

6`i h][Yf`A YggYfUb[f]ZZ`Ua` < Ua Vi f[Yf` < Ui dhVU`b`cZ. `GYW`g`J Yf`YhnhY`°

A YggYfUb[f]ZZ`Ua` < Ua Vi f[Yf`< Ui dhVU`b`cZ`9]bY`
`-!`Å`f][Y`: fUi`j Yf`Yhnh`a Y`fYfY`DYfgcbYbž`Dc`]nY`
Yfa`]hY`h"



< Ua Vi f[Yf`< Ui dhVU`b`cZž`&\$-\$-)` < Ua Vi f[ž`8Yi hgW`UbX`
!`5a`i`&' "'A U]'&\$&)`_Ua`Yg`ni`Y]bYa`XfUa`Uh]gW`Yb`J`cfZU`Ua`
< Ua Vi f[Yf`< Ui dhVU`b`cZž`Y]bYa`Xf`j`Yf`Y`fYfY]W`ghYb`
?bchYbdi`b`hY`8Yi hgW`UbXg";`Y[Yb`%,`.\$)`i`f`j`Yf`YhnhY`Y]bY`
`-!`Å`f][Y`: fUi`a`Y`fYfY`DYfgcbYb`a`]hY]bYa`A`YggYf`8Yf`5b[f]ZZ`
YfY][bYhY`g]W`Ui`Z]bYa`6U`bghY][`nk`]gW`Yb`;`Y]g`%`i`bX`%(`ž`
U`g`F`Y]gYbXY`Ui`Z]bYb`k`UfhYbXYb`Ni`[`k`UfhYhYb";`YgW`Å`hnh`
gYW`g`A`YbgW`Yb`k`i`fXYb`YVYbg[YZ`f`]W`j`Yf`Yhnhž`k`Å`fYbX`XfY`
k`Y]hYfY`gW`k`Yf`i`bX`XfY]`Y]W`h`j`Yf`Yhnh`k`i`fXYbž`gc`QU`[YggW`Ui`Q`
VYf]W`hYh"

8]Y`6i`bXYgdc`nY]`Y]hYhY`gcZcfhi`a`ZUb[fY]W`Y`9fa`]hhi`b[Yb`Y]b`
i`bX`[Y`h`V]g`Yf`j`cb`Y]bYf`9]bnY`hU`h`Ui`g`9]b`a`Ò[`]W`Yg`A`chj`XfY`

HÀhYf]b`]gh`V]g`Ub[`i bVY_Ubbh"8]Y`Dc`]nY]`_cbhfc``]YfhY`XYb`HUhcfh
i bX`gdYffhY`XYb`5i » YbVYfY]W`nk`]gW`Yb`<Ø`bYfdcgYb`i bX
GhY]bhcf`k`Y]hf`À`i`a`][`UV"5i`W`X]Y` ;`Y]gY`%` `i bX`%(`a`i`gghYb
[YgdYffh`k`YfXYb`ž`k`Ug`ni`Yf`YV`]W`Yb`J`Yfgd`À`hi`b`[`Yb`i`bX
I`a`Y]hi`b`[`Yb`]a` :`Yfbj`Yf`_Y`f`ZØ`fhY"8]Y`GhfU» Yb`GhY]bhcfVfØW_Y
i bX`GhY]bhcfXUa`a`g]bX`YVYbZU`g`ZØf`XYb`GhfU» Ybj`Yf`_Y`f`
[YgdYffh`ž`k`À`fYbX`GYfj`]W`_f`À`ZhY`Ua`6U`b`c`Z`X]Y`F`Y]gYbXYb
VYhfYi`hYb"

J`Yf`Y`hnhY`i`bX`B`c`hZU``Y]bgUhn

8]Y` :`Yi`Yfk`Y`f`a`Y`XYhY`ž`XUgg`gYW`g`DYfgcbYb`]b`Y]bYa
`YVYbg[`YZ`À`f`]W`Yb`Ni`ghUbX`ž`XfY]`gW`k`Yf`i`bX`XfY]`Y]W`h`j`Yf`Y`hnh
k`i`fXYb"5a`HUhcfh`ghUi`hY`g]W`X]Y`A`YbgW`Yba`Yb[`Y`ž`k`Ug`X]Y
@U[`Y`ni`g`À`hn`]W`YfgW`k`YfhY" `F`Y`hi`b`[`g`_f`À`ZhY`k`UfYb`]b`[`fc»`Yf`NU`
]a`9]bgUhn`ž`i`a`X]Y`j`Yf`Y`hnhYb`DYfgcbYb`gW`bY`gha`Ò[`]W`ni
j`Yfgcf[`Yb`i`bX`X]Y`G]hi`Uh]cb`ni`ghUV`]g]YfYb"8]Y`8Yi`hgW`Y`6U`b`
À`i`»`YfhY`h]YZY`6YghØfni`b`[`ØVYf`XYb`J`cfZU``"

