

@i Zh\ UbgU!: `i [' _Y\ fh'k Y[Yb`l bk YhhYf
bUW\ `A ØbW\ Yb`ni fØW_` '* \$\$`_a `i a gcbgh°

@i Zh\ UbgU!: `i ['@< &&+&`_Y\ fhY`Ua `&\$" `A U]`&\$&) `k Y[Yb
l bk YhhYf`bUW\ `A ØbW\ Yb`ni fØW_`"9]b`6`]W_`Ui Z`X]Y
<]bhYf[fØbXY"



:`i [\ UZYb`A ØbWXYbž`8Yi hgW`UbX`!`5a`&\$`A U]&\$&) `Yf`YVhY
Y]b`:`i [`XYf`@ Zh\UbgUž:`i [bi`a`a`Yf`@<`&&+&ž`Y]bYb
i`bYfk`UfhYhYb`FØW_Zi [`bUW`A`ØbWXYb`"8Yf`5]fVi`g`5`&%!&`%ž`a`]h
XYf`?`Ybbi`b [`8!5`G`ž`\UhhY`i`a`%%`%`i`\f`Ua`:`i [\ UZYb`A`ØbWXYb
UV [YZc [Yb`i`bX`k`Uf`i`fgdfØb [`]W`Ui`ZXYa`k`Y [`bUW`B]nnUž
:`fUb`_fY]Wž`a`]h`Y]bYf` [Yd`UbhYb`5b`_i`bZhgnY]hj`cb`%&.`\$`I`\f`
5`YfX]b [g`gc`f [hYb`ghUf`_Y`F`Y [YbZ`Ä`Yž`;`Yk`]hhYf`i`bX
Y]b [YgW`fÄb`_hY`G]W`hj`Yf`\Ä`hb]ggY`]b`B]nnU`ZØf`Y]bY`gc`Zcfh [Y
I`a`_Y`\f`"8]Y`A`UgW`]bY`UbXYhY`gW`Y»`]W`i`a``%(.`%)`i`\f`k`]YXYf
]b`A`ØbWXYb`"

8]Y`:`i [ghfYW`_Y`VYhfi [`Yhk`U`*`\$`?`]ca`YhYf`"8]Y`9bhgWXY]Xi`b [ž
bUW`A`ØbWXYb`ni`fØW`ni`_Y`\fYbž`Z]Y`Ui`g`XYf``,`VYf`Y [i`b [`YfUi`gž
XUgg`Xcfh`VYggYfY`I`a`Vi`W`i`b [ga`Ö [`]W`_Y]hYb`]b`XYf` [Y [YVYbYb
G]hi`Uh]cb`j`cf`\UbXYb`k`UfYb`U`g`Ub`XYb`fY []cbU`Yb
5i`gk`Y]W`Zi [\ÄZ`b`"8]YgY`F`ØW`_Y`\f`k`Uf`b]W`h`XYf`YfghY`J`cfZU`
X]YgYf`5fh`Yg`k`Uf`VYfY]hg`X]Y`nk`Y]hY`i`b [Yd`UbhY`F`ØW`_Y`\f`Y]bYf
@`Zh\UbgU!A`UgW`]bY`bUW`A`ØbWXYb`]bbYf`U`V`k`Yb][`Yf`HU [Y`"8Yf
:`i [\ UZYb`B]nnU`]gh`VY`_Ubbh`ZØf`X]Y`<`YfUi`gZcfXYfi`b [Ybž`X]Y
]bghUV]`Y`K`YhhYf`U [Yb`a`]h`g]W`Vf]b [Ybž`i`bX`Ä`b`]W`Y`;`YZU`\fYb
Xi`fW`:`Yk`]hhYf`ZØf`:`i [nYi [Y`g]bX`]b`XYf`J`Yf [Ub [Yb`Y]h
Xc`_i`a`Ybh]Yfh`k`cfXYb`"

