

9h\mYbY`7UfVcbUhY. `A Uf_hVcca `V]g
&\$' &!`8]Y`Ni _i bZh]gh`^Yhnh°

8Yf`5fh]_Y`VY`Yi W hYh`XYb`k UWgYbXYb`9h\mYbY
7UfVcbUhY`A Uf_hV]g`&\$' &žUbU`mg]Yfh`HfYbXgž`5_hYi fY`i bX
bYi Y`HYWbc`c[]Yb"



5g]Yb!DUn]Z]_ž`7\]bU`!`K Ybb`Yg`i a`gdUbbYbXY`9bhk]W_`i b[Yb
]b`XYf`K Y`h`XYf`7\Ya]Y`i bX`A UhYf]U`]Yb`[Y\hž`_Ubb`a Ub`b]Wk h
i a \]bž`XYa`9h\mYbY`7UfVcbUhY`A Uf_h`5i Za Yf_gUa _Y]hni
gWYb_Yb" `8]YgYf`A Uf_h`\Uh]b`XYb`YhnhYb`ž\`fYb`a`AWk h[`Ub
: U\fh`Ui Z[Ybca a Yb`i bX`k]fX`V]g`&\$' &`Ui Z`ØVYf`%`6]`cb`i G8
k UWgYbž`k]Y`**BYk ghfU]**`VYf]W hYh" `8]Y`Ä`f`]Wk Y`K UWg h i a gfUhY
j cb`*`ž`i`nY][hž`XUgg`\]Yf`c`fXYbh]Wk`GWk i b[`Xf]b`]gh" `6YgcbXYfg
[YZfU[h]g]bX`@Øgi b[Ybž`X]Y`i a k Y`hž`fYi bX`]Wk`g]bX`i bX`\ØWk ghY
9ZZ]n]Ybn`V]YhYb"

9]b`6`]W_`Ui Z`X]Y`U`hi Y`Yb`HfYbXg`nY][hž`XUgg`X]Y`B UWk ZfU[Y`b UWk
9h\mYbY`7UfVcbUhY`j cf`U`Ya`Xi fW`X]Y`Vcca YbXY
9`Y_hfcZU\fnYi [VfUbWk Y`i bX`X]Y`k UWgYbXY`B UWk ZfU[Y`b UWk

9bYf[]YgdY]WXYfi b['Ub[Yhf]YVYb'k]fX"'8 Ug'nY][h'g]W'Ui W']b'XYb
J cf\YfgU[Yb'ZØf'XYb'A Uf_hž'XYf''Ui h'; A =-bg][\hg'V]g'&\$' &
Y]bYb'VYY]bXfi W_YbXYb'K Yfhj cb'%ž+%A]''UfXYb'I G8'YffY]WXYb
_ØbbhY"'-bgVYgcbXYfY'X]Y'ZØgg][Y': cfa 'XYg'9h\m'YbY'7UfVcbUHY
ghY''h'g]W'U'g'i bj Yfn]W'hVUf'ZØf'X]Y'DfcXi _h]cb'j cb'@]h\]i a !-εbYb!
6UhhYf]Yb'\YfUi gž]b'XYf'g]Y'Y]bYb'A Uf_hUbhY]'j cb'ØVYf'' (i '\À'h"

J]Y`gY]h][Y'5bk YbXi b[Yb'i bX']bhYfYggUbhY
A Uf_hgY[a YbhY

K c'[YbUi 'k]fX'9h\m'YbY'7UfVcbUHY'Y]b[YgYhnh3'Bi bž'X]Y
5bk YbXi b[Yb'g]bX'gc'j]Y'ZÀ'h]['k]Y'gY]bY'9][YbgW'UZhYb"'9g
Z]bXYh'j Yfk YbXi b[']b'@]h\]i a !6UhhYf]Y'Y_hfc'mhYbž
GW'a]YfghcZZYbž'K Y]W'a UWXYfb'i bX'a Y'f"'5i W']b'cZ]n]Y''Yb
6YfY]WXYb'k]Y'D\Ufa Un]Y'i bX'5[fcWYa]Y'k]fX'Yg'[YfbY'U'g
@Øgi b[ga]hhY''i bX'FYU_h]cbga YX]i a ' [Ybi hnh"'8]Y'Y]bn][Ufh][Y
?ca V]bUh]cb'Ui g'\c\Ya 'G]YXYdi b_hž'[Yf]b[Yf'Hcl]n]hÅhi bX
Ui g[YnY]WXYbYhYf'@Øg'W_X]h'a UW'hYg'VYgcbXYfg'UhhfU_h]j ž'k]Y
Ui W' A cfXcf'-bhY''][YbW'ni gUa a YbZUggh"

