

A ØbWYb'nY][h: `U[[Y. '%\$"\$\$\$
XYa cbghf]YfYb '[Y[Yb '5Z8!/? ccdYfUh]cb °

HUi gYbXY'dfchYgh]YfYb'Ua ' '\$%&\$\$&) 'jb'A ØbWYb'[Y[Yb
X]Y'7GI 'i bX'X]Y'5Z8'gck]Y'gWÅfZYfY'A][fUh]cbg[YgYhnY"

7GI !DUfhY]nYbhfU`Yž'A ØbWYbž'8Yi hgW`UbX'!5a ' '\$" 'łbi Uf
&\$&) 'ZUbX'jb'A ØbWYb'Y]bY'VYY]bXfi W_YbXY'?i bX[YVi b['XYg
6ØbXb]ggYg' A ØbWYb']gh'Vi bh' 'j cf'XYf'7GI !DUfhY]nYbhfU`Y
ghUhh"i bhYf'XYa 'A chhc' GY]'X]Y'6fUbXa Ui Yf' 'j YfgUa a Y'hYb
g]W`Ui h'J YfUbghU'hYf'V]g'ni '%\$"\$\$\$'8Ya cbghfUbhYbž'k Å\fybX
Dc`nY]nU\`Yb'j cb'Yhk U'+"\$\$\$'A YbgWYb'gdfYWYb"'8]YgY'5_h]cb
Zc`[hY'Ui ZY]bY'_f]h]gWY'5Vgh]a a i b['ja '6i bXYghU['ni f
J YfgWÅfZi b['XYf'A][fUh]cbgdc`h]_žX]Y'a]h'XYb'Gh]a a Yb'XYf'5Z8
i bhYfghØhnh'k i fXY"'8]Y'DfchYgh]YfYb'X]b'hfi [Yb'D`U_UhY'a]h
XYi h]WYb'6chgWUZhYb'k]Y' B]Y'k]YXYf']gh'Yhnh' i bX' ?Y]b'D`Uhm
ZØf'F Ugg]ga i g "

8Yf'6i bXYghU['\UhhY'Ua 'A]h'k cW'ni j cf'Y]bYb'5bhfU['XYf'i b]cb
Ub[Ybca a Ybž'XYf'X]Y'Ni fØW_k Y]gi b['j cb'5gmigi WYbXYb'Ub
XYb'XYi hgWYb'; fYbnYb'j cfgU\"8]YgY'9bhgWY]Xi b['a Uf_]YfhY
X]Y'YfghY'YfZc`[fY]WY'Ni gUa a YbUfVY]h'ink]gWYb'i b]cb'i bX'5Z8
]b'Y]bYa 'gc`WYb'?cbhYi h'6UmYfbg'A]b]ghYfd'fÅg]XYbh'A Uf_i g
GØXYf'Ài »YfhY'gY]bY'i bhYfghØhni b['ZØf'XUg
5Vgh]a a i b[gYf[YVb]g'i bX'ZcfXYfhY'Y]bYb'F]W'hi b[gk YW'gY`'jb
XYf'A][fUh]cbgdc`h]_"

? f]h]_`Ub'XYf'Ni gUa a YbUfVY]h'a]h'XYf'5Z8

8]Y'8Ya cbghfUh]cb'k i fXY'Ui W'j cb'dfca]bYbhYb'?f]h]_Yfb
VY[`Y]hYh"i bhYf'\bYb'VYZUbXYb'g]W`A ØbWYb'g'9\fybVØf[Yf
7\fg]Ub'i XY'i bX'G]Y[Zf]YX'6Yb_Yfž'X]Y'VY]XY'XYf'7GI

j cfk UfZYbžfYWk hgYI hfYa Y'Dcg]h]cbYb'ni 'ØVYfbY\ a Yb"H]`
<cZza Ubb'j ca 'J YfY]b' 6Y`Yj i Y`X]A cbUWc 'ZcfXYfhY`X]Y
5i Z\YVi b['j cb'5fVY]hgj YfVchYb'ZØf'; YZØWk hYhYž'k Å\fybX
G]a cbY'6i f[Yf'j ca '8; 6'A ØbWkYb'Y]bY'_UfY'5V`Y\bi b[
Y[`]WkYf'Ni gUa a YbUfVY]h'a]h': UgWk]ghYb'Y]bZcfXYfhY"

8]Y'GWkÅfZi b['XYf'A][fUh]cbgdc`h]_`\Uh'Ui Wk`UbXYgk Y]h'ZØf
I bfi \Y[Ygcf[h"BUWk'XYf'6i bXYghU[gUVgh]a a i b['k i fXYb']b
nU\`fY]WkYb'VUmYf]gWkYb'GhÅXhYbž'XUfi bhYf'BØfbVYf[ž'6Ua VYf[
i bX'9f'Ub[Ybž'Å\ b`]WkY'?i bX[YVi b[Yb'Ub[Y_ØbX][h"8]YgY
8Ya cbghfUh]cbYb'ZcfXYfb' b]Wk h'bi f`Y]bY'5V`Y\bi b['XYf'5Z8 ž
gcbXYfb'Ui Wk`X]Y'J YfhY]X][i b['j cb'K YfhYbž'X]Y`X]Y'; YgY`gWkUZh
Y]bh"

