

%%\$`>U\ fY`F c`hfYddY. `? Ò`bg`5i Zgh]Y[`]b X]Y`a cXYfbY`GhUXhk Y`h°

9fZU\ fYb`G]Yž`k]Y`X]Y`9]bZØ\ fi b[`XYf`F c`hfYddY`]b`? Ò`b
%- &) `XUg`i fVUbY`@VYb`dFÀ[hY`i bX`k Y`hk Y]hj YfÀbXYfhY"



A YXY`Ébž`? c`i a V]Yb`!`5a``%%"ž`]'`%- &) `k i fXY`]b`? Ò`b
; YgW\]W\hY`[YgW\ f]YVYb. `8]Y`YfghY`F c`hfYddY`8Yi hgW\`UbXg
ÖZbYhY`ja`? Ui Z\Ui g`H]Yhn`]\fY`DZcfhYb" `8]YgY`F c`!`: i » ghY][Y
j YfgdfUW\`b]W\h`bi f`Y]bY`9fgdUfb]g`j cb`NY]hi bX`; Y`Xž`gcbXYfb
`Ài hYhY`Ui W\`XUg`NY]hU`hYf`i fVUbYf`@VYb`gk Y`hYb`Y]b" `8]Y`GhUXh
? Ò`b`k Uf`XUa`]h`J cffY]hYf`]b`8Yi hgW\`UbXž`i bX`bi f`k Yb][Y`A cbUH
gdÀhYf`Zc`[hYb`6Yf`]b`i bX`A ØbW\Yb`a`]h`XYf`9]bZØ\ fi b[`À\`b`]W\Yf
GmghYa`Y" `è`6Yf`]b`k Uf`Yg`gc`[Uf`ØV`]W\ž`XUgg`Y]b`@]ZhVcm`XYb
? i bXYb`VY]a` `6Ybi hnYb`XYf`F c`hfYddY`Ugg]gh]YfhY" `F c`hfYddYb
k i fXYb`gW\`bY`ni a`Gma`Vc`XYg`a cXYfbYb`@VYb`g`i bX`Y]bYg
g]W\`ghUf`_j YfÀbXYfbXYb`ghÀXh]gW\Yb`l a`ZY`Xgž`k]Y`
gi YXXYi hgW\ Y`XY`VYf]W\hYh"

8]Y ; YgW]W hY`XYf`F c`hfYddY`fY]W h`V]g`]b g`gd`ÅhY`%- "
> \ f \ i bXYfh`ni fØW`ž`U`g`>ggY`K`" `F Ybc`Y]bY`i a``Ui ZYbXY`D`UhhZcfa
dUhYbh]YfYb`Y>`"8]Y`YfghY`dfU`_h]gW`Y`F c`hfYddY`YfØZbYhY`% , - &
]a`J Yf[bØ[i b[gdUf`_`7cbYm`g`UbXž`BYk`Mcf`_"`F c`hfYddYb
k i fXYb`gW`bY`ni a`VY] cfni [hYb`A]hhY`ž`i a`[fc>Y
A YbgW`Yba`Yb[Yb`ni`ghYi`Yfb`Y]b`?`cbnYdhž`XUg`g]W`V]g`Yi`hY
]b`XYf`i`fVUbYb`5fW`]hY`_hi`fgnYbY`VYk`Å`fh`U`h`>`8Yi`hgW`UbX
[]Vh`Yg`a`]h`Yfk`Y]Y`Yhk`U`" - "\$\$\$`F c`hfYddYb`"BUW`XYa`Nk`Y]hYb
K`Y`h`f]Y[`bU`a`Yb`g]Y`Y]bY`nYbhfU`Y`F c`Y`]b`XYf`dcgh`k`Uf
K`]fhgW`UZh`Y]b`i`bX`k`i`fXYb`HY]`XYg`K`]fhgW`UZh`g`k`i`bXYfg`"
F Y]b`UfX`A`Ym`VYg]b[`h`X]Y`9f`YVb]ggY`gY]bYf`?`]bX`Y]h`Ui`Z
F c`hfYddYbž`i`bX`[`YfUXY`]b`gh`Å`Xh]gW`Yb`I`a`[`YVi`b[`Yb`g]bX`g]Y`ni`f
Bcfa`[`Yk`cfXYb`"

8]Y : Ugn]bUh]cb`XYf`F c`hfYddY

: Y`Y`bXY`<m[]YbY`_cbnYdhY`ZØ`fhYb`Y`XcW`XUni`ž`XUgg`j`]Y`Y
9`hYfb`j`\fYb`?`]bXYfb`f]YhYbž`g]W`b]W`h`Ua`<`UbX`Ui`Z`ZYghni`U`hYb`"
5VYf`hfch`n`gc`W`Yf`6YXYb`_Yb`n]Y`h`X]Y`F c`hfYddY`k`Y]hYf`Y]b`X]Y
5i`Za`Yf`_gUa`_Y]h`Ui`Z`g]W`i`b]W`h`bi`f`]b`9]b`_Ui`ZgnYbhfYbž`gcbXYfb
Ui`W`U`g`Z]a`]gW`Yg`9`Ya`Ybž`k`]Y`VY]gd]Y`gk`Y]gY`]b`G`_mZU`ž`k`c
>Ja`Yg`6cbX`g]Y`U`g`Fi`hgW`Y`bi`hnh`K`Å`fYbXXYggYb`UVYb`g]W`]b
Gh`Å`XhYb`k`]Y`@cbXcb`i`bX`A`cg`_Ui`VYgcbXYfg`Ub[`Y`i`bX`gW`bY`Y
F c`hfYddYb`]b`I`!6U`b`!Gh]h]cbYb`YhUV`Yfhž`i`bX`XUg`[`]h`Ui`W`ZØf
A`YXY`É`ž`k`c`F c`hfYddYb`&\$\$%`]b`XYf`7ca`i`bU`%`]bghU`Yfh
k`i`fXYbž`i`a`XYb`Ni`[`Ub[`ni`j`YfVYggYfb`i`bX`X]Y`?`f]a`]bU`]h`Å`h`ni
gYb`_Ybž`gc`d`ci`[`\"W`c`a`"