9]b'gdUbbYbXYg'8YhU]'.'8 Ug'GY[a Ybh'XYf'@]h\]i a !6UhhYf]Yb
k ÅW'gh'fUgUbhž'a]h'Y]bYa 'Ni k UW'g'j cb'Yhk U'&\$i ']b'XYb
bÅW'ghYb'ž\YfYb"'8]Y'5i hca cV]'bXi ghf]Y'gd]Y'h'XUVY]'Y]bY
GW'ØggY'fc''Yž'XU'g]Y'a]h'fi bX'++i 'XYb'<Ui dhUbhY]'XYf
9bXj YfVfUi WXYf'Ui ga UW'h"'8]YgY'9bhk]W_'i b['k]fX'Xi fW'X]Y
9'Y_hf]Z]n]Yfi b['XYg'j Yf_Y\fg'i bX'XYb'Ub\U'hYbXYb'HfYbX'ni
i a k Y'hžYi bX']WXYb': U\fnYi [Yb'j cfUb[Yhf]YVYb"

9]b'6`]W_'Ui Z'X]Y'5_hYi fY']a 'A Uf_h

8Yf'?cb_i ffYbn_Ua dZ]b'XYf'K Y'hj cb'9h\m'YbY'7UfVcbUHY]'gh
gdUbbYbX"'': Ø\YfYbXY'I bhYfbY'a Yb'k]Y'65G: 'G9ž'<i bhga Ub
7cfdcfUh]cb'i bX'A YfW_?'; U5'gYhnyb'g]W'Ui ZYbX'a]h]bbcj Uh]j Yb
DfcXi _h]cbYb'Ui gY]bUbXYfž'i a 'XYb'ghÅbX]['ghY][YbXYb
5bZcfXYfi b[Yb'[YfYW'hini 'k YfXYb"'6YgcbXYfg'X]Y'9bhk]W_'i b[
\cWfY]bYf'DfcXi _hY'ZØf'bYi Ufh][Y'5bk YbXi b[Yb']b'XYf
6UhhYf]YhYW'bc'c[]Y'ghY'h]a '': c_i gž'k]Y'BYk ghfU]'Yfk Å\bh"

8cW\XUgGd]Y`Z]bXYh`b]W\h`bi`f`nk`]gW\Yb`XYb`[`fc»Yb
 a`i`h]bUh]cbU`Yb`l`bhYfbY\`a`Yb`ghUh"5i`W`fY[`]cbU`Y`5`_hYi`fY`k`]Y
 G\UbXcb[`]@|`]b[`]5Xj`UbW\X`A`UhYf]U`g`7c`"ž`@hX"bY\`a`Yb`Ub`XYf
 8mbUa`[_`hY]`i`bX`V]YhYb`bYi`Y`@Øgi`b[`]Yb`]b`XYf`DfcXi`_h]cb`Ub"9g
 V`Y]Vh`gdUbbYbXž`k`]Y`[`]i`h`g]W\X]YgY`:`]fa`Yb`]b`Y]bYa`A`Uf`_h
 VY\Ui`dhYb`_ØbbYbž`XYf`ghÅbX][`]b`6Yk`Y[`]i`b[`]gh"

Ni`gUa`a`YbZUggYbX`Äggh`g]W\`gU[`]Ybž`XUgg`XYf`9h\`m`YbY
 7UfVcbUhY`A`Uf`_h]b`XYb`_ca`a`YbXYb`š\`fYb`Y]b`<`chgdch`ZØf
 ðbcj`Uh]cb`i`bX`K`UW\ghi`a`gY]b`k`]fX" `A`]h`HYW\bc`c[`]Ybž`X]Y`g]W\
 ghÅbX][`]k`Y]hYfYb`hk`]W`_Y`bž`i`bX`Y]bYa`_`UfYb`:`c`_i`g`Ui`Z
 BUW\`U`h][`]_Y]hž`ghY\`Yb`k`]f`j`cf`Y]bYf`j`]Y`j`YfgdfYW\YbXYb`Ni`_i`bZh
 ZØf`X]YgYb`Ui`ZfY[`]YbXYb`6YfY]W" <`U`hYb`k`]f`X]Y`5i`[`]Yb`c`ZYbž
 XYbb`\]Yf`[`]Vh`Yg`bcW\`j`]Y`ni`Yb`hXYW`_Yb`°

8YhU]`g	
Cfh	5g]Yb!DUh]Z]_ž7\]bU
EiY`Yb	<ul style="list-style-type: none"> • k k k "bYk ghfU]"WŁa • k k k "[a]bg][\hg"WŁa • k k k "a cfXcf]bhY`][YbW"WŁa

6Ygi W\Yb`G]Y`i`bg`Ui`Z.`k`ca`,`+`XY