

5`]bU`6fcbg_m`6Ua VYf[g`bYi Y
DcYh]_dfcZYggcf]b`VY[Y]ghYfh`Ua `+"`A U]°

5`]bU`6fcbg_m`ØVYfb]a a h`&\$&) `X]Y`6Ua VYf[Yf
DcYh]_dfcZYggi f``J YfUbgH`hi b[Yb`UV`+"`A U]`&\$&) ž`9]bhf]hh
ZFY]ž`I b]j Yfg]h`h`6Ua VYf["



5b`XYf`I b]j Yfg]h`h`&ž`- * \$(+`6Ua VYf[ž`8Yi hgW`UbX`!`8]Y
I b]j Yfg]h`h`Yb`g]bX`C fhY`XYg`K]ggYbg`i bX`XYf`?fYUh]j]h`h`ž`i bX`gc
k]fX`X]Y`I b]j Yfg]h`h`6Ua VYf[`]a `A U]`&\$&) `Y]b`[Ubn`VYgcbXYfYg
<][`\\][`\\h`Yf`YVYb``5`]bU`6fcbg_m`ž`Y]bY`Ub[YgY`YbY`5i hcf]b`i bX
@]hYfUhi fdFY]ghf`À[Yf]b`ž`hf]hh`X]Y`bYi Y`6Ua VYf[Yf`DcYh]_dfcZYggi f
Ubž`X]Y`]b`?ccdYfUh]cb`a]h`XYf`GhUXh`6Ua VYf[`Xi fW[YZØ`fh`k]fX`
8]Y`ZY]Yf`]W`Y`9fØZbi b[g`Ygi b[`Z]bXYh`Ua `+"`A U]`&\$&) `i a`%-`I`\\f
]a`9H5`<cZa`Ubb`H`YUhf`ghUhh`"

6fcbg_m`ž`X]Y`%-`+, `]b`Gk YfX`ck g`_[YVcfYb`k`i fXY`i bX`gY]h`XYb
%-`-\$Yf`\\`fYb`]b`8Yi hgW`UbX`YVh`ž`]gh`b]W`h`bi f`ZØf`]\fY`F`ca`UbY
VY`Ubbh`ž`gcbXYfb`Ui W`ZØf`X]Y`J]Y`ZU`h`]\fYf`H`Ya`Yb```Àf
bYi YghYf`F`ca`Ubž`D]`a`U`8Ui`a`Yb`ž`XYf`&\$&(`j`YfØZYb]h]W`h`

k i fXYž'VY\UbXY'h'X]Y`9btk]W_i b['Y]bYf'i b[Yk Ò\b`]WXYb
: fYi bXgWUZh'nk]gWXYb`XYa`%*!'À\ f][Yb`CgWUf'i bX`XYf
)' !'À\ f][Yb`A cb]ž'X]Y`Y]b`A Uh\Yghi X]i a`UbghfYVh"8]YgY
VYgcbXYfY`9fnÀ`i b['k i fXY`VYfY]hg`U`g` @YV`]b[gVi W`XYf
i bUV\Àb[]][Yb`6i W\UbX`i b[Yb`&\$&(`Ui g[YnY]W`bYh"

J]Y`ZÀ`h][Y`J YfUbghU`hi b[Yb`fi bX`i a`X]Y
DcYh]_dfcZYggi f

8]Y`DcYh]_dfcZYggi f`k]fX`Xi fW`Y]bY`FY]\Y`j cb`J YfUbghU`hi b[Yb
Yf[`Àbnh"BYVYb`XYf`9fÒZbi b[g`Ygi b[`[]Vh`Yg`DcYh]_] cf`Ygi b[Yb
]a`FU\`a Yb`XYg`Dfc[fUa`a gž`X]Y`Ua` , "A U]`&\$&) `i a`%(`l \ f
gck]Y`Ua` &) "ž`b]i bX`&("ž``]&\$&) `Yk Y]`g`i a`%, `l \ f
ghUhh]bXYb"8]YgY`J cf`Ygi b[Yb`Z]bXYb`]b`XYf`l b]j Yfg]hÀh
6Ua`VYf[ž`5b`XYf`l b]j Yfg]hÀh`&ž`a` < ÒfgUU`l` &#\$\$"&) `ghUhh" `N]Y`
X]YgYf`J YfUbghU`hi b[Yb`]gh`Ygž`Gh`X]YfYbXYb`i bX`b`hYfYgg]YfhYb
9]bV`]W_Y`]b`XUg`h]YfUf]gW`Y`GW`UZZYb`ni`[Yk`À`fYb"

