y]b'k]W]h][Yg
H\Ya U" ð'j]Y'Yb': À`Yb'YbhghY\Yb'XUXi fW'dgmW]gWY
: c'[YgW'ÀXYb"'Gc']gh'_Ufž'XUgg'Yg'b]W'h'bi f'i a 'a UhYf]Y`Y'K YfhY
[Y\hž'gcbXYfb'Ui W' i a 'XUg'K c\Yf[Y\Yb'XYf'A YbgWYb']b'XYf
l a [YVi b["

9]bVfØWY' '9]b'k UW'gYbXYg'DfcV`Ya

8Ug'D\Àbca Yb'XYf'K c\bi b[gY]bVfØWY'b]a a h'b]W'h'bi f'ni ž
gcbXYfb'j Yf'ÀbXYfh'g]W'Ui W"'8]Y'\ØW'ghY'9]bVfi W'gfUhY']b
8Yi hgW'UbX'k i fXY '&\$&']b'A Ø\Y]a 'Ub'XYf'F i \f'ZYgh[YghY`hž'k c

& , ' : Ä`Y`dfc`%\$\$"\$\$\$`9]bk c\bYf`fY[]ghf]Yfh`k i fXYb"; `Y]W\ nY]h[ghY`h`X]Y`GhUh]gh]_`Y]bY`\c\Y`5i Z_`Äfi b[gei chY`VY] K c\b i b[gY]bVfi W\X]YVghÄ`Yb`j cb`%(ž-`i`ZYghž`k Ug`]a bUh]cbU`Yb`J Yf[`Y]W\`Y]b`Y\Yf`VYgW\Y]XYbYf`K`Yfh`]gh`6YgcbXYfg]b`ghÄXh]gW\Yb`; YV]YhYb`g]bX`X]Y`F]g]_Ybž`C dZYf`Y]bYg`9]bVfi W\g ni`k YfXYbž`\Ö\Yf"

K Ä`fYbX`g]W\`X]Y`Dc`]nY]VY\ÖfXYb`]bhYbg]j`a`]h`XYb`i`f\YVYfb X]YgYf`HUH`b`VYZUggYbž`]gh`X]Y`Ni`gUa`a`YbUfVY]h`a`]h`XYf`6Yj`Ö`_Yfi`b[`i`bYf`Ägg`]W\`"9g`]Y[`h]b`i`bgYf`U`Yf`hYfYggYž`XUg G]W\Yf\Y]hg[YZØ`\`]b`i`bgYfYb`GhÄXhYb`Ui`ZfYW\hni`Yf\U`hYb`"X`XYf`<]bk`Y]g`_ÖbbhY`YbhgW\Y]XYbX`gY]bž`i`a`HÄhYf`ni`f`F`YW\YbgW\UZh ni`n]Y\Yb`i`bX`k`Y]hYfY`J`cfZÄ`Y`ni`j`Yf\]bXYfb"

: U`g`G]Y`U`gc`Yhk`Ug`J`YfXÄW\h[Yg`VYcVUW\hYh`\UVYbž`nÖ[Yfb`G]Y b]W\hž`X]Y`Dc`]nY]`ni`]bZcfa`]YfYb`"Ni`gUa`a`Yb`_ÖbbYb`k`]f`XUZØf gcf[Ybž`XUgg`gc`W\Y`J`cfZÄ`Y`]b`Gi`\`b]W\h`ni`f`; Yk`c\b\Y]h k`YfXYb`"<U`hYb`k`]f`X]Y`5i`[Yb`cZZYb`i`bX`i`bhYfghØhnYb`k`]f`X]Y`5fVY]h`XYf`Dc`]nY]`"

8YhU]`g	
Cfh	K ØfnVi f[Yf`GhfU» Yž`Gi` \`ž`8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "bYk`g"XY • k k k "dfYggYdcfhU`"XY • XY"ghUh]ghU"Wĉa

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