8]Y`7ca`i`bU`%`]b`A`YXY`É`]gh`Y]b`DUfUXYVY]gd]Y`ZØf`i`fVUbYb
K`UbXY`"9`Y`a`U`g`j`cb`VYk`UZZbYhYb`;`fi`ddYb`_cb`hfc`Yfh`i`bX
GW`Ui`d`Uhn`XYf`C`dYfUh]cb`C`f]cb`&\$\$&ž`U`h]g]W`XUg`J`]YfhY`
gY]h`Yf`XUb`_j`YfgW`]YXYbYf`gh`Å`XhYVUi`W`Yf`Dfc`Y`_hY`XYi`h]W`
[`Yk`UbXY`h`Ni`X]YgYb`>]h]Uh]j`Yb`n`Å`h`Ui`W`X]Y`>ghU`U`h]cb`j`cb
:`fY]i`Zhfc`hfYddYbž`X]Y`U`g`hci`f]gh]gW`Y`5`hfU`_h]cb`X]Ybh`>a`>\`f
&\$\$%`nc[`Yb`g]Y`fi`bX`%`+`\$`\$`\$`6Ygi`W`Yf`Ubž`XUfi`bhYf`+`\$`DfcnYbh
]bhYfbUh]cbU`Y`Hci`f]ghYb`"8]YgY`F c`hfYddYb`gma`Vc`g]YfYb`b]W`h
bi`f`<c`Zbi`b[`i`bX`i`cfhgW`f]hž`gcbXYfb`Ui`W`Y]bY`[`Ya`Y]bgUa`Y
>Ybh]h`Å`ž`X]Y]b`XYf`c`_Y`b`;`Ya`Y]bgW`UZh`Xi`fW`?`i`bgh`i`bX`

; YgW]W\hYb '[Yk U\fh'k]fX"

9]b '6Y]gd]Y`ZØf'dcg]h]j Yb 'K UbXY`

8]Y'J YfÅbXYfi b[Yb']b'A YXY`Éb'g]bX'XU\Yf'b]W\h'bi f'VUi`]W\Yf
B Uhi f''G]Y'fYZY_h]YfYb'Y]bY'h]YZ[fY]ZYbXY'gcn]U`Y'HfUbgZcfa Uh]cbž
X]Y'a]h'XYf'5VbU\ a Y'XYf'A cfXfUhY'i bX'XYa 'FØW_[Ub['XYf
?f]a]bU']hÅh'Y]b\Yf[Y\h"i bhYf'XYa '6Øf[Yfa Y]ghYf'GYf[]c': U'UfXc
k i fXY'Ui Z'XYb'i fVUbYb'K UbXY` [YgYhnhž'XYf'X]Y'@YVYbgei U']hÅh
ZØf'X]Y'5bk c\ bYf'XYi h]W\ 'j YfVYggYfb'gc`hY" 'GY'Vgh\Yi hY']gh'XYf
K Y['ni ; YfYW\h][_Y]hi bX'gcn]U`Yf'; `Y]W\Y]h]b'XYf'FY[]cb'Y]b
H\Ya Už'XUg'_Y]bYgk Y[g'UV[YgW`cggYb']ghž'k]Y'UfW X U]`m'Wĉ a
nY][h"

8]Y'F c`hfYddYž'cV'bi b']b'? Ø'b'cXYf'A YXY`Ébž'V'Y]Vh'Y]b
ZUgn]b]YfYbXYg'6Y]gd]Y`XUZØfž'k]Y'i fVUbY' bZfUghfi _hi f'ib]W\h'bi f
XYb'5`hU['Yf'Y]W\hYfb'_Ubbž'gcbXYfb'Ui W\ 'Y]bYb'_i 'hi fY`Yb'i bX
gcn]U`Yb'K UbXY`Ubghc» Yb'_Ubb"i bX'k Å\ fYbX'k]f'XYb
\i bXYfhÅ\ f][Yb'; YVi fhghU['XYf'? Ø'bYf'F c`hfYddY'ZY]Yfbž'nY][h
g]W\ ž'XUgg'gY'Vgh'X]Y'Y]bZUW\ ghYb'hYW\ b]gW\ Yb'9ffi b[YbgW\ UZhYb
Y]bY'h]YZ[fY]ZYbXY'K]f_i b['Ui Z'X]Y'; YgY`gW\ UZh\ UVYb'_ØbbYb"

8 YhU]`g	
C fh	A YXY`Ébž'?c`i a V]Yb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW\ Y"XY • k k k "d`ci [\ "Wĉ a • k k k "UfW\ X U]`m'Wĉ a

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