5a`-`"A U]`&\$&) `i a`%-`l \ f`k]fX`ni XYa`Y]bY`@Ygi b[`a`]h`C`]j]U
?i XYfYk g_]i bX`ž``]i g`<YbXf]W_g`ghUhh]bXYb" `C`]j]U`?i XYfYk g_]i
k]fX`] \ fYb`Fca`Ub` <U\U`<YUfhVfYU_`j cfghY`Ybž`XYf`&\$&&
j YfÒZYbh]W`h`k i fXY"8]YgY`@Ygi b[`]gh`HY`]Y]bYg
GW`fY]V`k cf_g`l`cdg`XYf`6UmYf]gW`Yb`5_UXYa`]Y`XYg`GW`fY]VYbgž
i bX`k]Y`X]Y`UbXYfYb`J YfUbghU`hi b[Yb`]gh`Ui W`X]YgY`ZØf`U`Y
b`hYfYgg]YfhYb`_c`ghYbZfY]"

: cfgW`i b[g_c``cei]i a`i bX`a`i g]_U`]gW`Y
l a`fU\`a`i b[

9]b`VYgcbXYfYg`<][\`][\`h`ghY`h`XUg]: cfgW`i b[g_c``cei]i a`ni a
K Yf`_j cb`5`]bU`6fcbg_m`XUfž`XUg`j ca`&`"V]g`&) "ž``]&\$&)
ghUhh]bXYb`k]fX"8]YgY`J YfUbghU`hi b[`k]fX`Xi fW`XUg
b`hYfbUh]cbU`Y`?Øbgh`Yf`U`i g`J`]`U`7cbW`fX]U`i b`hYfghØhnh`i bX
V]YhYh`Y]bY`D`UhhZcfa`ZØf`XYb`5i ghUi gW`ØVYf`6fcbg_mg
h]YfUf]gW`Y`K Yf`Y"5i W`X]Y`9fÒZbi b[g`Ygi b[`Ua`+`"A U]`k]fX
a`i g]_U`]gW`Xi fW`GW`Ø`Yf.]bbYb`XYf`Gh`Xh]gW`Yb`A`i g]_gW`i`Y
6Ua`VYf[`i a`fU\`a`hi bX`]b`Y]bYa` ; Ygdf`W`nk]gW`Yb`5`]bU

6fcbg_mi bX'DfcZYggcf]b'5bXfYU'6Ufh'k]fX'ØVYf'6fcbg_mg
_Øbgh'Yf]gWXYg'GW UZZYb'X]g_i h]Yfh"

5`Y'J YfUbghU`hi b[Yb'g]bX'_cghYbZfY]ž'i bX'Yg'VYghY`h'X]Y
A Ò[`]W_X]hž'D`Uhn_UfhYb`ni `fYgYfj]YfYb"8]Y'I b]j Yfg]hÀh'6Ua VYf[
i bX'X]Y'GHUXh'6Ua VYf[``UXYb'U`Y'@]hYfUhi fVY[Y]ghYfhYb`ni
X]YgYb'VYgcbXYfYb'9fY][b]ggYb'Y]b"

6fcbg_mg'9b[U[Ya Ybh'U`g'6Ua VYf[Yf'DcYh]_dfcZYggcf]b'k]fX'U`g
VYXYi hYbXYf'GWf]h`ni f': ØfXYfi b[`XYf``]hYfUf]gWXYb'?i `hi f']b'XYf
FY[]cb[`Yk YfhYh"8]Y'DcYh]_j cf`Ygi b[Yb'YhUV`Y]fYb'g]W_X]b]W_Xh'bi f
Ub'XYf'I b]j Yfg]hÀh'6Ua VYf[ž'gcbXYfb'g]bX'Ui W_X'HY]`Y]bYg
VfY]hYfYb'HfYbXgž'XYf'g]W_X]Ub'j YfgW_X]YXYbYb'XYi hgW_X]b
I b]j Yfg]hÀhYb'YbhZU'hYhž'i a ``]hYfUf]gW_X]Y'9I nY`Ybn`ni `k ØfX][Yb
i bX'ni `ZØfXYfb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb`ni `XYb'J YfUbghU`hi b[Yb'i bX'ni f
DcYh]_dfcZYggi f`V]YhYh'X]Y'I b]j Yfg]hÀh'6Ua VYf[`XYhU]`Y]fhY
5i g_ØbZnY"9f[`ÀbnYbXY'ðZcfa Uh]cbYb`ni `5`]bU'6fcbg_mg'K Yf_
[]Vh'Yg'Ui W_X]Ui Z'6Ua VYf["]bZc ž'k `À`fYbX'ni gÀhn`]W_X]Y'9]bV`]W_Y
]b'X]Y'DcYh]_j cf`Ygi b[Yb'Ub'XYf'@A I `A ØbW_X]b'Yf`À'h]W_X]g]bX"

8YhU]`g	
J cfZU``	F Y[]cbU`Yg
C fh	5b'XYf'I b]j Yfg]hÀh'&ž'- *\$(+'6Ua VYf[ž 8Yi hgW_X]UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "i b]!VUa VYf["XY• k k k "VUa VYf["]bZc• k k k "`a i "XY

6Ygi W_X]Yb'G]Y'i bg'Ui Z.'b!U["XY