

Dc`]nY]`]a `< Uj Y``UbX. `5`Ufa]YfYbXY
9]bVfØW\Y `i bX`J Yf_Y\fgi bZÄ``Y`

5_hi Y``Y`Dc`]nY]a Y`Xi b[Yb`Ui g`XYa `< Uj Y``UbX`Ua
%(" \$ + " & \$ &) . `9]bVfØW\Yž`J Yf_Y\fgi bZÄ``Y`i bX`k]W\h][Y
Bchfi Zbi a a Yfb"



:]b_Yb_fi [Yf`GhfU» Y`+' ž`%(* %&': U`_YbgYYž`8Yi hgW\`UbX`!
8]Y`Dc`]nY]`\Uh`Ua `%(" ' † '] & \$ &) `j YfgW\]YXYbY`A Y`Xi b[Yb`ni
U_hi Y``Yb`J cfZÄ``Yb`]a `< Uj Y``UbX`j YfÖZZYbh`]W\h`BYYVYb
9]bVfØW\Yb`i bX`J Yf_Y\fgi bZÄ``Yb`VYgW\ÄZh][Yb`X]Y`6YUa hYb
Ui W` : Ä``Y`j cb`8]YVghU\`i bX`FYnYdhZÄ`gW\i b[" ' † `XYb`YhnhYb
HU[Yb`_Ua `Yg`ni `Y]bYa `j YfghÄf`_hYb`9]bgUhn`XYf`Dc`]nY]ž`k Ug`X]Y
6Øf[Yf`XUni `Ui ZcfXYfhž`VY]j YfXÄW\h][Yb`5_hj]hÄhYb`i a [Y\YbX
ni `fYU[]YfYb"

6YgcbXYfg`Ui Za Yf_gUa `a UW\h`X]Y`Dc`]nY]`Ui ZY]bYb`9]bVfi W\`]b
Y]b`K c`b`U`i g`]b`DfYa b]hž`k c`i bVY`_UbbhY`HÄhYf`[Yk U`hgUa `]b
X]Y`FÄi a `]W\`_Y]hYb`Y]bXfUb[Yb`i bX`k Yfhj c``Y` ; Y[YbghÄbXY
Ybhk YbXYhYb``8]Y`9fa]h`i b[Yb`k i fXYb`VYfY]hg`Ui Z[Ybca a Ybž

i bX`X]Y`6YUa hYb`V]hhYb`X]Y`6Yj Ò`_Yfi b[`i a `A]h\`ZYži a
a Ò[`]WXY`NYi [Yb`ni `Z]bXYb``Ni gÀhn`]Wk`i fXY`Y]b`8]YVghU\`j cb
?UVY`b`Ui ZY]bYf`6Ui ghY``Y`]b`K i ghYfa Uf_`[Ya Y`XYh` `Ui W\`]Yf
gi W`h`X]Y`Dc`]nY]`bUW`<]bk Y]gYb`Ui Z`X]Y`HÀhYf"

J Yf_Y\fgi bZÀ``Y`]a `: c_i g

9VYbgc`U`Ufa]YfYbX`g]bX`X]Y`nU\`fY]WXYb`J Yf_Y\fgi bZÀ``Yž`X]Y`]b
XYb``YhnhYb`HU[Yb`]a `FUi a `<Uj Y``UbX`i bX
VfUbWXYbØVYf[fY]ZYbX`]b`6fUbXYbVi f[`Ub`XYf`<Uj Y`fY []ghf]Yfh
k i fXYb``9]b`VYgcbXYfYg`9fY][b]g`k Uf`Y]b`5i ZU\fi bZU``]a
6Ui ghY``YbVYfY]W`XYf`6i bXYgghfU»Y`) žVY]`XYa `Y]bY`) !À\f][Y
5i hcZU\fyf]b`Ui ZY]bYb`G_cXU`Ui ZI \f``8]Y`) (!À\f][Y`: U\fyf]b
XYg`G_cXU`k i fXY`XUVY]j Yf`Yhnh`i bX`a i gghY`]bg`?fUb_Yb\Ui g
[YVfUW`h`k YfXYb``8Yf`GUW`gW`UXYb`k]fX`Ui ZYhk U`" "\$\$\$`9i fc
[YgW`Àhnh``8]YgY`i bZÀ``Y`i bhYfghfY]WXYb`Y]ba U`a Y\fž`k]Y`k]W`h][
G]WXYf\Y]hgj cf_Y\fi b[Yb`]a `GhfU»Ybj Yf_Y\f`g]bX"

