

Dc`nY]`gW`À[h`5`Ufa .`F cW_Yf`hfYZZYb`]b
C ghZf]Yg`UbX` `K UZZYb`g]W`Yf[YghY`h°

F cW_Yf[fi ddY` ; fYa` ji a`A 7`hf]Zhig]W`]b`C ghZf]Yg`UbX`
Dc`nY]`_cbhfc``YfhØVYf` ("\$\$\$`DYfgcbYb`i bX`g]W`Yfh`K UZZYb`"



< U`VYa` cbXž`8Yi` hgW` `UbX`!` ð`C ghZf]Yg`UbXž`[YbUi` Yf`[YgU[h`]b
< U`VYa` cbXž`\UVYb`g]W`Ua` `j` Yf[Ub[YbYb`K` cW`YbYbXY`< i bXYfhY
A`h[`]YXYf`XYf`F cW_Yf[fi ddY` ; fYa` ji a`A 7`ni` `Y]bYa
a`Y`fhÀ[]`[Yb`HfYZZYb`j` YfgUa` a`Y`h`8 UVY]`V`]YV`X]Y`Dc`nY]`b]W`h
i`bhÀh[`i` bX`gYhnhY`Y]b`i` a`ZUb[fY]W`Yg`?cbhfc``dfc[fUa` a`i` a`ž`i` a`
X]Y`G]W`Yf\Y]h`ni` `[Yk`À`f`Y]ghYb`i` bX`a` Ò[`]W`Yfk`Y]gY
Ui`Z_Y]a` YbXY`GhfUZhUhYb`ni` `j` Yf\]bXYfb`"Ob!hj`QVYf]W`hYhž`XUgg`]a
F U\`a` Yb`X]YgYf`A`U`b`U\`a` Yb`a` Y`f`U`g` ("\$\$\$`A`YbgW`Yb`i` bX`fi` bX`
%)` \$\$\$` :` U`fnYi` [Y`_cbhfc``Yfh`k` i`fXYb`"

8]Y`?`cbhfc``Yb`j` Yf`]YZYb`Xi` fW`k` Y[`Zf]YX`]W`i` bX`k` UfYb`HY`]Y]bYf
ghfUHy` []gW`Yb`B`i` `!Hc`YfUbn!Dc`h]`_XYf`Dc`nY]`[Y[Yb
F cW_Yf_f]a`]bU`]hÀh`8 UVY]`k` i`fXYb`a` Y`fYfY`[YZÀ`f`]W`Y

; Y[YbghÅbXY'g]WXYf[YghY`hžXUfi bhYf'Y]bY'A UWXYhY'i bX'Y]bY
5I h"5i Z; fi bX'U[Y'X]YgYf'J cfZÅ`Y'k i fXYb'a Y\fyfY
GhfUz] YfZU\fyb'Y]b[Y'Y]hYhž'bgVYgcbXYfY'k Y[Yb'J YfghÒ» Yb
[Y[Yb'XUg'K UZZYb[YgYhn"ObXfQYf[ÅbnhYž'XUgg'XUg'HfYZZYb'ja
A chcXfca ž'Y]bYf'F YbbghfYW_Y'ZØf'A chcffUX!GdYXXk Umž'ghUhhZUjXž
k Ug'X]Y'J YfV]bXi b['XYf'F cW_Yf'ni f'A chcffUXgdcfh_i`hi f
i bhYfghfY]Wxh"

G]WXYf\Y]h'ja` : c_i g

8]Y'Dc`nY]k Uf'a]h'Y]bYa` ; fc» Ui Z[YVch'ja`9]bgUhn'i bX'gdYffhY
Y][Ybg'X]Y'B UXÖfghYf'GhfU» Y']b'XYf'BÅ\Y'XYg
J YfUbgU`hi b[gcfhYgž'i a`XYb'UbfY]gYbXYb'J Yf_Y\`f'ni
_cbhfc`Y]fYb"6YUa hY'XYf'6YfY]hgWxUZhgd`nY]k UfYb'YVYbZU`g
j cf'Cfh'8]Y'?cbhfc`a U» bU\ a Yb'k UfYb'b]Wxh'bi f'Ui ZXYb
5bfY]gYhU['VYgWxfÅb_hž'gcbXYfb'k i fXYb'k Å\fybX'XYg'[YgUa hYb
HfYZZYbg'Xi fWx[YZØ\fh"5i Wx'5`_c\c`!i bX'8fc[YbhYghg'k UfYb'HY]
XYf'G]WXYf\Y]hgghfUhY[]Yž'i a`X]Y'5VfY]gY'XYf'[YgWxÅhnhYb'%) \$\$
HY]bY\ a Yf'Ua`GcbbhU[UVYbX'ni`ØVYfk UWXYb"

