

B]bYfg'7\Ya b]hn'_Àa dZYb'i a '5i Zgh]Y[.
>Yhnh'nÀ\`h' , \$' - /g]b'<Y]XY`VYf[°

8]Y'B]bYfg'7\Ya b]hn'_Àa dZYb'ja '66@D`UmcZZ'[Y[Yb'A @D
5WXYa]Wg'<Y]XY`VYf["'Gd]Y``&'Ua '&\$" A U]'b'<Y]XY`VYf["



7\Ya b]hnž'8Yi hgW\`UbX'!'b`Y]bYa`gdUbbYbXYb
9fÖZZbi b[ggd]Y`XYf'66@D`UmcZg`\UVYb`g]W\`X]Y`B]bYfg'7\Ya b]hn
Ua`%+"`A U]`&\$&)`[Y[Yb`X]Y`A`@D`5WUXYa`]Wg`<Y]XY`VYf[`Y]bYb
dUW_YbXYb`K`Yhh_Ua`dZ[`Y`YZYfhž`j`Yf`cfYb`YXcW`a`]h`-`\$`-`'`"J`cf
("(-`*`VY[`Y]ghYfhYb`Ni`gW`Ui`Yfb`]b`7\Ya b]hn`ghUfhYhYb`X]Y`B]bYfg
gW`k`UW`i`bX`U[`Yb`ni`'6Y[`]bb`a`]h`%&`Di`b_hYb`ni`fØW`"8cW`XUg
HYUa`_`Äa`dZh`g]W`ni`fØW`ž[`]W`_i`fn`j`cf`XYf`<U`VnY]h`Ui`g`i`bX
_cbbhY`]a`Xf]hhYb`J]YfhY`gc[`Uf`Ui`Z),`.)`+`]b`:`Ø\fi`b[`[Y\Yb"

J]Whcf'6U]`Ym`f`"k`Uf`XYf`\YfUi`gfU[`YbXY`Gd]Y`Yf`XYf`B]bYfg`a`]h`&+
Di`b_hYb`ž`k`Ä`fYb`X`X]Y`A`@D`5WUXYa`]Wg`Xi`fW`F`mU`b`A`_Y`gY`ž`XYf`
YVYbZU`g`&+`Di`b_hY`Yfn]Y`hY`ž`i`bhYfghØhnh`k`i`fXYb`"A`]W`UY`
K`YU`h`Yfg`ghY`i`YfhY`&%`Di`b_hY`i`bX`*`5gg]ghg`VY]ž`i`bX`6U`Ufm
8]VVU`nY][`hY`a`]h`&\$`Di`b_hYb`i`bX`%\$`F`YV`ci`bXg`Y]bY
VYY]bXfi`W_YbXY`@Y]ghi`b["

8 Ug`Ui`ZfY[`YbXY`Gd]Y`]a`'8YhU]`

8Yf`K`Yhh_Ua`dZ`k`Uf`[`YdfÄ[`hj`cb`k`YW`gY`bXYb`:`Ø\fi`b[`Yb`"b`X`Yf`
&*`"A`]bi`hY`U[`7\Ya b]hn`Yfgha`U`g`]b`:`Ø\fi`b[`i`bX`_cbbhY
nk`]gW`Yb`nY]h]W`Y]bY`)!Di`b_hY`!:`Ø\fi`b[`f*`(`.)`-`É`\YfUi`ggd]Y`Yb`"
8cW`<Y]XY`VYf[``]Y»`g]W`b]W`h`UV`gW`ØhhY`b`i`bX`V`]YV`]a`Gd]Y`"b`
XYf`)"`A`]bi`hY`ZØ`fhYb`X]Y`B]bYfg`gc[`Uf`a`]h`,`'`,`+`,`bUW`Y]bYa
%%`\$!`@Ui`Z`'9]b`j`Yf[`YVYbYf`8fY]di`b_hY`k`i`fZ`j`cb`;`]mUfX`VY]Y]bYa
GhU`b`X`j`cb`,`+`,`+`_i`fn`j`cf`9bXY`XYf`DUfh]Y`_ØbbhY`XYb`5i`g[`Ub[
VYY]bZi`ggh`\UVYb`"b`XYf`GW`i`ggd`\UgY`gcf[`hY`Y]b`i`a`ghf]hhYbYf
DZ]Z[`Y[`Yb`8Y5bXfY`@UbgXck`bY`ZØf`ni`gÄh`]W`Y`GdUbbi`b["
<Y]XY`VYf[`bi`hnhY`X]YgY`;`Y`Y[`Yb`Y]hž`i`a`XYb`G]Y[`Xi`fW
:fY]k`ØfZY`ni`g]W`Yfb"

