

J Yf_Y\fgWk Ucg. : ØbZ'J Yf`YhnhY`VY]
I bZÄ`Yb`]b`7`cddYbVi f[`i bX`J YWk hU°

5a`&&"\$("&\$&)`_cbhfc`Yfh`X]Y`Dc`nY]`b`7`cddYbVi f[`X]Y
Hi bYf!GnYbY`i bX`fY[]ghf]Yfh`a`Y\fyfY`J Yf_Y\fgj YfghØ»Y"

7`cddYbVi f[ž8Yi hgWk`UbX`!

5a`&&"5df]"&\$&)`k i fXYb`]b`XYb`@UbX_fY]gYb`7`cddYbVi f[`i bX
J YWk hU`a`Y\fyfY`J Yf_Y\fgi bZÄ`Y`[Ya`Y`XYhž`VY]`XYbYb`]bg[YgUa`h
ZØbZ'DYfgcbYb`Y]Wk`hj Yf`Yhnh`k i fXYb`"8]Y`I bZÄ`Y`YfY][bYhYb`g]Wk
ØVYf`XYb`J Yf`Ui ZXYg`HU[Yg`i bX`ZcfXYfhYb`X]Y`9]bgUhn_fÄZhY`XYf
Dc`nY]"

Nk]gWkYb`%&`i bX`&&.`\$`I`f`_Ua`Yg`ni`j YfgWk]YXYbYb
?c`g]cbYbž`X]Y`gck`c`5i`hcZU\fyf`U`g`Ui`Wk`F`UXZU\fyf`VYhfUZYb`
9]b`VYgcbXYfyf`J`cfZU`Yfy][bYhY`g]Wk`i`a`%&`I`f`Ui`ZXYf`5`hYb
: f]Ygcmh\Yf`GhfU»Y`]b`7`cddYbVi f["`<]Yf`_c`X]YfhY`Y]b
i bVY`_UbbhYf`5i`hcZU\fyf`a`]hY]bYa`+,`!Ä\f][Yb`A`cZU!:`U\fyf`Ui`g
;`UffY`ž`XYf`XUfUi`Z]b`Y]Wk`hj Yf`Yhnh]bg`?fUb`_Yb`U`i`g
7`cddYbVi f[`[YVfUWk`h`k i fXY`"8]Y`Dc`nY]`gi`Wk`h`b`X]YgYa
Ni`gUa`a`Yb`U`b[`bUWk`N`Yi`[Ybž`X]Y`<]bk`Y]gY`ni`a`ZØWk]h[Yb
: U\fnYi`[`[YVYb`_ØbbYb`fHY`"\$`((`+`%#%,`*`\$%%) `Ł"

K`Y]hYfY`J`Yf_Y\fgi`bZÄ`Y

I`a`%*`I`f`_Ua`Yg`Ui`ZXYa`6c`_YfbYf`8Ua`a`]b`J`YWk`hU`ni`Y]bYa
k`Y]hYfyb`J`cfZU`ž`VY]`XYa`Y]b`-`!Ä\f][Yf`A`Ubb`Ui`g`J`YWk`hU`VY]a
9]bV]Y[Yb`XUg`:`U\fnYi`[`Y]bYf`)`%`!Ä\f][Yb`8]b`_U[Yf]b`ØVYfgU`
6Y]`X]YgYa`I`bZU`k`i`fXYb`gck`c`X]Y`6Y]ZU\fyf]b`XYf`8]b`_U[Yf]b
U`g`Ui`Wk`XYf`I`bZU`j`Yfi`fgUWk`Yf`Y]Wk`hj`Yf`Yhnh`"8]Y`:`U\fnYi`[`Y`

Yf`]hhYb`Yf\YV`]WXYb`GUW\gW\UXYb`i bX`a i gghYb`UV[YgW\`Yddh
k YfXYb`"

