

Ghfca Ui gZU``]b`A Uf_`c\Y. `HYW\ b]_Yf
_Àa dZYb`[Y[Yb`8i b_Y`Y]h`

Ghfca Ui gZÀ``Y`]b`B]YbVi f[`i bX`A Uf_`c\Y`Ua` `%"`\$&`&\$&).
HYW\ b]_Yf`UfVY]hYb`Ub`XYf`K`]YXYf\YfghY``i b[`XYf
J Yfgcf[i b["

A Uf_`c\Yž`B]YXYfgUW\ gYbž`8Yi hgW\ `UbX`!`#`XYf;` Ya Y]bXY
A Uf_`c\Yž`B]YXYfgUW\ gYbž`gcf[h`Y]b`Ghfca Ui gZU``Z0f`I bfi` \Y"
@Ui h`bYk`g`"XY`hfU`hYb`Ua` `%"`": YVfi Uf'&\$&)`] Y[Yb`A`]hU[
Gh0fi b[Yb`]a` `Ghfca` bYhn`Ui` Zž`X]Y`VYgcbXYfg`XYb`C`fghY]` `@Ya` _Y
VYhfY`ZYb`"J`]Y`Y`<Ui` g\U`hY`]b`A` Uf_`c\Y`g]bX`bi`f`k`Yb][`Y`A`]bi` hYb
dfc`>\f`c`bY`Ghfca` ž`YXcW\`_Ua` `Yg`Y`nhni` `c`U`VY[`fYbnhYb
B]YXYfgdUbbi`b[`ggh0fi`b[`Ybž`X]Y`hYW\`b]gW\Y`DfcV`Ya`Y`cXYf
I`bk`Y`hYf`U`g`a`0[`]W\Y`I`fgUW\Yb`\UVYb"

HYW\ b]_Yf`j`cb`XYf`5j`UW`b`5;` `g]bX`VYfY]hg`j`cf`C`fhž`i`a` `XYb
5i`gZU``ni` `VY`VYb`"8]Y`K`Ufhi`b[`gUfVY]hYb`YfghfYW`Yb`g]W\`Ui`W\
Ui`Z`UbXYfY`HY]Y`XYf;` Ya`Y]bXYž`k`]Y`VY]gd]Y`gk`Y]gY`6U`[`Yž`k`c
VYhfY`ZYbY`<Ui` g\U`hY`YVYbZU``g]a` `8i`b_Y`b`g]hnYb`"C`mY`\]b[`Y[`Yb
_c`bbhY`VYfY]hg`k`]YXYf`a`]h`Ghfca` `j`Yfgcf[`h`k`YfXYbž`k`À`fYbX`]b
A`Uf_`c\Y`XYf`Ghfca`Ui`gZU``j`cfUi`gg]W\`h]W\`V]g`%\$`I`\f`VY`cVYb
gY]b`g`c`hYž`k`]Y`X]Y\`Uf`_Y`"XY`VYf]W\`hY`hY"

F`YU`_h]c`bYb`Ui`Z`XYb`Ghfca`Ui`gZU``

#`A`Uf_`c\Y`g]bX`X]Y`B`chfi`Zbi`a`a`Yfb`Z0f`X]Y`Dc`nY]ghU]cb
XYfnY]h`hY`Y`Zcb]gW\`b]W\`h`YffY]W\`VUf`"8]Y`ni`gh`À`bX][`Y
Dc`nY]_ca`a`[ggUf]Uh`<cmU`\Uh`X]Y`B`chfi`Zbi`a`a`Yf`f`\$`(`&)`%`L`*`+`&`,`\$
ni`bi`mYbž`k`À`fYbX`Z0f`B`chZÀ``Y`X]Y`Bi`a`a`Yf`%`\$`[`]`h"
Gh0fi`b[`ga`Y`Xi`b[`Yb`VYn0[`]W\`XYf`9`Y`_hf]_gc`hYb`0VYf`X]Y
K`YVgY]hY`XYf`5j`UW`b`5;` `YfZc`[`Yb`"9g`k`]fX`XUfUi`Z`\]b[`Yk`]YgYbž

XUgg'Y]b'5i gZU``XYf'9`Y_hf]_']b'XYf'FY[Y``_Y]b'BchZU``gY]ži bX
Bchfi Zbi a a Yfb'bi f']b'YWXhYb'BchZÄ``Yb'[Yk Ä`hik YfXYb'gc``hYb"

8Yf'J cfZU``Yf]bbYfh'Ub`_]ghcf]gWXY`6Y]gd]Y`Y`ZØf'[fc» ZÄW_] [Y
Ghfca Ui gZÄ``Yž'k Y`WY`Xi fW`hYW`b]gWXY`i bX`]bZfUghfi _hi fY``Y
DfcV`Ya Y`gck]Y`Äi »YfY`9]bZØggY`k]Y`I bk YhhYf`j Yfi fgUWX`h
k YfXYb``5i W`_]bhYfbUh]cbU`Y`9fZU`fi b[Ybž'k]Y`X]Y`6`UW`ci hg`ja
≠U_`&\$`\$' `i bX`]b'XYf'I _fU]bY`&\$&ž`j YfXYi h]WXYb`X]Y`: fU[`]hÄh
XYg`Ghfca bYhnYg`i bX`X]Y`Bchk YbX][_Y]hghÄbX][Yf
K Ufhi b[gUfVY]hYb"

8YhU]`g	
J cfZU``	Ghfca Ui gZU``
I fgUWXY	hYWX`b]gWXY`DfcV`Ya Yž'I bk YhhYf`
C fh	A Uf_`c`Yž`B]YXYfgUWX`gYbž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "bYk g"XY• k k k "X]Y`Uf`_Y"XY

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