

HI =Yf\ Ò\ h'G]hnd`Uhn_c b h]b [Y b h.
< Y fVghZY f]Y b `^Y hnh'[Ø b gh][Y f`Z`]Y [Y b °

HI =Yf\ Ò\ h'G]hnd`Uhn_c b h]b [Y b h`ZØf`< Y fVghZY f]Y b`&\$&) `j c b
NØf]W\ `b UW\ `; fUb`7 UbUf]Už<i f[\ UXU`i bX`? fYhU`ZØf`VYggYfY
J YfZØ[VUf_Y]h"



; fUb`7 UbUf]Už`Gd Ub]Y b`!`HI =\ Uh`VY`_Ubbh'[Y [YVYbž`XUgg`X]Y
B UW\ ZfU[Y `b UW\ `F Y]gY b`k `À\ fYbX`XYf`< Y fVghZY f]Y b`ghY][hž`k Ug`ni
Y]bYf`9f\ Ò\ i b [`XYf`5bnU\ `Ub`[UfUbh]YfhYb`G]hnd`Àhnyb`UV`NØf]W\
VY]`\fYa`:`i [dUfhbYf`9XY`k Y]gg`ZØ\fh`5V`< Y fVgh`&\$&) `_ØbbYb
F Y]gYbXY`Ui g`XYb`ni g`Àh`W\Yb`5b[YVchYb`j c b`HI =k `À`Ybž`X]Y
UhhfU`_hj`Y`DfY]gY`i bX`VYggYfY`J YfZØ[VUf_Y]hYb`j YfgdfYW\Yb`"8]Y
bYi`Yb`?`UdUn]h`ÀhYb`[Y`hYb`ZØf`XfY]`VY`]YVhY`F Y]gYn]Y`Y.`; fUb
7 UbUf]Už<i f[\ UXU`i bX`? fYhU`"8]Yg`_ØbX][h`Ubž`XUgg`HI =X]Y
F Y]gYnY]h`i b`XYb`< Y fVghZY f]Y b`k Y]hYf`Ub [Zf]gh[`YhUV`]YfYb
a `ØW\hYž`i a`X]Y`k UW\gYbXYb`6YXØfZb]ggY`XYf`?i bXYb`ni
VYX]YbYb"

8]Y`ni g`Àh`W\Yb`?`UdUn]h`ÀhYb`i a`ZUggYb`gdYn]Z]gW\Y`:`Ø[Y`V]g

ni a 'GU]gcbYbXYžX]Y'k]Y'Zc`[h[Yd`Ubh'g]bX.

FY]gYn]Y`	:`i [bi a a Yf	FY]gYhU[Y	NY]hfUi a
@Ug`DU`a Ug	K ? &\$ \$#&\$%	GcbbhU[&, "\$- "!&* "%\$"& \$&)
<YfU_]cb	K ? ') \$#) %	: fY]hU['i bX GcbbhU[&* "\$- "!&* "%\$"& \$&)
<i f[\UXU	K ? %' \$#%' %	: fY]hU[ž GUa ghU['i bX GcbbhU[&* "\$- "!&* "%\$"& \$&)

G]hnd`UhnfYgYfj]Yfi b[Yb`i bX`C dh]cbYb

FY]gYbXY` \UVYb`X]Y`A Ò[`]W_X]hž`\fY`G]hnd`ÀhnY`ØVYf`U`Y`HI =
6i W i b[ggmgHYa Y`ni`fYgYfj]YfYb"8]Y`ϕZcfa Uh]cbYb`ni f
G]hnd`UhnfYgYfj]Yfi b[`VYn]Y\Yb`g]W`j cf`U`Ya`Ui Z`X]Y
: `i [[YgY`gW`UZh`HI =Zmž`k c`?i bXYb`Ui`g`j YfgW`]YXYbYb
G]hnd`Uhn`UhY[cf]Yb`k`À`Yb`_ÒbbYb"Ni`XYb`5b[YVchYb`n`À`Yb
i bhYf`UbXYfYa`7ca`Zcfh!GYUhgž`X]Y`V]g`ni`%%`Wá`a`Y`f
6Y]bZfY`\Y]h`V]YhYbž`gck]Y`L`@GYUhg`Ub`B`chUi`g[`Àb[Yb`a`]h`V]g`ni
&`Wá`a`Y`f`D`Uhm"

9g`]gh`YXcW`k]W`h][`ni`VYUW`hYbž`XUgg`VYgh]a`a`hY
DYfgcbYb[fi`ddYbž`k]Y`6UVmgž`?]bXYf`i`bhYf`%(`ϕ)\fYbž
gW`k`Ub[YfY`:`fUi`Yb`i`bX`DYfgcbYb`a`]h`6Y`\]bXYfi`b[Ybž`_Y]bY`L`@
GYUhg`Vi`W`Yb`X`ØfZYb" `Gc`gc``[Yk`À`f`Y]ghY`h`k`YfXYbž`XUgg`U`Y
DUggU[]YfY`g]W`Yf`i`bX`_ca`ZcfhUVY`fY]gYb`_ÒbbYb"5i`»`YfXYa
k`YfXYb`VY]Y]bYf`B]W`hY]b`U`hi`b[`XYf`6i`W`i`b[g_f]hYf]Yb`X]Y
DUggU[]YfY`c`b`Y`F`ØW`YfghUhi`b[`Ui`Z`Y]bYb`UbXYfYb`G]hnd`Uhn
i`a`[YVi`W`h"

6YgcbXYfY`5b[YVchY`ZØf`HI =7UfX!ϕ\UVYf

HI =7UfX!ϕ\UVYf`dfcZ]h]YfYb`j`cb`_cghYb`cgYb
G]hnd`UhnVi`W`i`b[Ybž`Ui`g[Ybca`a`Yb`7ca`Zcfh!`i`bX`L`@GYUhg"
Ni`g`À`hn`]W` \UVYb`DUggU[]YfY`X]Y`A`Ò[`]W_X]hž`Y]bYb`ZfY]Yb
A`]hY`g]hn`ni`Vi`W`Ybž`i`a`]\fYb`D`UhnVYXUfZ`ni`cdh]a`]YfYb`K`Yf
_Y]bYb`K`i`bgW`g]hnd`Uhn`fYgYfj]Yfhž`Yf\`À`h`VY]a`7`Y`W`!]b

Ui hca Uh]gW\`Y]bYb`_cghYbZfY]Yb`D`Uhn`ni [Yk]YgYbž`k À\`fYbX
 G]hnd`Uhn`AbXYfi b[Yb`]a`K YV`7\`YW`!]b`[Y[Yb`; YVØ\`f`a Ò[`]W
 g]bX"9g`k]fX`ni XYa`XUfUi Z`\]b[Yk]YgYbž`XUgg
 G]hnd`Uhn`fYgYfj]Yfi b[Yb`Ui W\`ZØf`UbXYfY`:`i [[YgY`gW UZhYbž
 Y]bgW\`Y»`]W`@ Zh\`UbGU`i bX`Hi f_]g\`5]f`bYgž`j YfZØ[VUf`g]bX"
 8]YgY`:`YI]V`]h`h`Yfk Y]hYfh`XUg`F Y]gYfY`YVb]g`ZØf`X]Y`?i bXYb`j cb
 HI =Yf\`YV`]W"

8YhU]`g	
Cfh	; fUb`7UbUf]Už`GdUb]Yb
EiY`Yb	<ul style="list-style-type: none"> • UVci hhfUj Y`"W\` • k k k "hi]"W\`a

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