9]b`k Y]hYfYf`J cfZU``YfY][bYhY`g]W\`i a`&.`\$`i` \f`]b`@c`bYž`U`g
Y]bY`%-`!`Å\`f][Y`8]b`_U[Yf]b`VY]a`5VV]Y[Yb`Y]bYb`&(!`Å\`f][Yb
F UXZU\`fYf`Ui g`@c`bY`ØVYfgU\`"5i W\` \]Yf`k i fXY`XYf`F UXZU\`fYf
`Y]W\`h] Yf`Yhnhž`k Å\`fYbX`Ub`XYb` : U\`fnYi [Yb`YX][`]W\` [Yf]b[Y
GUW\`gW\`ÅXYb`Yb`hghUb`XYb`"

9]b`Y`hnhYf`I bZU``ZUbX`i a`%*..)`i` \f`]b` ; UffY`ghUhhž`VY]`XYa`Y]bY
`+!`Å\`f][Y`5i hcZU\`fYf]b`Ui g`6ØgY`a`]h`Y]bYf`) +!`Å\`f][Yb
F UXZU\`fYf]b`Ui g` ; UffY`_c``]X]YfhY`"8]Y`F UXZU\`fYf]b`gh`ØfnhY`i bX
j`Yf`YhnhY`g]W\`YVYbZU`g`Y]W\`h`"

≠`Y]bYa`Ub`XYfYb`J cfZU``Ua`gY`VYb`HU[` \UhhYb`X]Y`Dc`nY]_f`ÅZnY
]b`7`cddYbVi f[`ni`XYa`Y]bY`?cb`hfc``Y`XYf`Hi bYf!GnYbY
Xi fW\ [YZØ\`fh`8 UVY]`k i fXYb` : U\`fnYi [Y`k Y[Yb`Ui`hYf`5i`gdi`ZY
i bX`[Yh`Øb`hYf`GW`Y]VYb`ØVYfd`fØž`ž`k Ug`Y]b][Y`ni`g`Å`hn`]W`Y
9]bg`Å`hnY`b`UW`g]W\`nc[``9]b`k Y]hYfYf`J cfZU``VYhfUZ`Y]bYb
`*!`Å\`f][Yb`ž`XYf`a`]h`&ž) -`Dfca`]`Y`Ua`GhYi`Yf`Y]bYg`Hf`Ub`gd`c`fh`Y`fg
Yfk`]gW\`h`k i fXY`i bX`gY]bYb` : Ø\`fYfgW\`Y]b`UV[YVYb`a`i`gghY`ž`k`]Y`
ca`!cb`]bY`XY`VYf]W\`hY`hY`"

8]YgY`i b[`ØW`_]W\`Yb`J cfZÅ``Y`g]bX`HY]`XYf`U`_hi`Y``Yb
J Yf`_Y`f`gg]hi`Uh]cb`]b`XYf`F`Y[]cb`ž`X]Y`]a`a`Yf`k`]Y`XYf`Xi`fW\`
Å\`b`]W\`Y`9`fY][b]ggY`i bX`J`Yf`_Y`f`gi`bZÅ``Y`[Ydf`Å[h]gh`8]Y`Dc`nY]
b]a`a`h`X]Y` : Å``Y`Yfb`gh`i bX`\`Uh`X]Y`6`Yj`Ø`_Yfi`b[`ni`f`A`]h`]ZY
Ui`Z[Yfi`ZYb`ž`]bg`VYgc`b`XYfY`VYnØ[`]W\`XYg`Y`f`ghYb`J cfZU`g`]b
7`cddYbVi f["

: Øf`k Y]hYfY`≠Zcfa`Uh]cbYb`ni`XYb`J cfZÅ``Yb`]b`XYb`@UbX`_fY]gYb
7`cddYbVi f[`i bX`J`Y`W\`hU`VYgi`W\`hYb`G]Y`V]hY`**bk`ncb`]bY`XY`"**

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``ž 8fc[Yb_f]a]bU`]hÀž 9]bVfi WžJ UbXU`]ga i g
I fgUWXY	8fc[Ybž; YgWk]bX][_Y]hgØVYfgW fY]hi b[
C fh	7`cddYbVi f[ž8Yi hgW`UbX
J Yf`YhnhY)
: YghbU\ a Yb	(
GW UXYb`]b`	&\$\$\$\$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ca !cb`]bY"XY • k k k "bk ncb`]bY"XY

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