A`]h`X]YgYf`_bUddYb`B]YXYf`U[`Y`a`ØggYb`X]Y`B]bYfg`bi`b`Ua
_ca`a`YbXYb`8]YbghU[`ž`XYb`&\$`"A`U]ž`i`a`&\$`i`\f`]b`<Y]XY`VYf[`Ub
XYf`@Y]ghi`b[`Ub`_bØdZYb`i`bX`i`bVYX]b[`h[`Yk`]bbYbž`i`a`X]Y
7\UbW`b`Ui`ZXUg`9ffY]W`Yb`XYg`<U`VZ]bU`Yg`ni`k`U`fYb`"8]Y
D`UmcZg`k`YfXYb`]a`A`cXi`g`6Ygh`cZ]Zj`Y`Ui`g[`YhfU[`Ybž`k`Ug
VYXYi`hYhž`XUgg`XUg`HYUa`a`]h`XfY]G]Y[`Yb`]bg`<U`VZ]bU`Y`Y]bn]Y`h"

5i gV`]W_`Ui Z`X]Y`_ca a YbXYb`Gd]Y`Y

I a `j cfUbni _ca a Ybž`k]fX`XUg`HYUa `j cb`HfU]bYf`F cXf][c
DUghcfY`bcW`Y]bY`A Yb[Y`5fVY]hj cf`g]W` \UVYb" `< YfnghØW`XYf
_ca a YbXYb`Gd]Y`Y`g]bX.

Gd]Y`	8Uhi a	I \fnY]h	C fh
Gd]Y`&	&\$" `A U]	&\$. \$\$	<Y]XY`VYf[
Gd]Y``	&) " `A U]	%* . ' \$	7\Ya b]hn
Gd]Y`(`	&+ " `A U]	%, . ' \$	<Y]XY`VYf[
Gd]Y`)	&- " `A U]	%) . \$\$	7\Ya b]hn

8]Y`B]bYfg`7\Ya b]hn` \UVYb`g]W` `a]h`Y]bYf`GU]gcbV]`Ubn`j cb`%,
G]Y[Yb`i bX`%(`B]YXYf`U[Yb`]b`X]Y`Hcd`(`XYf`6Ug`YhVU``!
6i bXYg`][U`[Y_`Äa dZ`h" `8 Ug`b`ÄW`ghY`Gd]Y``]gh`Yb`hgW`Y]XYb`X`ZØf`X]Y
A UbbgW`UZh`i a `XYb`HfUi a `j ca `<U`VZ]bU`Y`k Y]hYf`Ua `@YVYb`ni
\U`hYb" `Ö`]W_QVYf]W`hYh`XUgg`X]Y`9fk Ufhi b[Yb`]a `HYUa ` \cW`
g]bX`i bX`XYf`8fi W_ž`XUg`YfghY`Gd]Y``[Y[Yb`<Y]XY`VYf[`ni
[Yk]bbYbž`gdØfVUf`]gh" : Øf`X]Y`7\Ya b]hnYf` : Ubg`V`Y]Vh`Yg
gdUbbYbX`

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ni `X]YgYa `D`UmcZ]`?f]a]i bX`XYb
_ca a YbXYb`Gd]Y`Yb`VYgi W`Yb`G]Y`Ui W`XYb`5fh]_Y`j cb
ÖgdcfhgW`Ui Ö

8YhU]`g	
C fh	7\Ya b]hnž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V`]W_"XY • k k k "gdcfhgW`Ui "XY

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