

< Ua Vi f['VYfY]hYh'g]W\ j cf. ' (\$\$\$"\$\$\$
ZY]Yfb 'VY]a 'GW\ `U[Yfa cj Y '&\$&)' °

9f`YVYb`G]Y`XYb`GW\`U[Yfa cj Y`b`< Ua Vi f['Ua ') "'&\$&)
a]h'ØVYf'(\$\$\$"\$\$\$`6Ygi W\YfbžgdY_hU_i `ÀfYb`A i g]_hfi W_g
i bX': Y]Yf`]W\`_Y]hYb"



5`hc b Už`8 Yi hgW\ `UbX`!`:b`< Ua Vi f['ghY\`h`Y]b`[fc» Yg`9fY][b]g
j cf`XYf`HØf. `5a ') "'&\$&)' `k]fX`X]Y`GhUXh`YfbYi hj cb`XYf
[fØ» hYb`GW\`U[YfdUfUXY`XYf`K Y`hž`XYa 'GW\`U[Yfa cj Yž]b
6YgW\`U['[Ybca`a`Yb"', VYf'(\$\$\$"\$\$\$`6Ygi W\Yf`k`YfXYb
Yfk`UfhYhž`X]Y`g]W\`Ub`XYf`ZYgh]W\Yb`5ha`cgd\`ÀfY`i`bX`XYb
_`Ub[j`c`Yb`A`Y`cX]Yb`YfZfYi`Yb`a`ØW`hYb"'8]Y': Y]Yf`]W\`_Y]hYb
VY[]bbYb`VYfY]hg`Ua`': fY]hU[ž`XYa` '("'&\$&)' ž'a]h`Y]bYf`K`Ufa`!i`d!
DUfmi`Ui`ZXYa`'<Y][]b[Y]ghZY`Xž[YZc`[hj cb`XYf`GW\`U[YfdUfUXYž
X]Y`Ua`GUa`ghU['i`a`%)`'I`\`f`ghUfhYh"

K]Y`h!`cb`]bY`"XY`VYf]W\`hYhž`]gh`X]Y`DUfUXY!`F`ci`hY`ZYgh[Y`Y[h`'8]Y
A`i`g]_hfi`W_g`k`YfXYb`ØVYf`!`XUg`<Y][]b[Y]ghZY`Xž`ØVYf`X]Y
;`UW]gW\`Ui`ggYYž`XYb`A`]'`Yfb`hcf`d`Uhmž`X]Y`<Y[c`Àb`XYf`5`YYž`X]Y

@UbXi b[gVfØW_Ybž'X]Y`Gh"DUi`!< UZYbghfU» Yž'XYb`Gh"DUi`]
:]gW a Uf_hž'X]Y`DYdYfa` Ò`YbVY`_i bX`X]Y`FYYdYfVU\ b††`ni fØW_
ni a`<Y`][Yb[Y]ghZY`X`n]Y\Yb"8]Y`FØW__Y\ f`XYg`YhnhYb`K U[Ybg
k]fX`nk]gW Yb`†† &\$`i bX`&\$.` \$`I` \ f††`Yfk UfhYh"

GhfU» YbgdYffi b[Yb`i bX`J Yf_Y\ fg\]bk Y]gY

I a`X]Y`G]W Yf\Y]h`U`Yf`HY]`bY\ a Yf`ni` [Yk`À`f`Y]ghYbž`k YfXYb`UV
ZfØ\`Ua`ZfØ\Yb`GUa`ghU[a`cf[Yb`X]j YfgY`GhfU» YbgdYffi b[Yb`]b
?fUZh`hfYhYb"8]Y` ;`UW]gW Ui`ggY`Y`k]fX`UV`XYa` :`fY]hU[ž`%-`I` \ fž
V]g`ni a`Gc`b`b`hU[ž`+`I` \ fž[YgdYffh`gY]b"5i W`Ub`UbXYfYb
GhY`Yb`]gh`a`]h`9]bgW`f`À`b`_i b[Yb`ni`fYW`bYb"8Uni`[Y\ ÒfYb.

