

6YfbghY]bhfÀi a Y. 'F cghcW_Yf'? Øbgh`Yf]b
j Yf`Y]\h`C ghgYY!; c`X`bYi Yg`@YVYb`°

G]`_Y`<Yf`cZZ`_fY]Yfh`gY]h`XYf`88F`?i bghk Yf_Y`Ui g`6YfbghY]b
]b`F cghcW`" Æf`5hY`Yf`ZYfh][h`Y]bn][Ufh][Y`GWa i W_ghØW_Y
i bX`?i bghcV`Y`_hY"

F cghcW`ž`8Yi hgW`UbX`!`æ`GW UhhYb`XYf`C ghgYY`V`Ø`h`Y]bY
^U`f`i bXYfhYU`hY`<UbXk Yf_g`i bgh`X]Y`J YfUfVY]hi b[`j`cb
6YfbghY]bž`Ui W`VY`_Ubb`h`U`g`XUg` ; c`X`XYg`A`YYfYg`" `G]`_Y
<Yf`cZZ`Y]bY`VYa`Yf`Ybgk`YfhY`?Øbgh`Yf]b`Ui`g`F`cghcW`ž`\`Uh`gY]h
]\`fYf`?]bX`Y]h`Y]bY`DUgg]cb`ZØf`X]YgYg`ZUgn]b]YfYbXY`A`UhYf]U`
Ybhk`]W`_Y`h`<Yi`hY`[`]`h`g]Y`U`g`Y]bY`XYf`VY[UVhYghYb`6YfbghY]b!
?Øbgh`Yf]bbYb`XYf`FY[`]cb`" Æf`5hY`Yf`ž`XUg`6YfbghY]b\`Ui`gž
Yf`ØZbYhY`g]Y`%-`-`*`i`bX`j`YfhY]Vh`\`UbX[Ya`UW`hY`9]bnY`ghØW_Y`ž`X]Y
X]Y`@YVYbX][`_Y]hi`bX`GW`Øb`Y]h`XYg`6YfbghY]bg`k`]XYfgd]Y[`Y`b`"
**BcfX`_i`f]Yf`VYf]W`hYhž`XUgg`<Yf`cZZ`VYfY]hg`]a`5`hYf`j`cb`%&
æ\`fYb`a`]h`XYa`GUa`a`Y`b`j`cb`6YfbghY]b`VY[`Ubbž`U`g`]\`fY`9`hYfb
g]Y`Ub`X]Y`Ghf`AbXY`XYf`C`ghgYY`a`]hbU`a`Yb"**

æ`XYf`88F`k`Uf`X]Y`J`YfUfVY]hi`b[`j`cb`6YfbghY]b`Xi`fW`ghfYb[`Y
F`]W`h`b]Yb`i`bX`k`]fhgW`UZh`]W`Y`<ØfXYb`Y]b[`YgW`f`Ab`_h`<Yf`cZZg
:`Ua`]`Y`VY[`Ubbž`6YfbghY]b`]a`K`c`\bn]a`a`Yf`i`bX`gd`Å`hYf`]a`?`Y`Yf
ni`j`YfUfVY]hYb`"8]Y`YfghYb`?i`bXYb`\`c`hYb`]\`fY`GW`a`i`W_ghØW_Y
X]fY`_h`Ui`g`XYa`K`c`\bn]a`a`Yf`UV`"i`a`X]Y`DfcXi`_h]cb
Ui`gni`k`Y]hYbž`Yfk`UfVYb`g]Y`Y]bYb`:]gW`_i`hYfž`XYb`g]Y`Y`XcW
&\$%+`Ui`g`?`cghYb[`fØbXYb`UV[`YVYb`a`i`gghYb`"Hfch`n`XYf
<YfUi`gZc`fXYfi`b[`Yb`]gh`<Yf`cZZ`cf`U`Ya`Y]bYg`k`]W`h][`X]Y
:`fYi`XY`Ub`XYf`J`YfUfVY]hi`b[`j`cb`6YfbghY]b`i`bX`X]Y
K`YfhgW`Åmi`b[`ZØf`gY]bY`J`Y`ZU`h"

8]Y` :`Ugn]b`Uh]cb`XYg`6YfbghY]bg

6YgcbXYfg'6YfØ\ a h\Y]h'Yf'Ub[h'XYf'6YfbghY]b'Xi fW\`X]Y'`b_`i gYb
j cb'DZUbnyb'cXYf'H]YfYbž'X]Y`Y]bYb'6`W_`Ui Z'X]Y': `cfU'i bX': Ui bU
j cb'j cf') \$'A]`]cbYb'`J\`fYb'k YfZYb'`UggYb"'8]Y`J YfUfVY]hi b[`j cb
6YfbghY]b'À\`bY`h'XYf'<c`nVYUfVY]hi b[.`<Yf`cZZ'bi hnh'GW\`Y]ZdUd]Yf
i bX'gW\`UZh'Ygž'Z`][fUbY':][i fYb']b'X]Y`GhY]bY`ni `gW\`Y]Zb"'`À f
Ghc`n' []`h'Y]bYa `A YggYf'a]h'6YfbghY]b[f]ZZ'XUg'ja `Gh'`XYg
6YfbghY]bn]a a Yfg[YZYfh][h'k i fXY'i bX'Y]bYb'?'`c[fUa a
6YfbghY]b'Ybh\`À`h"

