

<]`gVcfci [\ `7ci bhmGYG_g`bdi h'cb
HUW_`]b[`; fck]b[`HfUZZ]WK cYg

9l d`cfY`6Um`7ci bhm' \$' - /g`fcUX`Wcb[Ygh]cb`WcbWfbg`Ug
fYg]XYbhg`Yb[U[Y`k]h\`<]`gVcfci [\ `7ci bhm'cb`Zi hi fY
[fck h\`UbX`\][\k Umid`Ubb]b["

Gi b`7]hm`7YbhYfž: `cf]XUž`I G5`!`5g: `cf]XU`Wcbh]bi Yg`hc`WUfa
bYk Wca Yfgž`h\Y`ghUhY`]g[fUdd`]b[`k]h\`h\Y`[fck]b[`dU]bg`cZ
]bWfYUgYX`Wcb[Ygh]cb" `æ\ b`Dfmcfž`U`fYg]XYbh'cZ`Gi b`7]hm`7YbhYfž
Ya VcX]Yg`h\Y`gYbh]a Ybhg`cZa Ubm`cWU`g`k \c`\Uj Y`k]hbYggYX
`cb[Yf`hfUj Y`h]a Ygž`dUfh]W`Uf`m`U`cb[`Gi b`7]hm`7YbhYf`6ci `Yj UfX
UbX`h\Y`Yj Yf!Vi gmi±("F YW`b`h`mž`Dfmcf`UhhYbXYX`U`a YYh]b[`]b
Fi g_]b`k \YfY`fYg]XYbhg`j c]W`X`h\Y]f`Zfi ghfUh]cbg`UVci h`h\]g`f]g]b[
hfUZZ]W`WUcg`k]h\`<]`gVcfci [\ `7ci bhm'cZ]W]U`g" `#igYYa g`_]Y`h\Y
Wci bhm]g`dUm]b[`UhhYbh]cb" `5W`cfX]b[`hc`567`5W]cb`BYk gž`h\Y
Wci bhm]g`UWh]j Y`mighi X]b[`]hg[fck h\`d`Ub`hc`]XYbh]Zmik \]W
fcUXg`k]`fYei]fY`UXX]h]cbU`UbYg`Vm`&\$+ \$"

7\ f]g: Y`Yf\cZZ`Ub`YI YW`h]j Y`d`UbbYf`k]h\`h\Y`Wci bhmž`cj YfgUk
h\Y`a YYh]b[`UbX`UW_bck`YX[YX`h\Y`W`ffYbh[fck h\`d`Ub`]g
ci hXUhYX" K \]Y`Wcb[Ygh]cb`]g`U`fYU`]hm`k Y`a i gh`]j Y`k]h\ž`]h
Wci `X`k cfgYb`k]h\ci h`d`fcUWh]j Y`ghYdgž` \Y`fYa Uf`YX" H\Y
Wci bhm`g`Wca a]ha Ybh`hc`UXXfYgg]b[`h\]g`]ggi Y`]g`Yj]XYbhž`Ug`h\Ym
k]`Wca d]Y`ZYXVUW`Zfca`h\YgY`X]gW`gg]cbg`hc`]bZcfa`Zi hi fY
d`Ubg"

7ca a i b]hm`9b[U[Ya Ybh`UbX`I dWca]b[
A YYh]b[g

H\Y`WcbWfb`Zcf`a U]bhU]b]b[`: `cf]XU`g`bUhi fU`VYUi hm`k \]Y
i d[fUX]b[`fcUXg`]g`dUfUa ci bh`Zcf`a Ubm`fYg]XYbhgž`]bWi X]b[

Dfmc f''Hc`Zi fh\Yf`Yb[U[Y`h\Y`Wca a i b]hmž<]`gVcfci [\`7ci bhm
\Ug`gW\YXi`YX`h\fYY`UXX]h]cbU``di V`]Wa YYh]b[g`Zcf`ZYXVUW`cb
h\]g`Wf]h]WU`ghi Xm

- †`m`%\$ž&\$&) ž`Uh`6`cca`]b[XU`Y`F`Y[]cbU``Di V`]W@VfUfm
- †`m`%+ž&\$&) ž`Uh`}a`a`]Y`6``?YY`F`Y[]cbU``@VfUfm
- †`m`&&ž&\$&) ž`Uh`Hck`b`B`7ci bhfm`F`Y[]cbU``Di V`]W@VfUfm

