

8 fU]gU]h / ˆ ˆ \$ ' - /gˆCj Yfh]a Yˆ< Yfc]WgˆH]Y
GhUbˆYmˆ7i dˆ:]bUˆˆZcfˆC]ˆYfgˆ

@Ycbˆ8 fU]gU]h / ˆ ˆ \$ ' - /gˆfYWcfX!VfYU_]b[ˆcj Yfh]a Yˆ[cUˆˆYX
h\YˆC]ˆYfgˆhcˆUˆWfi WjUˆˆ) !(ˆj]Wcfm]bˆ; Ua Yˆ(ˆcZˆh\YˆGhUbˆYm
7i dˆ:]bUˆžˆYj Yˆ]b[ˆh\YˆgYf]Ygˆ



9Xa c b h c b žˆ7 Ub UXUˆ! 5ZhYfˆUˆghi b b]b[ˆ*!%ˆcgg]bˆ; Ua YˆˆˆcZˆh\Y
GhUbˆYmˆ7i dˆ:]bUˆžˆh\Yˆ9Xa c b h c bˆC]ˆYfgˆfY[fci dYXžˆg\ck Wjg]b[
fYg]ˆ]YbWˆˆUbXˆXYhYfa]bUh]cbˆˆ@Ycbˆ8 fU]gU]hˆˆUbXˆˆ7cbbcfˆA V8Uj]X
di hˆh\Y]fˆ\YUXgˆXck bˆUbXˆ[chˆhcˆk cf_žˆdUfh]Wj dUh]b[ˆ]bˆdfUWh]W
gYgg]cbgˆhcˆdfYdUfYˆZcfˆ; Ua Yˆ(ˆ"ˆH\]gˆXYX]Wj]cbˆdU]XˆcZˆk \Yb
8 fU]gU]hˆgWcfYXˆh\Yˆcj Yfh]a Yˆk]bbYfžˆˆYUX]b[ˆh\YˆC]ˆYfgˆhcˆU
h\f]ˆˆ]b[ˆ) !(ˆj]Wcfm]c j Yfˆh\Yˆ: ˆcf]XUˆDUbh\YfgžˆˆYj Yˆ]b[ˆh\YˆgYf]Yg
Uhˆ&!&"ˆ5WcfX]b[ˆhcˆH\YˆBYkˆMc f_ˆH]a Ygžˆh\]gˆj]Wcfm]bchˆcbˆm
hi fbYXˆh\Yˆh]XYˆVi hˆUˆgcˆgYhˆUˆbYkˆˆB < @fYWcfXˆZcfˆ8 fU]gU]hˆž
a Uf_]b[ˆ\]gˆZci fhˆˆcj Yfh]a Yˆ[cUˆˆcZˆh\YˆdˆUmcZgˆ

8i f]b[ˆh\YˆbU]ˆ!V]h]b[ˆcj Yfh]a Yžˆ8 fU]gU]hˆfYW]j YXˆUˆd]j chUˆˆdUgg
ZfcaˆˆJ Ug]ˆmDcX_cˆn]bˆk \]YˆZYbX]b[ˆcZˆUˆXYZYbXYfˆˆH\Yˆdi W_

hcc_`U`Zcfhi]hci`g`XYZYWh]cb`cZZ`B]_c`A]__c`U`UbX`n]ddYX`dUgh
[cU`hYbXYf`GYf[Y]`6cVfcj`g_mUh`%%.%, `cZcj`Yfh]a`Y``H\]g
`UbXa`Uf_`[cU`d`UW`X`8fU]gU]h`U`cb[g]XY`B<@[fYUhg`x`b`@Y7`U]f
UbX`8cb`F`U`Y][\žk`c`UfY`h`Y`cb`m`ch`Yf`d`UmYfg`hc`gWcfY`hk`c
cj`Yfh]a`Y`[cU`g`]b`U`g]b[`Y`GhUb`Ym7i`d`:]bU`žUg`fYdcfhYX`Vm
B<@`Wca`"

