

tl b`YgdYWhUW`Uf`ZYgh]j U`XY`@Y[c`dUfU
b]Í cg`bYWg]hUXcg`Yb`@Y[c`UbX`

@Y[c`UbX`5`Ya Ub]U`cf[Ub]nU`i b`ZYgh]j U`dUfU`b]Í cg
bYWg]hUXcg`Wc`b`Vc`Yhcg`[fUhi`]hcg`mia`i`WUg`UWh]j`]XUXYg`XY`
%&`U`&&`XY`† b]c`XY`&\$&)"



@Y[c`UbX`8Yi hgW`UbX`ž`8Yi hgW`UbX`!`@Y[c`UbX`5`Ya Ub]U
`Ubní`i b`Yj Ybhc`YI hfUcfX]bUf]c`YghY`UÍ c.`Y`':]fgh`@9; C`': Ygh]j U`ž
ei`Y`gY`i`h]`nU`dUfU`UdcmUf`U`cg`b]Í cg`m`Ug`ZJa`]`]Ug`bYWg]hUXUg
Yb`hcXc`Y`a`i`bXc`"9ghU`]b]W]Uh]j U`gY`Yj U`U`WUvc`Xi`fUbhY`Ug
j`UWUW]cbYg`XY`DYbhY`Wc`gh`Åg`m`Wc`bg]ghY`Yb`i`bU`j`Uf]YXUX`XY
† Y[cgž`YgdYWh`W`cg`m`UWh]j`]XUXYg`gcfdfYbXYbhYg`ei`Y`XYVYfÉUb
VYbYZ]W]Uf`U`Ug`ZJa`]`]Ug`Yb`g]hi`UW]cbYg`X]ZÉ]Yg`"8Y`UW`YfXc`Wc`b`
[XYfk`YghYb`"XY`"h\]YbY`bi`a`YfcgUg`cf\[Ub\]nUW\]cbYg`bc`dfYZ\]hUXUg
dUfU`gc`\]W\]hUf`Vc`Yhcg`"VfYg`dUfU`Y`ZYgh\]j U`"](#)

`9`cV`Yh]j c`df]bW]dU`XY`ZYgh]j U`Yg`fYU`]nUf`a`½g`XY`%\$`ž`\$`\$`\$`
`cfUg`XY`† Y[c`dUfU`ZJa`]`]Ug`bYWg]hUXUg`"9b`i`b`hcU`XY`g]YhY
fYgc`fhg`XY`@Y[c`UbX`Yb`hcXc`Y`a`i`bXc`ž`+&ž`-&,`"D57H`"D57HG`"mU

gY`Ub`WffUXczi b`g]ghYa U`ei Y`Ygh]a i`U`U`dUfh]WjdUW]i b`UWh]j U
Yb`X]j YfgUg`UWh]j]XUXYg`mi`Y[cg`@Y[c`UbX`mi@Y[c`UbX`7cfYU
fYW]VYb`ZcbXcg`YgdYW]U`Ygz`miY`ZYgh]j U`gY`YI hYbX]i`Uei É`UghU`Y`
&&`XY`↑ b]c`"GY`X]ghf]Vi mYb`a ½g`XY`%(žš\$\$`Vc`Yhcg`[fUhi]hcg`U`Ug
cf[Ub]nUW]cbYg`XY`Umi XU`dUfU`b]Í cgž`m`Ug`WJa dUÍ Ug`UX]W]cbU`Yg
XY`fYW]i XUW]i b`XY`ZcbXcg`fYgdU`XUb`cg`dfcd]g]hcg`cWU`Yg`

·=bj]hUW]i b`dUfU`dUfh]W]dUf`Yb`"D`Um`DUWh`"

