

8] [] hU`Yf` : c fhgWk f]hh. `GhY [`]hn!NY\`YbXcfZ
cdh]a]Yfh`K c\bi b[gUa h`

GhY [`]hn!NY\`YbXcfZX][]hU`g]Yfh`X]Y`J Yfk U`hi b [.`9!5_hY`i bX
9!K 6G`j YfVYggYfb`9ZZ]n]Ybn`i bX`6Øf[YfgYfj]W`UV`C_hcVYf
&\$&(" "



8 Ug`6Yn]f_gUa h`GhY [`]hn!NY\`YbXcfZ\`Uh`Y]bYb`Yb hgWk Y]XYbXYb
: c fhgWk f]hh]b`XYf`8] []hU`g]Yfi b [`gY]bYf
J Yfk U`hi b [gX]Ybgh`Y]ghi b [Yb`Yfn]Y`h"GY]h`C_hcVYf'&\$&(`k]fX`X]Y
J Yfk U`hi b [`Xi fW`X]Y`9]bZØ\fi b [`XYf`9!5_hY`i bX`XYg`9!K 6G
f9`Y_hfcb]gWk Yf`K c\ bVYfYWk h][i b [ggWk Y]bŁ`XYi h]Wk`YZZ]n]YbhYf"
6Yn]f_gHu[gfUh`H]a `F]Wk hYf`VYhc b hž`XUgg`X]YgY`X][]hU`Yb`@Øgi b [Yb
b]Wk h`bi f`X]Y]bhYfbYb`5V`Ai ZY`cdh]a]YfYbž`gcbXYfb`Ui Wk`XYb
GYfj]Wk`ZØf`X]Y`6Øf[Yf`Yf\YV`]Wk`j YfVYggYfb" `Gc`_ØbbYb`5bhfÄ [Y
i bX`8c`_i a YbhY`bi b`gWk bY``i bX`g]Wk Yf`Y`Y_hfcb]gWk`VYUfVY]hYh
k YfXYbž [Ubnc`c\ bY`XYb`V]g\Yf][Yb`DUd]YfUi Zk UbXž`k Ug`ni `Y]bYf
gdØfVUfYb`F YXi n]Yfi b [`XYf`J Yfk U`hi b [gVY`Ughi b [`ZØ\fhž`k]Y`
VYf`]b`XY`VYf]Wk hYh"

8]Y'9!5_hY`YfgYhnhX]Y`Yf_0a a`]WXYb'DUd]YfU_hYb`i bX
 Yfa 0[`]W h`Ygž`U`Y`fY`Yj UbhYb`'čZcfa Uh]cbYb`X][]hU`ni`gdY]WXYfb
 i bX`ni`j Yfk U`hYb`"6YgcbXYfg`fY`Yj Ubh]gh`XYf`9!K 6Gž`XYf`Yg`XYb
 60f[Yfb`bi b`Yfa 0[`]W hž`]\fYb`5bhfU[`Ui ZY]bYb
 K c`bVYfYW h][i b[ggWXY]b`cb`]bY`ni`ghY`Yb`"8]YgYf`GWXY]b`]gh
 Y]bY`k]W h][Y`j cfUi ggYhni b[`Z0f`j]Y`Y`A YbgWXYbž`i a`]b`XYb
 gcn]U`Yb`K c`bi b[gVUi`]b`6Yf`]b`Y]bni hfYhYb`"č`X]YgYa
 Ni gUa a Yb`Ub[`_ca a h`XUg`8c`_i a YbhYba UbU[Ya Ybh!GmghYa
 BgWU`Y`ni a`9]bgUhnž`XUg`Y]bY`VYbi hnYfZfYi bX`]WXY`X][]hU`Y
 5_hYbZ0\fi b[`Yfa 0[`]W h`"8 Ug`GmghYa`k]fX`X]Y`dUd]Yf`cgY
 6YUfVY]hi b[`i bX`5fW]j]Yfi b[`j cb`8c`_i a YbhYb`fYj c`i h]cb]YfYbž
 k Ug`gYfj]W`"VYf`]b`"XY`YVYbZU`g`j YfXYi h]W h`"

2 ZZbi b[gnY]hYb`i bX`8]Ybgh`Y]ghi b[Yb`]a
 60f[YfUa h

8 Ug`60f[YfUa hž`XUg`g]W`]a`U`hYb`F Uh`Ui g`GhY[`]hn]a`" "
 C VYf[YgW`cgg`VYZ]bXYhž`U`h`gdYn]Z]gWXY`2 ZZbi b[gnY]hYbž`X]Y
 j cfUV`a`]h`Y]bYa`HYfa`]b`Y]b[Y`U`hYb`k YfXYb`a`0ggYb.`A cbhU[
 i bX`8]YbghU[`j cb`%\$. \$\$`V]g`%, . \$\$`I` \fž`A]hkh cW`j cb`\$, . \$\$`V]g
 %) . \$\$`I` \fž`8 cbbYfghU[`j cb`\$+.` \$`V]g`%(.` \$`I` \f`i bX`: fY]hU[`j cb
 \$, . \$\$`V]g`%` . \$\$`I` \f`": 0f`Y]b][Y`8]YbghY]ghi b[Yb`]gh`_Y]b`HYfa`]b
 bchk YbX][ž`YXcW`gc`hYb`X]Y`60f[Yf`X]Y`K UfhYnY]hYb`]b`?Ui Z
 bY`a Yb`i bX`[Y[YVYbYbZU`g`X]Y`VYb0h][hYb`i bhYf`U[Yb
 a]hVf]b[Yb`"Ni`_0bZ][`k]fX`g]W`X]YgYf`DfcnYgg`Xi fW`X]Y`X][]hU`Y
 HfUbgZcfa Uh]cb`k Y]hYf`j YfVYggYfbž`k Ug`X]Y`9ZZ]n]Ybn]a`5`hU[`XYf
 60f[Yf`Yf`0\Yb`k]fX`"

8YhU]`g	
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • gYfj]W"VYf`]b"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["XY