

6U`_cb_fUZhk Yf_!6cca .`6Yf`]b`i bX
6fUbXYbVi f[`gYhnYb`bYi Y`FY_cfXY°

9fbYi YfVUFY`9bYf[]Yb`]a` : c_i g.`8Yf`6cca`XYf`
6U`_cb_fUZhk Yf_Y`]b`6Yf`]b`i bX`6fUbXYbVi f[`nY][h
g][b]Z]_UbhY`K UWg`hi a gfUhYb"



6fYa Ybž`8Yi hgWk`UbX`!`ž`XYb`YhnYb`A`cbUhYb`]gh`X]Y
6Y[Y]ghYfi b[`Z0f`YfbYi YfVUFY`9bYf[]Yb`]b`XYf`<Ui dhghUXhi bX
6fUbXYbVi f[`fUgUbh`Ub[Yk UWgYb"6YgcbXYfg`X]Y`BUW`ZfU[Y
bUW`6U`_cb_fUZhk Yf_Ybž`U`gc`_ca`dU_hY`Gc`UfUb`U[Yb`Z0f`XYb
df]j UhYb` ; YVfUi Wkž`nY][hž`XUgg`]a` a Yf`a`Y`f`6Yf`]bYf`i bX
6fUbXYbVi f[Yf`K`Yfh`Ui`ZbUW`U`h][Y`9bYf[]Y`Y[Yb"@"Ui`h`
**G0XXYi hgWk`Y`NY]hi b[`k`Uf`X]Y`NU`X`XYf`]b`6Yf`]b`]bghU`YfhYb
Gc`UfUb`U[Yb`ni`a`" ` \$"`ž`b]`Ui`ZYhk`U`%-`" ` \$\$`Ub[Ygh]Y[Yb"8Ug
Ybhgd]f]W`h`Y]bYa`VYa`Yf_Ybgk`YfhYb`Ni`k`UWg`j`cb`ZUgh`)
Dfc`nYb`h]a` `YfghYb`<U`V`U`f` `Y]b`YW`hYg`NY]W`Yb`XU`Z0f`ž`XUgg`X]Y
A`Yb`gW`Yb`Y]b`[i`hYg`<`Ab`XW`Yb`Z0f`X]Y`9bYf[]Yk`Yb`XY`U`VYb"**

8Yf`6cca`]gh`b]W`h`bi`f`]b`XYf`<Ui dhghUXhi`ni`gd0fYb.`ž`

6fUbXYbVi f['\Uh'g]W\X]Y'NU\`XYf'df]j UhYb'Gc`UfdUbY`g'gc[Uf
i a`a Y\`f`U`g`Y]b`8f]hhY`Yf\`Ò`h`i` bX`Y[h`bi`b`VY]`ZUgh`)`"*`\$\$`
8]YgY`9bhk]W`_i` b[`j`YfXYi`h]W\hž`XUgg`XUg`b`hYfYggY`Ub
i a`k`Y`hž`fYi`bX`W\Yf`9bYf[]Y`b]W\h`bi`f`Y]bY`j`cfØVYf[Y\YbXY
A`cXYfYfgW\Y]bi`b[`]ghž`gcbXYfb`Y]b`ZYghYf`6YghUbXhY]`XYf
@YVYbgk`Y]gY`j`Y`Yf`A`YbgW\Yb`]b`XYf`F`Y[]cb`[`Yk`cfXYb`]gh`
9fghUi`b`]W\Yfk`Y]gY`\UVYb`X]Y`6Yf`]bYf`]bnk`]gW\Yb`a`Y\`f
6U`_cb`fUZh`k`Yf`_Y`]bghU`Y]Yfh`U`g`X]Y`6Yk`c`bYf`j`cb`<`Ua`Vi`f[`i`bX
6fYa`Yb`ni`gUa`a`Ybž`k`Ug`X]Y`Dcdi`Uf]h`h`X]YgYf`HYW\bc`c[]Y
i`bhYfghfY]W\h`