- FYYdYfVU\ b`VY]`XYf`H]YZ[UfU[Ybni`ZU\ fh.`GdYffi b[]b`< Ò\Y`XYf`Ni`ZU\ fhž`U`YfX]b[g`V`Y]Vh`X]Y`Ni`ZU\ fh`Ui`g`F]W`hi`b[`?`UghUb]YbU`Y`Y`YffY]W`VUf"
- < UZYb hcf`Ub`XYb`Gh"DUi`]`@UbXi b[gVfØW_Yb.`Jc`gdYffi b[]b`F]W`hi`b[`5`hcbU"
- 8Uj`]XghfU» Y`9W_Y`6Yfb\ UfX! BcW`h! GhfU» Y.`Jc`gdYffi b[]b`F]W`hi`b[`< UZYbfUbXghfU» Yž`UVYf`X]Y`6Yfb\ UfX! BcW`h! GhfU» Y`k]fX`[YÒZbYh"

K Y]hYfY`GdYffi b[Yb`VYhfY`ZYb`k`]W`h][Y`Ni`[Àb[Y`]b`XYf
I a`[YVi b[``Gc`]gh`X]Y`Y]b`!`i bX`Ui`gZU\ fh`ØVYf`X]Y`
GYYk UfhYb`ghfU» Y`cXYf`X]Y`< Ua`Vi`f[Yf`< c`W`ghfU» Y`a`Ò[`]W`ž
i a`XYb`5bk`c\`bYfb`X]Y`8i`fW`ZU\ fh`ni`Yf`Y]W`hYfb" `b`hYfYgg]YfhY
gc`hYb`Ui`W`Ui`ZX]Y`²`Zbi b[gnY]hYb`XYg`< Y]b`!`?`Ò``]gW`!`D`UhnYg
UW`hYbž`XYf`Ua`GUa`ghU[]`cb`%&`V]g`'`I` \ f`[YÒZbYh`]gh"

: Y]Yf`]W`_Y]hYb`i bX`I`bhYf\ U`hi b[

8]Y`J`cfZfYi`XY`]gh[fc»`°`5i`ZXYf`K`Ufa`!i`d!DUfhm`XØfZYb`g]W`X]Y
;`ÀghY`Ui`ZY]b`Vi`bhYg`Dfc[fUa`a`a`]h`?`Øbgh`Yfb`k`]Y`8`>`J`cgg]`i`bX
BYbU`8ci`V`Y`ZfYi`Yb"6Y]`XYf`UbgW`Y]Y» YbXYb`5ZhYfa`c`j`Y!`DUfhm
UV`%+.`\$`I` \ f`k`YfXYb`YVYbZU`g`nU\`fY]W`Y`5W`hg`ZØf`Gh]a`a`i`b[
gc`f[Ybž`XUfi`bhYf`XYf`K`c`Z[Ub[`DYhfm`8ci`V`Y`i`bX`Bcfa`Ub
@Ub[Yb"8]Y`Hfi`W`g`XYf`GW`U[Yf`_UfUk`UbY`\UVYb`]YfY
5i`ZghY`i`b[`VYfY]hg`UV`%`I` \ f"

8]Y`HY]`bU\`a Y`Ua`GW\`U[Yfa`cj Y`gY`Vgh]gh`_cghYb`cgz`YXcWk
 k]fX`ZØf`X]Y`K Ufa`!i`d!DUfhmž`X]Y`A`]hZU\`fh`Ui Z`XYb`Hfi`W_g`i`bX`X]Y
 5ZHYfa`cj Y!DUfhm`Y]b`H]W_Yh`VYb`Øh][`h``F`i`bX`) \$`Hfi`W_g`k`YfXYb`Ub
 X]YgYa` :`Yghi`a`ni`[`hY]`bY\`a`Yb"

K`Y]hYfY`ϕZcfa`Uh]cbYb`ØVYf`X]Y`[`YbUi`Yb`G\`UZHYb`i`bX
 J`Yf`_Y\`fgUb`k`Y]gi`b[`Yb`g]bX`Ui`Z`XYf`GY]hY`j`cb`\`Ua`Vi`f["XY`ni
 Z]bXYb``: `fYi`Yb`G]Y`g]W\`Ui`Z`Y]b`i`bj`Yf[`Ygg`]W\`Yg`K`c`W\`Yb`Yb`XY
 j`c``Yf`A`i`g]_ž[`i`hYf`@Ui`bY`i`bX`Y]bYa``<`Ui`W\`j`cb`B`cghU`[`]Y`°

8YhU]`g	
C`fh	5`hcbUž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • \Ua`Vi`f["h!`cb``]bY"XY • k`k`k`"gW\`U[`Yf"XY • k`k`k`"\Ua`Vi`f["XY

6Ygi`W\`Yb`G]Y`i`bg`Ui`Z`X]Y!`bUW\`f]W\`hYb`"Wca