⊕`XYb`j`Yf[`Ub[`YbYb`A`cbUhYb`k`i`fXY`8Yi`hgW`UbX`]a`a`Yf`k`]YXYf
j`cb`À`b`]W`Yb`A`YggYfUhhUW_Yb`YfgW`Ø`hnhYfh" `Gc`k`i`fXYb`]b
6]Y`YZY`X`a`Y`fYfY`A`YbgW`Yb`j`cf`Y]bYf`6Uf`YVYbg[`YZ`À`f`]W`
j`Yf`Y`hnh`ž`k`À`fYbX`]b`6fYa`Yb`Y]b`A`Ubb`a`]hY]bYa`A`YggYf`gW`k`Yf
j`Yf`Y`hnh`k`i`fXY"5i`W`]b`G`W`k`Yf]b`_Ua`Yg`ni`Y]bYa`h`Ø`X`]W`Yb
J`cfZU``ž`VY]`XYa`Y]b`%+!`À`f][`Yf`5Z[`\UbY`YfghcW`Yb`k`i`fXY"⊕
5gW`UZZYbVi`f[`]f]ZZY]b`a`i`ha`U»`]W`d`gmW`]gW`_fUb`_Yf`5Z[`\UbY
?]bXYf`i`bX`DUggUbhYb`Ub`ž`k`Ug`nk`Y]HcXYgcdZYf`i`bX`a`Y`fYfY
J`Yf`Y`hnhY`ni`f` :`c`[`Y`U`hnhY`ž`Yf[`À`b`nh`Ø`fY]Y`DfYggYQ`

?`f]a`]bU`ghUh]gh]_`]a` :`c`_`i`g

@Ui`h`XYb`bYi`YghYb`8UhYb`XYf`Dc`]nY]`]W`Yb`?`f]a`]bU`ghUh]gh]_`]fD?`Gk`
&\$\$(&`g]bX`A`YggYfUb[`f]ZZY`Y]b`k`UW`gYbXYg`DfcV`Ya`]b
8Yi`hgW`UbX" `⊕`Y`hnhYb`⊕`f`k`i`fXYb`]bg[`YgUa`h`i`&`-`\$`%(`
A`YggYfUb[`f]ZZY`fY[`]ghf]Yfh`ž`k`Ug`Y]bYb`VYgc`f[`]b]gYffY[`YbXYb
5bgh]Y[`]XUfghY`h"8]Y` ;`Yk`U`h`_f]a`]bU`]h`À`h`U`h`g]W`]a`⊕`f`&\$\$(&
i`a`%ž)`i`Yf`Ø`h`ž`k`Ug`XYb`U`W`ghYb`GhUbX`gY]h`i`&\$\$+`a`Uf_]Yfh`
6Ygc`bXYfg`Ui`ZZ`À``][`]gh`ž`XUgg`X]Y` ;`Yk`U`h`_f]a`]bU`]h`À`h`Xi`fW`

b]W hXYi hgW Y`HUhj YfXÅW h][Y`i a`+ž) `i` [Ygh]Y[Yb`]ghž`k Ug
 Y]b][Y`9I dYfhYb`U`Ufa`]Yfhž`k]Y`]b`XYf`D?G`j Yfa` Yf`_h`k]fX`Œ?5Œ

8]Y`9fa`]h`i b[Yb`ni`XYa` `JcfZU```Ua` `<Ua` Vi`f[Yf`<Ui`dhVU`b`c`Z
 XUi`Yfb`Ub`"G]W`Yf`Y]hgVY`ŦfXYb`gYhnYb`U`Yg`XUfUbž`k`Y]hYfY
 <]bhYf[fŒbXY`ni` `Ŧ`ÅfYb`i`bX`XYb`[YZcfXYfhYb`GW`i`hn`Ua
 ŒZZYbh`]W`Yb`C`fh`ni` [Yk`Å`f`Y]ghYbž`k`c`XUg`A`]hZŒ`fYb`j`cb`K`UZZYbž
 Y]bgW`Y`Y»`]W`A`YggYfbž`VYfY]hg`j`YfVchYb`]gh`8]Y`U`_hi`Y`Yb
 9bhk`]W`_i`b[Yb`nY][Ybž`k`]Y`k`]W`h][`Yg`]ghž`Y]bY`g]W`YfY`I`a` [YVi`b[
 ZŒf`X]Y`ŒŒf[Yf`ni`gW`UZZYb`i`bX`XYf`; Yk`U`h`_f]a`]bU`]hÅh
 YbhgW`]YXYb`Ybh[Y[Ybni`hfYhYb`"

8YhU]`g	
JcfZU``	A YggYfUb[f]ZZ
Cfh	<Ua`Vi`f[Yf`<Ui`dhVU`b`c`Z`&\$-\$-) `<Ua`Vi`f[ž 8Yi`hgW`UbX
JYf`Y`hnhY	%&
: YghbU`a`Yb	%
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW`Ui`"XY • k k k "ZfY]YdfYggY"XY • k k k "V`_U"XY

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