9fbYi YfVUfY`9bYf[]Yb`]a`5i Zk]bX

C`V`k`c`\`XYf`5bhY]`YfbYi`YfVUfYf`9bYf[]Yb`Ub`XYf
Ghfca`Y]bgdY]gi`b[`]b`6Yf`]b`&\$&(`[YfUXY`Y]ba`U`)`ž`DfcnYbh
VYhfi`[`ž]gh`X]Yg`XcW\`Y]b`F`Y`_`cfXk`Yfhž`Ui`W\`k`Ybb`Yf`bcW\`b]YXf[
]gh`b`6fUbXYbVi`f[`]\]b[Y[Yb`]gh`X]Y`G]hi`Uh]cb`XYi`h]W\`VYggYfž
XYbb`\]Yf`_`Ua`a`Y\`f`U`g`X]Y`<`À`žY`XYg`Y]b[YgdY]ghYb`Ghfca`g`Ui`g
YfbYi`YfVUfYb`E`i`Y`Ybž`k`cVY]`X]Y`K`]bX`fUZh`Y]bY`hfU[YbXY`F`c`Y
gd]Y`h`9]b`6`]W`_`Ui`Z`X]Y`NU\`Yb`XYg`**I`a`k`Y`h`Vi`b`XYg`Ua`h`Yg**
a`UW\h`XYi`h]W\`&\$&(`k`i`fXYb`)`DfcnYbh`XYg`Ghfca`g`Ui`g
YfbYi`YfVUfYb`9bYf[]Yb`[YbYf]Yfhž`k`cVY]`XYf
6fi`h`c`ghfca`j`YfVfUi`W\`]b`8Yi`hgW\`UbX`]a`[`Y]W\Yb`ž\`f`VY]` ,`(`ž+
A`j`]UfXYb`_`K`\`U["`

8]Y`K`Y]W\Yb`ZØf`X]Y`Ni`_i`b`Zh]g]bX`[YghY`h`a`F`U\`a`Yb`XYf
9bYf[]Yk`YbXY`k`]fX`Ub[YghfYVhž`V]g`&\$`\$`(`%`DfcnYbh`XYg
6fi`h`c`YbXYbYf[]Yj`YfVfUi`W\`g`Xi`fW\`YfbYi`YfVUfY`9bYf[]Yb`ni
XYW`_`Yb`8Yf`j`cfUb`gW\`fY]hYbXY`5i`gVUi`nY][hž`XUgg`8Yi`hgW\`UbX
Ui`ZY]bYa`[`i`hYb`K`Y[`]gh`i`k`]Y`X]Y`Ni`bU\`a`Y`XYf`]bghU`YfhYb
Gc`UfUb`U[Yb`]b`XYb`Gh`X`hYb`Y]bXfØW`]W\`j`cf`5i`[Yb`ZØ\`fh`

8Yf`9]bZi`gg`Ui`Z`X]Y`7C`!9a`]gg]cbYb

A`h`XYf`ghY][YbXYb`Bi`hni`b[`YfbYi`YfVUfYf`9bYf[]Yb`nY][h'g]W\
Ui`W\`Y]b`d`cg]hj`Yf`HfYbX`]b`XYf`J`Yfa`Y]Xi`b[`j`cb
HfY]V\`Ui`g[UgYa`]gg]cbYb`a`ž\`f`&\$&(`_cbbhYb`]bg[YgUa`h`&)*
A`j`]cbYb`H`cb`bYb`7C`!`Ž`ei`j`U`Yb`hY`j`Yfa`]YXYb`k`YfXYb`

6Ya Yf_Ybgbk Yfh`Fi bX`, \$`DfcnYbh`X]YgYf`9]bgdUfi b[Yb`ghUa a Yb
 Ui g`XYf`Ghfca YfnYi [i b[`Xi fW` YfbYi YfVUFY`E i Y`Yb"8 Ug`a UW`h
 XYi h]W`ž`XUgg`X]Y`9bYf[]Yk YbXY`b]W`h`bi f`Y]bY`i: fU[Y`XYf
 BUW` \U`h][_Y]hž`gcbXYfb`Ui W`Y]bY`XYf`J YfU`b`k c`f`h b[` [Y[YbØVYf
 XYf`i a k Y`h]gh"

: Un]h`8Yf`6cca `XYf`6U`_cb_fUZhk Yf_Y`]b`6Yf`]b`i bX`6fUbXYbVi f[
 nY][hž`XUgg`]a a Yf`a Y`f`A YbgW`Yb`VYfY]h`g]bXž`U`_h]j`ni f
 9bYf[]Yk YbXY`VY]ni hfU[Yb"8]YgY`9b`h`k]W`_i b[`]gh`b]W`h`bi f`Y]bY
 FYU`_h]cb`Ui ZX]Y`ghY][YbXYb`9bYf[]Y`_cghYbž`gcbXYfb`Ui W`Y]b
 GW`f]h`h`]b`Y]bY`bUW` \U`h][YfY`Ni _i bZh"K Y]hYfY`8YhU]`g`ni `XYb
 9b`h`k]W`_i b[Yb`]a `6YfY]W` `XYf`YfbYi YfVUFYb`9bYf[]Yb`Z]bXYb`G]Y
 Ui W`VY]a `HU[Yggd]Y[Y`"

8YhU]`g	
C fh	6fYa Ybž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW`Y"XY • k k k "hU[Yggd]Y[Y`"XY • k k k "i a k Y`hVi bXYgUa h"XY

6Ygi W`Yb`G]Y`i bg`Ui Z. `X]Y!bUW` f]W`hYb`W`a