5b`cb`]bY`Yb[U[Ya`Ybh`\i V`k`]``U`gc`VY`Uj U]UV`Y`Zcf`Wca`a`Ybhg
Zfca`†`m`,`hc`5i[i gh`%)`Uh`

Di V`]Wbdi h"Wca`#7c ff]XcfDfYgYfj Uh]cb"

H\Y`6][[Yf`D]Whi`fY.`: `cf]XU`g`HfUb`gdc`fhUh]cb
@UbXgWUdY

8Y`j`]b[`]bhc`h\Y`hfUb`gdc`fhUh]cb``UbXgWUdYž`h\Y`GhUhY`cZ`h\Y
GmghYa`fYdc`fh`dfcj]XYg`U`VfcUX``cc_`Uh`\ck`:`cf]XU`g
hfUb`gdc`fhUh]cb`bYhk`cf_`]g`ZUf]b[``K`]h\`a`Yhf]Wg`gi`W\`Ug
]bZfUghfi`Whi`fU`WcbX]h]cbž`hfUj`Y`fY`]UV`]`hmž`UbX`UggYgga`Ybhg`cZ
a`U`cf`dfc`YWgž`h\Y`fYdc`fh`cZZf`g`U`XYYd`X]j`Y`]bhc`h\Y`ghfYb[h\g
UbX`k`YU`bYggYg`cZ`h\Y`gmghYa`"``h`g`U`ZYXYfU`m`fYei`]fYX
XcW`a`Ybh`h\Uh`d`Umg`U`j`]hU`fc`Y`]b`Wcb[Ygh]cb`a`UbU[Ya`Ybh`UbX
WfUg\`a`]h[Uh]cb"

8Ygd]hY`h\Y`ghUhY`g`cb[c]b[`W\U``Yb[Yg`k`]h\`Wcb[Ygh]cbž`h\Y`
&\$&&`I`fVUb`7cb[Ygh]cb`HfYbXg`F`Ydc`fh`g\ck`g`U`a`]I`cZ
fYgi`hg`UWfcgg`h\Y`bUh]cb``hYfYgh]b[`mž`k`\`]Y`Uj`YfU[Y`XU]m
Wcb[YghYX`\ci`fg`XYWfYUgYX`g`][\h`mž`h\Y`D`Ubb]b[`H]a`Y`hXYI
fYj`YU`g[fck]b[`i`bfY`]UV`]`hm]b`hfUj`Y`h]a`Yg``5fci`bX`+`i`cZ
a`Yhfc`dc`]hUb`UfYUg`fYdc`fhYX`bc`W\Ub[Y`]b`Wcb[Ygh]cbž`Vi`h`&%
gUk`a`UhYf`g`k`cfgYb``H\YgY`hfYbXg`Ya`d\Ug]nY`h\Y`bYYX`Zcf`U
XUhU!Xf]j`Yb`UddfcUW\`hck`UfX`ja`dfcj]b[`ci`f`hfUZZ]W\U``Yb[Yg"

5g`<]`gVcfci [\`7ci bhm`cdYbg`h\Y`Xccf`Zcf`Wca`a`i`b]hm`ZYXVUW_
UbX`YI`d`cfYg`bYWggUfm`fcUX`i`d[fUXYgž`cbY`h`]b[`]g`WYUf.
dfcUWh]j`Y`Yb[U[Ya`Ybh`k`]``VY`j`]hU``F`Yg]XYbhg`\Uj`Y`U`i`b]ei`Y
cddc`fhi`b]hm`hc`]bZi`YbW`Zi`hi`fY`d`Ubg`UbX`Ybgi`fY`h\Uhž`Ug`: `cf]XU
[fck`gž`]hg`fcUXg`Yj`c`j`Y`k`]h\ci`h`gUWf]Z]W]b[`h\Y`VYUi`hm`h\Uh

a U_Yg`]higi W\`U'gci [\hUZhYf`XYgh]bUh]cb``H\Y`WŁbj YfgUh]cbg`h\ Uh
VY[]b`bck `WŁi `X`dUj Y`h\Y`k Um`Zcf`U`ga cch\Yf`Łi fbYm`hca cffck "

8YhU]`g	
Cfh	Gi b`7]hm7YbhYfž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "UVWUWh]cbbYk g"WŁa• d`Ub\`]`gVcfci [\`cf[• k k k "hfUbgdcfhUh]cbcdg"cf[

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