; YbYfY``]gh`X]Y`?f]a]bU`]hÀhgYb`hk]W`i b[`]b`8Yi hgW`UbXž`k]Y
GhUh]gh]_Yb`nY][Ybž`gW`k]Yf][`ni `VYk YfhYb``8]Y`Dc`]nY]`]WXY
?f]a]bU`ghUh]gh]_XYg`6i bXYg_f]a]bU`Ua hg`\Uh`ZØf`&\$&(`Y]bYb
`Y]W`hYb`FØW_[Ub[`XYf`?f]a]bU`]hÀhi a `%ž+`i `Ui ZYhk U`) ž (
A]``cbYb`: À``Y`Yfa]hY`h``8]Yg`k i fXY`YXcW`ghUf`_Xi fW`X]Y
hY]``Y[U`Y`FY[Y`i b[`j cb`7UbbUV]g`VYY]bZi gghž`k Ug`ni `Y]bYf
5VbU\`a Y`XYf`Ybhgd`fYWXYbXYb`8Y`_hY`ZØ\fhY``5i ZXYf`UbXYfYb
GY]hY`ghY][h`UVYf`X]Y`NU\`XYf`GhfUZhUhYbž`X]Y`XUg
G]WXYf\Y]hg[YZØ\`XYf`6Øf[Yf`VYY]bhf`ÀW`h][Yb``6Y]`XYb`\Ài Z][ghYb
8Y`_hYb`ghY\Yb`8]YVghÀ\`Y`i bX`: À`gW`i b[gXY`_hY`]a `A]hY`di b_h
XYf`GhUh]gh]_"

K]W`h][Y`B`chfi Zbi a a Yfb`i bX`5b`Ui ZghY``Yb

8]Y`Dc`]nY]`k Y]gh`Y]bXf]b[`]W`XUfUi Z`\]bž`XUgg`VY]J YfXUW`h`Ui Z
GhfUZhUhYb`cXYf`VY]`B`chZÀ``Yb`X]Y`B`chfi Zbi a a Yfb`b]W`h
j Yf[YggYb`k YfXYb`gc``hYb`.: Øf`X]Y`Dc`]nY]`]gh`X]Y`Bi a a Yf`%%\$
ni ghÀbX][ž`k À\fybX`XYf`FYhhi b[gX]Ybghi` bhYf`%%&`YffY]W`VUf`]gh"

: Øf`k Y]hYfY`=bZcfa Uh]cbYb`ni f`Dc`]nY]`]a `<Uj Y``UbXž`

]bgVYgcbXYfY` \]bg]W\h`]W\`XYf`5bgdfYW\ dUfhbYf`i bX`5XfYggYb`XYf`
j YfgW\]YXYbYb`Dc`]nY]ghUh]cbYbžj Yfk Y]gh`X]Y`Dc`]nY]`Ui Z]\fY
cZZ]n]Y``Yb`? c b h U _ h g h Y `` Y b `` 6 Y] g d] Y ` g k Y] g Y `] g h ` X] Y ` D c `] n Y]] b g d Y _ h] c b
< Uj Y `` U b X `] b ` X Y f ` :] b _ Y b _ f i [Y f ` G h f U » Y ` + ` `] b ` : U ` _ Y b g Y Y
Y f f Y] W \ V U F `` 6 Y] ` X Y F ` F Y j] Y f d c `] n Y] ` 6 f] Y g Y ` U b [` g h Y ` \ Y b ` X] Y
5 b g d f Y W \ d U f h b Y f ` @ c `] h U ` 6 Y m Y f ž J c ` _ a U f @ h \ ` i b X ` H c f g h Y b
: f] Y X \ c Z Z ` n i f ` J Y f Z Ø [i b ["]

8] Y ` U _ h i Y `` Y ` G] h i U h] c b `] a ` < U j Y `` U b X ` V ` Y] V h i g d U b b Y b X ` i b X
Y f Z c f X Y f h j c b ` U `` Y b ` 6 Ø f [Y f b ` K U W \ g U a _ Y] h i b X
J Y f U b h k c f h i b [g V Y k i g g h g Y] b `` K Y f ` Y h k U g ` V Y a Y f _ h ž ` g c `` h Y ` b] W \ h
n Ø [Y f b ` i b X ` X] Y ` D c `] n Y]] b Z c f a] Y f Y b `` G c ` _ Ø b b Y b ` k] f ` [Y a Y] b g U a
Z Ø f ` a Y \ f ` G] W \ Y f \ Y] h `] b ` i b g Y f Y f ` ; Y a Y] b g W \ U z h i g c f [Y b "

A Y \ f ` ð Z c f a U h] c b Y b ` Ø V Y f ` X] Y ` D c `] n Y] ` i b X ` X] Y ` U _ h i Y `` Y ` @ U [Y `] a
< U j Y `` U b X ` Z] b X Y b ` G] Y ` U i Z Z c ` [Y b X Y b ` G Y] h Y b . **a Un!c b `] b Y " X Y ž b !**
U [" b Y h i b X ` g h U h] g h U " W ě a "

8 Y h U] ` g	
C f h	:] b _ Y b _ f i [Y f ` G h f U » Y ` + ` ` ž % (* % & : U ` _ Y b g Y Y ž 8 Y i h g W \ ` U b X
E i Y `` Y b	<ul style="list-style-type: none"> • k k k "a Un!c b `] b Y " X Y • b ! U [" b Y h • X Y " g h U h] g h U " W ě a

6 Y g i W \ Y b ` G] Y ` i b g ` U i Z . ` b ! U [" b Y h