6Yf`]b`]a`GdUfa cXi g. `GYbUh'd`Ubh
XfUgh]gW\ Y`9]bgW\ b]hhY`j`cb`(`A`j``]UfXYb`°

8Yf`6Yf`]bYf`GYbUh'd`Ubh'&\$&) `9]bgdUfi b[ Yb`j`cb`XfY]
A`j``]UfXYb`9i`fc`/5i`gk`]f`_i`b[ Yb`Ui`Z?i`hi`fž`JYf`\_Y\`fi`bX`
6]`Xi`b[`g]bX`XYi`h]W\`gdØfVUf"

6Yf`]b`ž`8Yi`hgW\`UbX`!`8Yf`6Yf`]bYf`GYbUh`g]Y\`h`g]W\`Ub[`Yg]W\`hg`
ghY][`YbXYf`5i`g[`UVYb`i`bX`g]b`_YbXYf`9]bbU\`a`Yb`[`Ynk`i`b[`Ybž`
XfUgh]gW\Y`9]bgdUfi`b[`Yb`j`cfni`bY\`a`Yb`"i`#g[`YgUa`h`gc``Yb`j]b`
X]YgYa`i`š\`f`XfY]`A`j``]UfXYb`9i`fc`]a`i`<`Ui`g\`U`h`Y]b[`YgdUfh`k`YfXYb`
:`Øf`X]Y`š\`f`Y`&\$&*`i`bX`&\$&+`g]bX`k`Y]hYfY`9]bgdUfi`b[`Yb`j`cb`
Yk`Y]g`fi`bX`,`\$\$`A`j``]cbYb`9i`fc`[`Yd`Ubh`"8]YgY`NU\`Yb`k`i`fXYb`
j`cb`XYb`Gd]mYb`XYf`?`cU`]h]cb`Ui`g`78I`i`bX`GD8`YfUfVY]hYhž`i`bX`
U`Y`GYbUhgj`Yfk`U`hi`b[`Yb`g]bX`Ui`Z[`YZcfXYfhž`Ub`X]YgYb`
GdUfa`U»`bU\`a`Yb`a`]mi`k`]f`\_Yb`"6YgcbXYfg`Ui`ZX]Y`6YfY]W\Y`
6]`Xi`b[`ž`K`]ggYbgW\UZh`i`bX`#bYfYg`k`j``a`Ub`F`ØW\_g]W\h`bY\`a`Ybž`
k`À\`fYbX`UbXYfY`F`Yggcfhg`XYi`h]W\`gh`Åf`_Yf`VYhfc`ZYb`g]bX`"F`66&(`
VYf]W\hYhž`XUgg`X]Y`:`UW\j`Yfk`U`hi`b[`Yb`Y][`Ybj`YfUbhk`cfh]W\`X]Y`
I`a`gYhni`b[`XYf`GdUfd`ÀbY`[`YghU`hYb"

8]Y`9]bgdUfi`b[`Yb`VYhfY`ZYb`U`Y`6YfY]W\Yž`k`cVY]X]Y`?i`hi`f`a`]h`
Yhk`U`%`\$`A`j``]cbYb`9i`fc`gck`]Y`XYf`ÒZYbh]W\Y`BU\j`Yf`\_Y\`f`a`]h`
ØVYf`&\$`\$`A`j``]cbYb`9i`fc`VYgcbXYfg`ghUf`\_]b`A`]h`Y]XYbgW\UZh`
[`Ync[`Yb`k`YfXYb`"9]b`BUW`hfU[`g\`Ui`g\`U`h`ZØf`X]YgYg`š\`f`g]Y\`h`
VYfY]hg`Y]bY`FYXi`n]Yfi`b[`XYf`5i`g[`UVYb`i`a`XfY]`A`j``]UfXYb`9i`fc`
j`cf`"8]YgY`A`U»`bU\`a`Yb`_`ÒbbhYb`bchk`YbX][`k`YfXYbž`XU`]a`
_ca`a`YbXYb`š\`f`9]bgdUfi`b[`Yb`j`cb`V]g`ni`j`]Yf`A`j``]UfXYb`9i`fc`
Ui`ZX]Yf`5[`YbXU`ghY\`Ybž`gc`VYf]W\hYb`6Yf`]bYf`?i`f]Yf"

