

GhUi U`Ufa `]b`XYf`Df][b]hn. `5_hi Y`Y
J Yf_Y\fg`U[Y`Ua ` " ' & \$ &) °

5_hi Y`Y`J Yf_Y\fg`U[Y`]b`XYf`Df][b]hn`Ua ` " ' & \$ &) .`GhUi gž
6Ui ghY`Yb`i bX`k]W h][Y`GhfYW_Yb]bZcfa Uh]cbYb`ZØf
F Y]gYbXY"



Df][b]hnž`8 Yi hgWk`UbX`!`<Yi hYž`Ua ` " ' & \$ &) ž]gh`X]Y
J Yf_Y\fg`U[Y`]b`XYf`Df][b]hn`U`Yg`UbXYfY`U`g`YbhgdUb`h`5_hi Y`Y
6Yf]W hY`nY][Ybž`XUgg`nU\`fY]W hY`GhfU» Yb`Xi fW`6Ui ghY`Yb`i bX
I bZ`Y`VYY]bhf`W h][h]g]bXž`k Ug`X]Y`F Y]gYbXYb`j`cf`Y]bY`YW hY
; YXi`XgdfcVY`ghY`h`8 Yf`5fh]_Y`j`cb`**A 5N`C b`]**Y`V]YhYh`Y]bYb
i a ZUggYbXYb`, VYfV`]W`ØVYf`X]Y`U_hi Y`Y`J Yf_Y\fg`U[Yž
VUg]YfYbX`Ui Z8UhYb`XYg`fYbca`a`]YfhYb`B Uj][Uh]cbgX]YbghYg
Hca`Hca`i bX`k Y]hYfYb`A`cV]`]h`hgei Y`Yb"

6YgcbXYfg`dfcV`Ya Uh]gW`g]bX`X]Y`5i hcVU\`bYb`XYf`FY[]cb"
GhUi k Ufbi b[Yb`k i fXYb`ZØf`X]Y`5&(`f@]bi a Yf`6fi W`V]g`Di`h]hnž
X]Y`5%-`fK]hghcW`V]g`ni f`@UbXYg[fYbnY`A`YW`YbVi f[!
J`cfdca`a`YfbŁ`i bX`X]Y`5%(`f`fUVck`V]g`?`Ufgh`XhŁ

\YfUi g[Y[YVYb"5i Z'XYb'6i bXYgghfU» Yb'g]Y\h'Yg'b]W h'VYggYf
Ui g. J YfgdÀhi b[Yb'Ui Z'XYf'6) ž'6%\$&ž'6%\$' i bX'UbXYfYb
k]W h][Yb'J Yfv]bXi b[Yb'g]bX'Ub'XYf'HU[Ygcfxbi b["
J Yf_Y\fgH]`bY\ a Yf'k YfXYb' [YVYhYbž'VYgcbXYfg'fØW_g]W hgj c`
[Y[YbØVYf'UbXYfYb'J Yf_Y\fgH]`bY\ a Yfb'ni 'gY]bž'i a 'X]Y
G]hi Uh]cb'b]W h'k Y]hYf'ni 'j YfgWÀfZYb"

6Ui ghY`Yb'i bX'GdYffi b[Yb

8]Y'6Ui ghY`Yb'g]bX'XYf'<Ui dhj Yfi fgUWXYf'XYf'GWk]Yf][_Y]hYb"
5i Z'XYf'6%-) 'gh'Y]bY'GdYffi b['b'F]W hi b['NUffYbh]b'#BYi \Ui g
nk]gWYb'K]hYbVYf[Y'i bX'@YbnYfg]'[Y'ni 'VYcVUW hYb"5i W'X]Y
6%, -'k Y]gh'[`Y]W'a Y\fYfY'6Ui ghY`Yb'Ui Z'ž'gck c\`]'b'F]W hi b[
A U[XYVi f['U'g'Ui W'F]W hi b['GhYbXU'ž'nk]gWYb'K]hYbVYf[Y
i bX'J]Y'VUi a "'Ni XYa ']'gh'X]Y'6) 'F]W hi b[; fYbnØVYf[Ub[
8ÀbYa Uf_#@Xk][g'i gh'VYhfcZYbž'YVYbgc'k]Y'X]Y'6%\$+ž'X]Y
nk]gWYb'?`Y]b'@Ydd]b'i bX'BYi gWfYd_ck ']'b'VY]XY'F]W hi b[Yb
[YgdYffh]gh"5i Z'XYf'6%\$' 'gd]hnh]g]W'X]Y'@U[Y'k Y]hYf'ni ž'Ui W
\Yf'_Ua 'Yg'ni 'GdYffi b[Ybž']bgVYgcbXYfY'nk]gWYb'XYf'Di h]hYf
GhfU» Y'i bX'XYa '5Vnk Y]['6fØ[[Y"