@Ui h'XYa`@UbXYg_f]a]bU`Ua h'j]b'<Ubbcj Yf'ghY\Yb'Xi hnYbXY
F cW_Yf[fi ddYb']b'B]YXYfgUWxgYb'i bhYf'ghÅbX][Yf'6YcVUWxhi b[ž
i bX'X]Y'9fZU\fi b[Yb'nY][Ybž'XUgg']bhYfbUh]cbU`U[]YfYbXY
A chcffUXWi Vg'\Åi Z]['a]h'gWxk Yfk]Y[YbXYb'8Y`_hYb'k]Y
8fc[Yb\UbXY`]b'J YfV]bXi b['[YVfUWxh'k YfXYb"8]Y
F cW_Yf[fi ddY'; fYa]i a`A 7'[]h'XUVY]U'g'Y]bYf'XYf
VYXYi hYbXghYb'7'i Vg']b'8Yi hgWx`UbXž'a]h'+\$`Cfhg[fi ddYb
f7\UdhYfŁØVYf'XUg'[UbnY`@UbX'j Yfhy]`h"Ø_U"XYQ\YVh\Yfj cfž
XUgg'gc`WxY'; fi ddYb'cZha]h'; Yk U'h_f]a]bU`hÅh'i bX'gdYn]Y`Yb
8Y`_hYb']b'J YfV]bXi b['ghY\Ybž'k Ug'X]Y`@U[Y'ni gÅhn']Wx`_ca d`YI
a UWxh"

F cW_Yf_f]a]bU`hÅh'ja`8YhU]`

F cW_Yf[fi ddYbž'k]Y'XYf"; fYa]i a`A 7ž'nY]Wxbyb'g]Wx'Xi fWx'Y]bYb
\]YfUfWx]gWxYb'5i ZVUi`Ui g'i bX'dZY[Yb'Yb[Y'dYfgÒb`]WxY
6]bXi b[Yb'i bhYf'\fyb'A]h[]YXYfb"5XÅei UhY'FY[Y'i b[Yb'i bX
Y]bY'b]YXf][Y'6YfY]hgWxUZh'ni f'?ccdYfUh]cb'a]h'XYb'6Y\ÖfXYb

YfgWk YfYb`X]Y`9fa]h`i b[gUfVY]h`8]Y`8i b_Y`n]ZYf`XYf
 FcW_Yf_f]a]bU`]h`h`V`Y]Vh`cW`z`XU`Y]b`J`Yf`U`h`Ybg_cXYI`X]Y
 A]h[`]YXYf`j`cb`XYf`Ni`gUa`a`YbUfVY]h`a]h`9fa]h`i b[gVY`O`f`XYb
 UV`A`h`9]bY`I`a`ZfU[`Y`XYg`6?`5`nY][`h`z`XUgg`X]Y`a`Y]ghYb`GhfUZhUhYb`z
 X]Y`]b`X]YgYb`?`fY]gYb`VY[`Ub[`Yb`k`YfXYb`z;`Yk`U`hj`YfVfYWX`Yb
 VYhfYZYb`z`k`Ug`Y]b`Yf`YV`]WX`Yg`G]WX`Yf`Y]hg]g]_c`XUfghY`h`8]Y
 Dc`nY]j`YfZc`[`h`XU`Yf`Y]bY`_`UfY`@]b]Y`i`bX`Xi`X`Yh`_Y]bY
 fYWX`hgZfY]Yb`F`Ai`a`Y`"

≠g[YgUa`h`V`Y]Vh`X]Y`H`Y`a`Uh]_`XYf`FcW_Yf_f]a]bU`]h`h`i`bX`X]Y
 G]WX`Yf`Y]hgUb`U[`Yb`fi`bX`i`a`gc`WX`Y`HfYZYb`Y]bY
 <YfUi`gZc`fXYfi`b[`z`X]Y`b]WX`h`bi`f`X]Y`6Y`O`f`XYb`z`gc`bXYfb`Ui`W`X]Y
 ;`YgY`g`WX`UZh`U`g;`UbnYg`VYhf]Zh`8]Y`A`U»`bU`a`Yb`XYf`Dc`nY]
 a`O[`Yb`_i`fnZf]gh][`Y]bY`6Yfi`][`i`b[`Vf]b[`Yb`z`XcW`XUg`DfcV`Ya
 V`Y]Vh`VYghY`Yb`i`bX`gY`h`h`X]Y`G]WX`Yf`Y]hg`f`A`ZhY`j`cb
 B]YXYfgUWX`gYb`k`Y]hYf`][b`i`bhYf`8fi`W`"

8]Y`;`YgWX`Y`b]ggY`]b`C`ghZf]Yg`UbX`g]bX`Y]b`k`Y]hYfYf`6Y`Y[`Z`O`f`X]Y
 VYXYi`hYbXY`F`c`Y`z`X]Y`X]Y`Dc`nY]j`a`?`Ua`dZ[`Y[`Yb
 FcW_Yf_f]a]bU`]h`h`gd]Y`h`z`i`bX`X]Y`B`ch`k`YbX][`_Y]h`z`_c`bh]bi`]Yf`WX
 k`UWX`gUa`ni`V`Y]VYb`"

8YhU]`g	
Cfh	<U`VYa`cbX`z`8Yi`hgWX`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "b!hj"XY • k k k "bXf"XY • k k k "V_U"XY

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