;`Yd`UbhY`A`U»`bU\`a`Yb`j]b`XYb`Y]bnY`bYb`
6YfY]W\Yb`

5_hi Y`UfVY]hYh: ]bUbngYbUhc f`GhY ZUb`9j Yfg`Ub`Y]bYf`@]ghY
a Ò[`]WYf`GdUfa U»bU\`a Yb"9]b`ghUf_Yf': c_i g`Y[ h`XUVY]`Ui Z
XYa`J Yf\_Y\fgVYfY]Wž`k c`i bhYf`UbXYfYa`Y]b`J Yf_Ui Zgghcdd`ZØf
XUg`&-!9i fc!H]W\_Yhž`Y]b`a Ò[ `]WYf`5i ggh]Y[ `Ui g`XYa` (-!9i fc!
8Yi hgW`UbX!H]W\_Yh`gck]Y`X]Y`5VgWUZZi b[`XYg`_cghYb`cgYb
GW`Ø`Yfh]W_Yhg`]b`9fk Å[i b[`] Ync[ Yb`k YfXYb"Ni gÅhn`W`_ÖbbhY
XYf`BYi VUi`j cb`HfUa ghfYW\_Ybž`k]Y`Yhk U`XYf`A %\$!J Yf`Ab[Yfi b[ž
[Yghcddh`k YfXYb"5i W`X]Y`5bgWUZZi b[ `bYi Yf`9!6i ggY`_ÖbbhY
Ui g[YgYhnh`k YfXYbž`a]h`5i gbU\`a Y`j cb`) \$`6i ggYbž`X]Y`ZØf`&\$&)
VYfY]hg`VYghY`h`g]bX"

æa`?i`hi`fVYfY]W`ghY\`Yb`h]YZ[fY]ZYbXY`9]bgW`b]hhY`Ub"8]Y
[Yd`UbhY`GUb]Yfi b[`XYf`?ca`]gW`Yb`CdYfž`X]Y`a ]h`(+, `A`)]cbYb
9i fc`j YfUb`gW`U[ h`k Ufž`\_ÖbbhY`a Ò[`]WYf`k Y]gY`[ Ub`n`[ Yghf]W`Yb
k YfXYb"Ni f':]bUbn]Yfi b[`XYf`?i`hi`fj`YfUb`ghU`hi`b[Yb`k`]fX`Y]b
5i ZgW`U[ `j cb`) \$`7Ybh`Ui Z`X]Y`H]W\_Yhd`fY]gY`X]g\_i`h]Yfh"

:]bUbn]Y`Y`F`U\`a`Yb`VYX]b[i b[Yb`i`bX
dc`h]gW`Y`F`YU`_h]cbYb

Ni gÅhn`W`k`]fX`ØVYf`UbXYfY`9VYbYb`XYf`<Ui`g\`U`hg[ YghU`hi`b[
bUW`[ YXUW`h"8]Y`9f\`Ø\i`b[ `XYf`Nk`Y]hk`c\`bi`b[ gghYi`Yfi`a`&V]g
)`Dfc`nYbh`XYf`BYh`c`_U`ha`]YhY`i`bX`Y]bY`9f\`Ø\i`b[`XYf
;`fi`bXYfk`Yfv`ghYi`Yf`Ui`Z`*ž`Dfc`nYbh`g]bX`a`Ò[ `]WY`A`U»bU\`a`Ybž
X]Y`U\_hi`Y`Ui`ZXYb`H]gW`_ca`a`Yb"5i`W`Y]bY`Df`Åa`]Y`j`cb`%\$`\$
9i`fc`ZØf`K`c\`bg]hn!5Va`Y`Xi`b[Yb`gck`]Y`Y]bY`9f\`Ø\i`b[`XYf
Gd]Y`VUb`!5V[UVY`i`a`)`Dfc`nYbh`g]bX`X]g\_i`h]Yfh"

6Yf`]bg`F`Y[ ]YfYbXYf`6Øf[Yfa`Y]ghYf`?U]`K`Y[bYf`VYhc`bhY`X]Y
B`ch`k`YbX][`_]h`X]YgYf`9]bgdUfi`b[ Yb`ni`f`GhUV`]g]Yfi`b[`XYf
:]bUbnYb`i`bX`j`Yfk`]Yg`Ui`ZXYb`5bgh]Y[`XYg`Å\`f`]W`Yb
<Ui`g\`U`hg]c`i`a`Ybg`j`cb`&)`Ui`Zfi`bX`(\$`A`)]UfXYb`9i`fc`nk`]gW`Yb
&\$`%`*`i`bX`&\$&(`"Hf`chn`\UfhYf`9]bgW`b]hhY`\UVYb`78I`i`bX`GD8
VYfY]hg`Y]b][`Y`]b]h]U`Y`?Øfni`b[g]`c`fgW`Å[ Y`bUW`\_ÖZYbh]W`Yf`?f]h]
ni`fØW\_[`Ybca`a`Ybž`i`a`X]Y`5i`gk`]f_i`b[ Yb`Ui`Z`X]Y`6Øf[ Yf`ni
a`]XYfbž`k`]Y`HU[Yggd]Y[Y`VYf]W`hYh"

8YhU]`g	
J c fZU``	:]bUbna Uf_h
C fh	6Yf`]bž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "VYf`]bYf!_i f]Yf"XY</li> <li>• k k k "hU[ Yggd]Y[ Y`"XY

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