

< UZYb!8]YVY ']b ' ? cbghUb n. ' J]Yf GY[Y`VcchY ']b ' Y]bYf`B UW h`Ybhk YbXYh°

B UW `a Y \fyfYb`8]YVghÅ`Yb`Ua `?cbghUbnyf`< UZYb`]b`XYf
B UW hj ca `%&"`Ui ZXYb`%' " ' † b] ' & \$ &) `gi W h`X]Y`Dc`nY]`bUW
NYi [Yb"



? cbghUbnyf`< UZYbž`8 Yi hgW`UbX`!`!`Xyf`B UW hj ca `%&"`Ui Z
XYb`%' " ' † b] ' & \$ &) `Ua`Yg`Ua`?cbghUbnyf`< UZYb`ni`[`Y]W`j`]Yf
8]YVghÅ`Ybž`X]Y`X]Y`Dc`nY]`Ui ZXYb`D`Ub`f]Yz`@Ui h`bYk`g`XY
YfY][bYhYb`g]W`X]Y`J`cfZ`Y`nk`j]gW`Yb`&`.\$`\$`i`bX`\$+.`\$\$`I` \f`Ub
XYb`j`cfØVYf[Y`YbX`Yff]W`hYhYb`GW`k`ja`a`ghY[Yb`"8]Y
I`bVY`_UbbhYb`Ybhk`YbXYhYb`XUVY]`k`Yfhj`c`Y`;`Y[YbghÅbXY`j`cb
]bg[YgUa`hj`]Yf`GY[Y`VcchYbž`k`Ug`Y]bYb`GW`UXYb`j`cb`Yhk`U
%&"\$\$\$`9i`fc`ni`f`i`c`[Y` \UhhY"

6YgcbXYfg`Ui ZÄ`" [`]ghž`XUgg`]b`nk`Y`XYf`j`]Yf`i`Ä`Y`5i`[YbnYi`[Yb
Y]bYb`a`i`ha`U»`]W`Yb`HÄ`hYf`VYc`VUW`hYhYb`"8]YgYf`k`i`fXY`U`g
Yi`fcdÄ]gW`Yf`A`Ubb`]a`5`hYf`j`cb`&`V]g`")`X` \fyb`VYgW`f]YVYbž
a`]hY]bYf`i`fÖ»`Y`j`cb`%+\$`V]g`%`\$`Wä`i`bX`_fÄZh][Yfž`YXcW`b]W`h

X]W_Yf'GhUhi f"9f'hfi ['Y]b'a Y\ fZUfV][Yg'H!G\]fhž'fc'hY'G\cfhg'gck]Y
Ui ZÅ`][Y'gWk UfnY'GWi \Y'a]h'k Y» Yf'Gc\Y'i bX'F UbX"A]h
Y]bYa 'Xi b_Yb'Fi W_gUW_i bX'a Ò['WYfk Y]gY'Y]bYa
A ci bhU]bV]_Y'Ua 'GhUfh_ÒbbhY'Yf'Y\Yf'U'g'; Y'Y[Yb\Y]hgX]YV
Ui ZhfYhYb"

NYi [Yb '[Ygi Wk h

8]Y'K UggYfgWk i hndc`nY]'j b' ? c bghUbn'V]hhYh'Xf]b[YbX'i a
<]bk Y]gY'j cb'NYi [Ybž'X]Y'Yhk Ug'ni 'XYb'J cfZÅ`Yb'gU[Yb'_ÒbbYb"
K Yf']b'XYf'VYgU[hYb'B UWk h'Yhk Ug'J YfXÅWk h][Yg'k U\ f[Ybca a Yb
\Uhž'k]fX'[YVYhYbž'g]Wk'i bhYf'XYf'HY'Yzcbbi a a Yf'\$+) ' %) - \$&\$
ni 'a Y'XYb"

6Y]'XYb'8]YVghÅ\Yb'\UbXY'h'Yg'g]Wk'i a 'Y]b'D\Åbca Ybž'XUg']b
8Yi hgWk'UbX'b]Wk'hi b[Yk Ò\b`]Wk']gh"@Ui h'GhUh]ghU'gh]Y[Yb']a
>\f'&\$&'X]Y'8]YVghU\`gXY']_hY'Yfgha U`g'gY]h'&\$%) 'k]YXYf'Ubž
]bg[YgUa h'k i fXYb'%ž+, 'A]`]cbYb'8]YVghÅ\Y'dc`nY]'j]Wk'YfZUggh"
5a '\Ài Z[ghYb'j cf_Ua Yb'XUVY]'@UXYbX]YVghÅ\Yž'[YZc`[hij cb
: U\ffUX!'i bX'?fUZhZU\fnYi [X]YVghÅ\Yb"'&6'UXYb!K ØfhY'a VYf[
nY][h'g]Wk'ž'XUgg'X]Y'Fi \f[YV]Yhga Yhfc'dc`Y'Y]b'<c hgdch'ZØf
j YfgWk]YXYbY'?f]a]bU'hÅhgZcfa Yb']gh"

8]Y'G]hi Uh]cb'j cf'C fh

8]Y'Dc`nY]'[]Vh'_Y]b'8Uhi a 'ZØf'X]Y'J cfZÅ`Y'Ubž'k Ug'XUni 'UbFY[hž
ØVYf'X]Y'G]Wk'Yf\Y]hg'U[Y'VYgcbXYfg']b'hci f]gh]gWk'Yb'; YV]YhYb
bUWk'ni XYb_Yb"'6']W'_c'_U'VYf]Wk'hYhž'XUgg']b'XYf'FY[]cb'X]Y
G]Wk'Yf\Y]hg'U[Y'ni bY\ a YbX'H\Ya U'k]fXž'k cVY]'X]Y'6Yj Ò_Yfi b[
ni f'K UWk'gUa _Y]h'Ui Z[Yfi ZYb']gh''9g']gh'b]Wk'h'XUg'YfghY'A U'ž'XUgg
5i gZØ['Yf'i bX'6cchgY][bYf']b'X]YgYa 'VY']YVhYb'< UZYbj]YfhY`
CdZYf'j cb'8]YVghÅ\Yb'k YfXYb"

A]h'Y]bYf'5i Z_Àfi b[gei chY'j cb'%*ž%DfcnYbh'VY]
K c\bi b[gY]bVfØWk'Yb'i bX'' %ž%DfcnYbh'VY]'? Zn!8]YVghÅ\Ybž'k]Y'
GhUh]ghU'nY][hž'g]bX'X]Y'7\UbWb'[Yf]b[ž'XUgg'X]Y'HÅhYf'[YZUggh
k YfXYb"'8U\Yf']gh'Yg'k]Wk'h][ž'XUgg'U''Y'6Øf[Yf'Ui Za Yf_gUa
V'Y]VYb'i bX'Ui Wk']a 'i f'Ui V'Y]b'[i hYg'<ÅbXWk'Yb'ZØf']\fy

G]WYf\Y]h\UVYb" :b`Y]bYf"; YgY`gWUZh`]b`XYf`^XY`GY_i bXY`Y]b
8]YVghU\` `[YgWY\Yb`_Ubbž`\]^ZiYg`cZigWcbž`XYb`BUWVUfb`Y]b
5i [Y`Ui Z`XUg`Y][YbY`6cch`k YfZYb`ni ``UggYb"

8YhU]`g	
C fh	? cbghUbnYf`< UZYbž`8Yi hgWU`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "bYk g"XY• k k k "V`]W`c_U`"XY• XY"ghUh]ghU"Wč a

6Ygi WYb`G]Y`i bg`Ui Z.`bU[!Vk "XY