: cfhgYhni b['XYf'DfchYghY

8]Y'7GI # fY]Y'K Å\`Yf!: fU_h]cb']a 'A ØbWk bYf'GhUXhfUh'k]Yg`X]Y
J cfk ØfZY`Y]bYf'Ni gUa a YbUfVY]h'a]h'XYf'5Z8 `Ya d\Uh]gWk'ni fØW_ "
; `Y]Wk nY]h]['dfchYgh]YfhYb']b'XYb`YhnhYb'HU[Yb'nY\ bhUi gYbXY
A YbgWkYb'Vi bXYgk Y]h[Y[Yb`X]Y'?ccdYfUh]cb'nk]gWkYb'I b]cb
i bX'5Z8 " `# 6Yf']b'j YfgUa a Y`hYb'g]Wk`VY]gd]Y`gk Y]gY'fi bX`* "\$\$\$
A YbgWkYb'j cf`XYf'78I !DUfhY]nYbhfU`Yž'i a `]\fYf'5V`Y\bi b[
5i gXfi W_`ni 'j Yf`Y]\Yb"

8]Y'DfchYghY']b'A ØbWkYb'k UfYb'HY]'Y]bYf'VfY]hYb'6Yk Y[i b[ž'X]Y
]b'j]Y`Yb`XYi hgWkYb'GhÅXhYb'ghUhhZUbX" `Gc`XYa cbghf]YfhYb
VY]gd]Y`gk Y]gY']b': fY]Vi f['ØVYf'%"\$"\$\$\$`A YbgWkYb'[Y[Yb`X]Y
I b]cbž'k Å\fybX']b'<Ubbcj Yf`Yhk U'+ "\$\$\$`A YbgWkYb'Ub`Y]bYf
Å\ b`]WkYb'J YfUbghU`hi b['hY]'bU\ a Yb`"K Y]hYfY'?i bX[YVi b[Yb
g]bX`VYfY]hg']b'D`Ubi b[ž'i bX`X]Y`C f[Ub]gUhc fYb'VYhcbYb`X]Y
Bch'k YbX][_Y]hž`Y]bY'_UfY': fcbh'[Y[Yb`Y]bYb'9]bZi gg`XYf'5Z8`ni
V]`XYb"

A]h'XYf'U_hi Y`Yb'G]hi Uh]cb']gh'_Ufž'XUgg`XUg`H\Ya U`A][fUh]cb
i bX`X]Y': fU[Y`XYf'Ni gUa a YbUfVY]h'a]h'XYf'5Z8 `b]Wk h'bi f`X]Y
Dc`h]_ž'gcbXYfb'Ui Wk`X]Y'; YgY`gWkUZh'ghUf'_`dc`Uf]g]Yfh"
6Yk Y[i b[Yb`k]Y' A ØbWkYb']gh'Vi bh` 'i bX'Å\ b`]WkY' #]h]Uh]j Yb
nY][Ybž'XUgg`XYf`K]XYfghUbX'[Y[Yb`fYWk hgYI hfYa Y`GhfØa i b[Yb

]b`XYf`XYi hgWXYb`Dc`]h]_`Ui Zj YfgWXY]XYbYb`9VYbYb`U_h]j`V`Y]Vh`

Ni gUa a YbZUggYbX`V`Y]Vh`ZYghni \U`hYbž`XUgg`X]Y`G]hi Uh]cb`gck c`\`
]b`A ØbWXYb`U`g`Ui WXY`]b`UbXYfYb`Gh`XhYb`Y]b`XYi h]WXYg`NY]WXYb`
ZØf`XUg`9b[U[Ya Ybh`XYf`6Øf[Yf[Y[Yb`F Ugg]ga i g`i bX`ZØf`Y]bY`
cZZYbY` ; YgY`gWXYUZh`XUfghY`h`8]Y`_ca a YbXYb`HU[Y`i bX`K cWXYb`
k YfXYb`nY][Ybž`k Y`WXY`k Y]hYfYb`GWXYf]hhY`X]Y`6Øf[Yf`i bX`]\fY`
J YfVØbXYhYb`i bhYfbY`a Yb`k YfXYbž`i a`[Y[Yb`X]Y`dc`]h]gWXY`
9bhk]W`i b[`Ubni [Y`Yb`"

8YhU]`g	
J c f Z U ``	8 Ya c b g h f U h] c b
I f g U W X Y	A][f U h] c b g d c `] h] _
C f h	7 G I ! D U f h Y] n Y b h f U ` Y ž A Ø b W X Y b ž 8 Y i h g W X ` U b X
E i Y ` ` Y b	<ul style="list-style-type: none">• k k k "hn"XY• k k k "UVYbXnY]hi b[! a i YbWXYb"XY• k k k "hU[YggWXYUi "XY

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