5`;`Ua`Y`cZ`7ca`YVUW`g

H\Y`[Ua`Y`k`Ug`bch\]b[`g\cfh`cZ`U`fc``Yf`WcUghYf``H\Y`DUbh`Yfg
gcUfYX`hc`U``!\$``YUX`]b`h\Y`Z]fgh`dYf]cXž`h\Ub`_g`hc`dck`Yf`d`Um
[cU`g`Zfca`A`Uhh`Yk`H`UW`i`_`UbX`Ub`Yj`Yb!ghfYb[h\`[cU``Zfca
5bhcb`@`bXY````K`]h\`Ghi`UfhG_]bbYf`di``YX`Zcf`7U`]]b`D]W`UfX`YUf`m
cbž`h\Y`C`]Yfg`Zci`bX`h\Ya`gY`]Yg`]b`U`XYgdYfUhY`g]hi`Uh]cbž`ci`h
g\ch`%+!+`]b`h\Uh`cdYb]b[`ghfYhW``"<ck`Yj`Yfž`h\Y`C`]Yfg`fYgdc`bXYX
UXa`]fUV`m]b`h\Y`gYWcbX`dYf]cX``F`mUb`Bi`[Ybh!<cd_]bgž`8UfbY``
Bi`fgYž`UbX`J`Ug]`mDcX`_c`n]b`U``Wcbhf]Vi`hYX`[cU`gž`hm]b[`h\Y`[Ua`Y
Uh`h`fYYž`Ug`XYhU]`YX`Vm`6`YUW`Yf`F`Ydcfh"

5g`h\Y`h\]fX`dYf]cX`k`cfY`cbž`J_Y`K`U`a`Ub`di`h`h\Y`C`]Yfg`U\YUX
k`]h\`†`gh`cj`Yf`g]l`a`]bi`hYg`fYa`U]b]b[žVi`h`h\Y`DUbh`Yfg`Yei`U`]nYX
XfUa`Uh]WU``m`k`]h\`GUa`F`Y]b\Ufhg`[cU``]b`h\Y`k`Ub]b[`gYWcbXg`cZ
h\Y`[Ua`Y``F`Y]b\Ufhg`Wi`hW`gWcfY`bYUf`mVfc`_Y`h\Y`fYWcfX`Zcf
h\Y``UhYgh[Ua`Y!hm]b[`[cU``]b`GhUb`Ym7i`d`:]bU``\]ghcfm``6ch\
hYUa`g`hfUXYX`W`UbW`g`]b`cj`Yfh]a`Yž`]bWi`X]b[`U`bYUf!a`]gg`Zcf
:`cf]XU`k`\Yb`7UfhYf`J`Yf\UY[\Y`ghfi`W`h\Y`WfcggVUf"

8fU]gU]h`g`a`dUWh

K`]h\`h\]g`dYfZcfa`UbW`ž`8fU]gU]h``\Ug`bch`cb`m`Ya`Yf[YX`Ug`U
`YUXYf`Vi`h`\Ug`U`gc`hU`_Yb`U`Wca`a`UbX]b[`fc`Y`]b`h\Y`d`Um`cZZgž
W`ffYb`h`m``YUX]b[`U``d`UmYfg`]b`h\Y`:]bU``k`]h\`Ub`]a`dfYgg]j`Y
gYj`Yb`dc]bhg``C`]Yfg`WcUW`?`f]g`?bcV`Ui`W`d`fU]gYX`8fU]gU]h`g
`YUXYfg\]dž`Ya`d\Ug]n]b[`ck`YggYbh]U``\]g`UV`]`hm`hc`dYfZcfa
i`bXYf`dfYggi`fY`\Ug`VYYb`Zcf`h\Y`hYUa`g`a`cfU`Y``HYUa`a`UhY
8UfbY``Bi`fgY`YW`cYX`h\]g`gYbh]a`Ybhž`bch]b[`ck`8fU]gU]h``\Ug
\Y`dYX`Y`Yj`UhY`h\Y`hYUa`g`d`UmXi`f]b[`Wf]h]WU``a`ca`Ybhg"

5g'h\Y'gYf]Yg'\YUXg'VUW_`hc'9Xa cbhcb'Zcf'; Ua Y') `cb'GUhi fXUm
Uh', `d"a "'9Hž'h\Y'C]'Yfg'k]``cc_`hc'WUd]hU`]nY'cb'h\Y]f
a ca Ybhi a "'8fU]gU]h`g'V`YbX'cZ'g_]``UbX'hYbUW]hm'k]``VY'Wfi W]U`
Ug'h\Y'hYUa `U]a g'hc'hU_Y'U`YUX']b'h\]g'WcgY`m'WcbhYghYX'GhUb`Ym
7i d':]bU``'H\YfY g'bc'XYbm]b[`h\Y'Vi nn'gi ffc' bX]b['8fU]gU]h`g
fYWcfX!VfYU_]b[`ZYUhgž'UbX'ZUb'g`cc_`Zcfk UfX'hc'k \Uh'\Y'k]`
Vf]b[`]b'h\Y'i dWca]b[`d]j chU``a UhW."

8YhU]`g	
Cfh	9Xa cbhcbž7UbUXU
Ei Y`Yb	<ul style="list-style-type: none">• k k k "bmh]a Yg"Wca• k k k "b\`"Wca• V`YUWXYffYdcfh"Wca

6Ygi WXYb'G]Y'i bg'Ui Z.`a Y]b!k]Yb"bYh