<Yf`cZZ'j Yfk YbXYh'Ui ggW\`Y» `]W\`6YfbghY]b'j cb'XYf'fY[]cbU`Yb
C ghgYY_ØghYž`\Ui dhgÀW\`]W\`j cb'`l gYXca `i bX'XYa `8Uf» "'?Øfn`]W\`
Yfk UfV`g]Y`ØVYf"' \$'?'`c[fUa a `6YfbghY]b'j cb'df]j UhYb'GUa a `Yfbž
k À\`fYbX'Yg'i bØV`]W\`]ghž'XUgg'9]b\`Y]a]gW\`Y`cXYf'Hci f]ghYb']\`fY
[Yž bXYbYb'GhØW_Y`VY]`]\`f'j Yf`Ui Z'Yb"'8]Y`7\`UbW\`bž'fi bX'i a
FcghcW_`6YfbghY]b'ni `Z]bXYbž'g]bX'VY[fYbnhž'k À\`fYbX'`l gYXca
i bX'XYf'8Uf» `j]Y`j YfgdfYW\`YbXYfY': i bXcfhY`XUfghY`Yb"

8]Y`J]Y`ZU`h'XYg'6YfbghY]bg`]a `< UbXY`

8]Y`6Y`]YVh\Y]h'j cb'Y]bn][Ufh][Yb'GW\`a i W_ghØW_Yb'Ui g'6YfbghY]b
gcf[h'b]W\`h'bi f'ZØf`Y]bY`bUW\`U`h][Y`HfUX]h]cbž'gcbXYfb'Ui W\`ZØf
Y]bYb'gc`]XYb`A Uf`h"9]bY` , VYfg]W\`h'ØVYf`Y]b][Y`DfcXi `_hYž'X]Y
Yf\`À`h]W\`g]bXž'nY][hž'k]Y`j Uf]UVY`i bX'UbgdYfW\`YbX'6YfbghY]b
j YfUfVY]hYh'k]fX.

5fh]_Y`!Bf" 6YgW\`fY]Vi A U» Y`f@!`'6 ; Yk]W\`h'f[Ł DfY]g`fØi fcŁ
b[I`<`Wā Ł

6!- \$\$; fc» Yf VU`h]gW\`Yf 6YfbghY]b a]h `b_`i gYb f?`ÀZYf'i bX Gd]bbYŁ	- ž* \$'l`'+ž' \$ l`&ž' \$	%\$- ž\$ \$	&- - ž\$ \$
6!- \$%	6YfbghY]b 5b\`Àb[Yf a]h'Gd]bbYb]b_`i gY	' ž(\$'l`&ž' \$ l`\$ž- \$) ž* \$	&) - ž\$ \$

6!- \$&	; fc» Yg J]hf]bYb`6i h hYfVYfbghY] bghØW_	- ž\$ \$ ' l ' (ž, \$ l '* ž- \$	%+, ž\$ \$	' ' \$ž\$ \$
6!- \$'	; fc» Yf`GY VYfbghY]b	- ž&\$ ' l '* ž(\$ l '&ž(\$, %ž\$ \$	' %- ž\$ \$

8]Y`J YfV]bXi b[`j cb`hfUX]h]cbY`Yf`i bX`a cXYfbYf`HYW`b]_`]b`XYf
6YfbghY]bj YfUfVY]hi b[`žj cf`U`Ya `Ui Zl gYXca ž`Uh`b]W`h`bi f`X]Y
`c_U`Y`K]fhgW`UZh[`YZØfXYfhž`gcbXYfb`Ui W`_i`hi fY`Y`i bX
\]ghcf]gW`Y`K YfhY`XYf`FY[`]cb`VYk U`fh`K cf_g`cdg`ni f
6YfbghY]bj YfUfVY]hi b[`V]YhYb`]bhYfYgg]YfhYb`6Ygi W`Yfb`X]Y
A Ø[`]W`_Y]hž`X]YgY`?i bghZcfa ` `Ui hbU`ni `Yf`YVYb``@Ui h`Y]bYa
5fh]_Y``a `CghgYY!A U[Un]b`]gh`X]Y`6YXYi hi b[`XYf
6YfbghY]bj YfUfVY]hi b[`ZØf`XUg`_i`hi fY`Y`9fVY`XYf`b`gY`i gYXca
b]W`h`ni `i bhYfgW`ÅhnYb``9g`]gh`Y]bY`?i bghž`X]Y`b]W`h`bi f`XYb
dfU`_h]gW`Yb`Bi hnYb` `Uhž`gcbXYfb`Ui W`_i`YgW`]W`hYb`Yfn`Å`hž`X]Y
ØVYf`Å\fa]``]cbYb`[Yk UW`gYb`g]bX`

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	F cghcW_ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "VYfbghY]b!Ufh]_Y`"XY • k k k "XUg!cghgYY!a U[Un]b"XY

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