·I b`Y`Ya Ybhc`W`bhfU`XY`ZYgh]j U`Yg`Y`"D`Um`DUWh`"ži bU
]bj]hUW]i b`dUfU`dUfh]W]dUf`Yb`UWh]j]XUXYg`YgdYW]U`Yg`ei Y`XYVYfÉUb
Umi XUf`U`W`bghfi]f`a ½g`U`cg`b]Í cgž`fYÉ`m`↑ [Uf`g]b`W`gUf`"DUFU
cVhYbYf`i b`"dUWh`XY`↑ Y[c`ž`cg`j]g]hUbhYg`XYVYb`dUfh]W]dUf`Yb
j Uf]Ug`UWh]j]XUXYg`XY`W`bghfi W]i b`Yb`Ug`ncbUg`XY`↑ Y[c`"5`Z]bU`
XY`WUXU`UWh]j]XUXž`cg`dUfh]W]dUf`hYg`fYW]VYb`i b`gY`c`ei Y`di YXYb
fYW`Y`W`Uf`Yb`gi`[i ÉU`XY`ZYgh]j U`ž`ei Y`Ygh]½X]gdc]V`Y`Yb`Y`½fYU
XY`YbhfUXU`"8Ygdi Åg`XY`fYW]V]f`cg`W]bW`gY`cgž`cg`b]Í cg`di YXYb
fY[fYgUf`U`i bU`YghUW]i b`XY`"D`Um`D57H`"dUfU`cVhYbYf`i bU
dYei YÍ U`fYW`a dYbgUž`W`a c`YI d`]WU`Y`g]h]c`k YV`cZ]W]U`XY
@Y[c`UbX`"Y[c`UbX`XY`XY`"

·@cg`cf[Ub]nUXcfYg`XY`ZYgh]j U`h]YbYb`U`]bhYbW]i b`XY`W`a d`YhUf
a ½g`XY`&) žš\$\$`D57H`C`HG`D57HG`dUfU`]bhYbg]Z]WUf`UÖb`a ½g`Y`
W`a dfca]gc`W`b`Ug`ZJa]]Ug`bYW`g]hUXUg`"I b`Yghi X]c`UWhi U`
a i YghfU`ei Y`Y`+*`dcf`W]Ybhc`XY`cg`dUXfYg`WfYb`ei Y`gi g`\]cg
WUfYW`b`XY`j U`]cgUg`YI dYf]YbW]Ug`XY`↑ Y[cž`c`ei Y`gi VfUmU`U
bYW`g]XUX`XY`hU`Yg`]b]W]Uh]j Ug`"

·HfUbgdUfYbW]U`midfc`hYW]i b`XY`XUhc`g`

·5XYa ½g`XY`cg`df]I]a cg`Yj Ybhcgz`@Y[c`UbX`hUa V]Åb`chcf[U
]a dcfhUbW]U`U`a UbY`é`fYgdc]bgUV`Y`XY`cg`XUhc`g`dYfgcbU`Yg`"9`
cdYfUXcfž`Y`"; fi dc`A`Yf`]b`9bhYfhU]ba Ybhgz`fYW`d`]U`mi`h`]nU
Yghcg`XUhc`g`dUfU`ei Y`Y`i gc`XY`UhfUW]cbYg`migYfj]W]cg`gYU
W`a dfYbg]V`Y`"@U`[i ÉU`XY`dfchYW]i b`XY`XUhc`g`fY[i`U`U
fYW`d`]UW]i bž`i gc`m`U`a UW`bUa]Ybhc`XY`Yghcg`XUhc`g`"@cg`i`gi Uf]cg
Ygh]½b`]bZcfa UXcg`gcVfY`W`½bXc`midcf`ei ÅgY`dfcW`gUf]½b`gi`g
XUhc`g`"Dcf`Y`Ya d`cž`cg`i`gi Uf]cg`XYVYb`dfc`dcf]cbUf`gi`g`XUhc`g`

XY`Wc`bhUWc`dUfU`fYWjV]f`]bZcfa UW]i bž`fYgYfj Uf`Vc`Yhcg`c`Y`
fY[]ghfc`XY`Vc`Yh]bYgž`Wca c`Yb`"Y[c`UbX"XY":

`9b`[YbYfU`ž`Y`":]fgh`@9; C`": Ygh]j U`d`fca YhY`i bU`cdcfhi b]XUX
Ya cW]cbUbhY`dUfU`ei Y`Ug`ZJa]`Ug`X]gZfi hYbž`a]YbhfUg`ei Y`i bU
j U`]cgU`Wc`bhf]Vi W]i b`U`Uei Y`cg`ei Y`Ygh]b`Y`Wc`cg`dUfU`Umi XUf"
7cb`bi a YfcgUg`UWh]j]XUXYg`mY`Wca dfca]gc`Wc`b`U`Wca i b]XUXž
@Y[c`UbX`5`Ya Ub]U`YghUV`YW`i b`Zi YfhY`g][bc`XY`fYgdcbgUV`]XUX
gcW]U`":

8YhU]`g	
J c f Z U ``	Gcbgh][Yg
C fh	@Y[c`UbX`8Yi hgW`UbXž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "XYfk YghYb"XY• k k k "`Y[c`UbX"XY• k k k "`Y[c`UbX"XY

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