8]Y'GhfU» Ybg]hi Uh]cb'V`Y]Vh'Ub[YgdUbbhž'i bX'X]Y'5i hcZU\YfY
gc`hYb'ghYhg'X]Y'bYi YghYb'ǂZcfa Uh]cbYb'ja'5i [Y'VY\U'hYb"
J]UA]W Y`]b`Xc_i a Ybh]Yfh'X]Y'6Ui ghY`Yb'i bX'GdYffi b[Yb
'Ui ZYbX'i bX'V]YhYh'gca]h'Y]bY'k Yfhj c`Y'E i Y`Y'ZØf'U`Yž'X]Y'g]W
]b'XYf'F Y[]cb'VYk Y[Yb"

A cV]'hÀhgXUhYb'U'g'GW`ØggY`ni f'@Øgi b[

A cV]']hÀhgXUhYb'gd]Y`Yb'Y]bY'nYbhfU'Y'F c`Y'VY]'XYf'D'Ubi b['i bX
J YfVYggYfi b['j cb'J Yf_Y\fg]bZfUghfi _hi fYb"8]YgY'8UhYb
ghUa a Yb'\Ài Z]['Ui g'Ui hca Uh]g]YfhYb'9f\YVi b[Ybž'X]Y'Xi fW
A cV]'hY`YZcbY'i bX'GhfU» YbgYbgcfYb'Y]b[Y\c'h'k YfXYb"i'@Ui h'
: cfgW i b [g]bZcfa Uh]cbggmghYa 'g]bX'gc`WY'9f\YVi b[Yb'ZØf
X]Y'9bhk]W_i b['bYi Yf'J Yf_Y\fg_cbnYdhY'i bX'X]Y
9bhgWY]Xi b[gZ]bXi b['Ui Z'dc`h]gWYf'9VYbY'i bj Yfn]W hVUf"8 Ug
6i bXYgj Yf_Y\fga]b]ghYf]i a 'j YfØZZYbh]W h'À\f`]W'GhUh]gh]_Yb
i bhYf'XYa 'H]hY`' J Yf_Y\f'']b'NU\`Yb ž'X]Y'X]Y'J Yf_Y\fgg]hi Uh]cb']b

8 Yi hgW`UbX`i a ZUggYbX`UbU`mg]YfYb"

8]Y`8UHb`k YfXYb`b]W`h`bi f`Z0f`X]Y`X]fY`hY`DfcV`Ya `0gi b[
[Ybi hnhz`gcbXYfb`Ui W`ni f`Ub[Zf]gh][Yb`D`Ubi b["
A cV`]h`hgUbU`mgYb`Y`ZYb`XUVY]ž`n]Y`[Yf]W`hYhY`#j Ygh]h]cbYb`]b
X]Y`J Yf`Y`fg]bZfUghfi `hi f`ni `h`h][Yb`i bX`ni `_0bZh][Y
J Yf`Y`fgdfcV`Ya Y`ni `Ubh]n]d]YfYb"8 U`Yf`g]bX`X]Y`U`hi Y`Yb
< YfUi gZcfXYfi b[Yb`]b`XYf`Df][b]hn`Y]b`K YW`fi Z`Z0f`X]Y`F`Y`Yj Ub
j cb`df`An]gYb`i bX`nY]hbU`Yb`A cV`]h`hgXUhYb"

#`Y]bYf`NY]hž`]b`XYf`A cV`]h`h`gc`k]W`h][`]gh`k]Y`b]Y`ni j cfž`V`Y]Vh
ni `cZZbž`XUgg`X]Y`J YfUbhk cfh]W`Yb`Ui g`X]YgYb`9bhk]W`i b[Yb
X]Y`f]W`h][Yb`@Y`fYb`n]Y`Ybž`i a `X]Y`J Yf`Y`fgVYX]b[i b[Yb`Z0f
U`Y`ni `j YfVYggYfb"

8 YhU]`g	
C fh	Df][b]hnž`8 Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "a Un!c b`]bY"XY• k k k "j]Ua]W`Y`]b"XY• k k k "Zc fgW`i b[g]bZc fa Uh]c b g g m g hYa "XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["bYh