K`YhhYfVYX]b [i`b [Yb`i`bX`J`cfZÄ`Y`

6YgcbXYfg [Yk`]hhYfUbZÄ`][`gh`X]Y`F`Y []cb`i`a`B]nnUž`Y]b
I`a`ghUbXž`XYf`k`]YXYf`c`h`ni`Gh`Øfi`b [Yb`]a`:`i [j`Yf`_Y`\f [YZØ`fh
\Uh`"9]b`6Y]gd]Y`"\`YfZØf`]gh`Y]b`J`cfZU`"j`ca`-`"ž`b]`&\$&(ž`VY]`XYa
Y]bY`A`UgW`]bY`XYf`@`Zh\UbgU!HcW`hYf`5i`ghf]Ub`5]f`]bYg`Ui`Z [fi`bX
i`b [Øbgh]`Yf`6YX]b [i`b [Yb`i`a` [Y`Y]hY`h`k`i`fXY`"Gc`W`Y
k`YhhYfVYX]b [hYb`F`ØW`ZØ [Y`g]bX`]b`XYf`@`ZhZU`fhVfUbWXY`nk`Uf
gY`hYbž`YXcW`VY]`YI`hfYa`Yb`K`YhhYf`U [Yb`b]W`h`i`b [Yk`Ö`b`]W`"

8YbbcW`k`Y]gh`X]Y`@`Zh\UbgU`XUfUi`Z`\]bž`XUgg`:`i [[ÄghY`]b
X]YgYb`G]hi`Uh]cbYb`VYhfYi`h`i`bX`g]W`Yf`ni`]`fYb`N]Y`Yb`i`a` [YVi`W`h
k`YfXYb`"8]Y`J`cfZÄ`Y`Ua`:`i [\ UZYb`B]nnU`nY][`Yb`X]Y
B`ch`k`YbX][`_Y]h`Y]bYf`gc`f [ZÄ`h][`Yb`K`YhhYfØVYfk`UW`i`b [i`bX`XYf
8i`fW`ZØ`fi`b [j`cb`5i`gk`Y]W`a`Ub`Öj`Yfbž`i`a`X]Y`G]W`Yf`Y]h`U`Yf`

DUggU[]YfY'i bX'XYf'6YgUhnI b['ni '[Yk Å\`f`Y]ghYb"

: `i [XUhYb

8Uhi a	5VZi [nY]h	5b_i bZhgnY]h	GhUhi g
&\$" `A U]`&\$&)	%%.%,	%(.%)	I a [Y`Y]hYh bUWÅ `A I 7
&, " `A U]`&\$&)	%%. &%	%&.' ,	I bVY_Ubbh'fŽ , `A]bŁ
&+ " `A U]`&\$&)	%%. &-	%&.' %	; Y`UbXYb'fŽ ` % A]bŁ
&- " `A U]`&\$&)	%%. \$\$	%&.' \$; Yd`Ubh

: Øf`X]Y`VYhfcZZYbYb`DUggU[]YfY`V`Y]Vhni `cZZYbž`XUgg`X]Y
 _ca a YbXYb': `Ø[Y`fY]Vi b[g`cg]j Yf`Ui ZYb'i bX`g]Y`g]WÅYf`]\f`N]Y`
 YffY]WÅYb" `8]Y`@ Zh\ Ubgu`Ya dZ]Y`\`h'ghYhgž'g]WÅ`j cf`XYf`F`Y]gY`ØVYf
 X]Y`U_hi Y`Yb`K YhYfVYX]b[i b[Yb`Ua `N]Y`cfhni `]bZcfa]YfYb"

A Y\`f`8YhU]`g`ni `XYa `JcfZU``i bX`XYb': `i [XUhYb`_ØbbYb`Ui ZXYb
 GY]hYb`j cb`A Yf_i f`i bX`5]fdcfh]bZc`bUWÅ[Y`YgYb`k YfXYb"

8YhU]`g	
C fh	: `i [\UZyb`A ØbWÅYbž`8Yi hgWÅ`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • U]fdcfh]bZc" `]j Y

6Ygi WÅYb`G]Y`i bg`Ui Z. `Y]bY!fY]gY"XY