

A] [fUh]c b g d c `] h] _ ` Y f g W k Y f h ` ð b h Y [fUh]c b .
J Y f i b g] W Y f i b [` g h Y] [h ` X f U a U h] g W °

8 Y f ` 5 f h] _ Y ` V Y ` Y i W h Y h ` X] Y ` < Y f U i g Z c f X Y f i b [Y b ` X Y f
ð b h Y [fUh]c b `] b ` 8 Y i h g W ` U b X ` U a ` %- "\$ * "& \$ &) ž] b g V Y g c b X Y f Y
X i f W ` A] [fUh]c b g d c `] h] _ ` i b X ` d g m W c g c n] U ` Y ` 6 Y ` U g h i b [Y b "



? ` Y] b g h U X h ž ` 8 Y i h g W ` U b X ` ! ` 5 a ` %- " ' † b] ' & \$ &) ` \ U h ` X] Y ` 8] U _ c b] Y
8 Y i h g W ` U b X ` U b ` Ä g g `] W ` X Y g ` V Y j c f g h Y \ Y b X Y b ` K Y ` h Z Ø W h `] b [g h U [g
U ` U f a] Y f Y b X Y ` 5 i g g U [Y b ` n i f ` @ U [Y j c b ` A] [f U b h] b b Y b ` i b X
[Y Z Ø W h Y h Y b ` A Y b g W Y b `] b ` 8 Y i h g W ` U b X ` [Y a U W h " ` 9] b Y
6 `] h n i a Z f U [Y ž ` X] Y ` i b h Y f ` A] [f U h] c b g V Y f U h i b [Y b ` X i f W [Y Z Ø \ f h
k i f X Y ž ` n Y] [h ž ` X U g g ` a Y \ f ` U ` g ` - \$ ` D f c n Y b h ` X Y f ` 6 Y f U h i b [g g h Y ` ` Y b
Y] b Y ` g d Ø f V U f Y ` J Y f i b g] W Y f i b [` i b h Y f ` F U h g i W Y b X Y b ` V Y c V U W h Y b "
8] Y ` ; f Ø b X Y ` g] b X ` j] Y ` g W] W h [. ` 5 ` n Y] W b Y b ` g] W ` b] W h ` b i f
J Y f n Ø [Y f i b [Y b ` V Y] a ` Ni [U b [` n i a ` 5 f V Y] h g a U f ` h i b X ` X] Y
, V Y f ` U g h i b [j c b ` G W i ` Y b ` i b X ` ?] h U g ` U V ž ` g c b X Y f b ` U i W ` X] Y
U b [Y g d U b b h Y ` K c \ b f U i a g] h i U h] c b ` g d] Y ` h ` Y] b Y ` Y b h g W Y] X Y b X Y
F c ` ` Y "

8]Y'6YfUhYf#bYb'VYf]W\hYb'j cb'Y]bYf'XfUa Uh]gW\Yb'GhY][Yfi b[
XYf'dgmW\]gW\Yb'6Y'Ughi b[Ybž'X]Y'i bhYf'XYb'; YZØW\hYhYb'i bX
A][fUbh.]bbYb'Ubni hfYZZYb'g]bX"?bUdd '* - 'DfcnYbh'XYf': UW_fÄZhY
VYa Yf_Yb'F YhfUi a Uh]g]Yfi b[Ybž'k Ä\ fYbX') , 'DfcnYbh'j cb
ghU[b]YfYbXYb' #hY[fUh]cbgdfcnYggYb'VYf]W\hYb'"8]Yg'g]bX
U''YgUa h: U_hc fYbž'X]Y'XYb'[YgY''gW\UZh']W\Yb'Ni gUa a Yb\U'h
bUW\ \U'h]['VYY]bhfÄW\h][Yb'_ØbbYb'"6YgcbXYfg
VYgcf[b]gYffY[YbX']gh'X]Y' HUhgUW\Yž'XUgg'Y]b'8f]hY''XYf
6YZfU[hYb' [i h'ei U']Z]n]YfhY'A][fUbh.]bbYb'j YfnY]W\Yb'ž'X]Y'a]h
XYa'; YXUb_Yb'gd]Y'Ybž'8Yi hgW\`UbX'ni' j Yf'UggYb"

8]Y'< YfUi gZcfXYfi b[Yb'XYf'U_hi Y''Yb
A][fUh]cbgdc`]h]_

K]Y'Ui g'XYf'I a ZfU[Y'\Yfj cf[Y\hž'k YfXYb'X]YgY'I bg]W\Yf\Y]hYb
i bX'XYf'8fi W_ j cf'U''Ya 'Xi fW\ 'X]Y'[Y'hYbXYb'Ugm!'i bX
a][fUh]cbgdc`]h]gW\Yb'6Ygh]a a i b[Yb'j YfghÄf_h'Ni 'XYb'Øb[ghYb
ÿbXYfi b[Yb'nÄ\`h'X]Y'5i ggYhni b['XYg': Ua ']YbbUW\ ni [g'ZØf
gi Vg]X]Äf'GW\i hnVYfYW\h][hY'i bX'XUg'9bXY'XYf'Yf'Y]W\hYfhYb
9]bVØf[Yfi b["'8]YgY'dc`]h]gW\Yb'FU\ a YbVYX]b[i b[Yb'hfU[Yb
XUni 'VY]ž'XUgg'A][fUbh.]bbYb'j YfghÄf_h'i bhYf'8fi W_ ghY\Yb'i bX
]b'dfY_ÄfYb'5fVY]hgj Yf\Ä`hb]ggYb'ZYghghYW_Ybž'Ui g'5b[gh]j cf
a Ò[`]W\Yb'Ui ZYbh\U'hgfYW\h']W\Yb'B UW\hY]'Yb"

8]Y'[fØ» hYb'<]bXYfb]ggY'ZØf'Y]bY'[Y'i b[YbY' #hY[fUh]cb'k i fXYb
YVYbZU`g'i bhYf'XYb'6YfUhYfb'Yf\cVYb'"8]YgY'i a ZUggYb'i bhYf
UbXYfYa .

- 5_hi Y''Y'[YgY''gW\UZh']W\Y'i bX'dc`]h]gW\Y'Gh]a a i b['fl+)
DfcnYbhŁ
- 5i ggYhni b['XYg': Ua ']YbbUW\ ni [g'fl+ \$'DfcnYbhŁ
- @Ub[Y'J YfZU\ fYbgXUi Yfb'ff*' 'DfcnYbhŁ
- J YfnØ[YfhYf'Ni [Ub['ni a '5fVY]hga Uf_h'ff* \$'DfcnYbhŁ
- 9]bgW\ fÄb_i b[Yb'VY]' #hY[fUh]cbg!'i bX'GdfUW_i fgYb'ff* -
DfcnYbhŁ
- : Y\`YbXY'?]hU!'i bX'GW\i `d`ÄhnY'f) &'DfcnYbhŁ
- K c\b fUi a YfZcfXYfb]ggY'f) - 'DfcnYbhŁ

8]Y`6YfUhi b[gZUW`_fÄZhY`ZcfXYfb`XU\Yf`Y]bY
]bhY[fUh]cbgZFYi bX`]WXY`i bX`gcn]U`g]WXYfY`Dc`h]_ž`i a`X]Y
6YhY`]][i b[`i bX`HY]`UVY`U`Yf`A YbgWXYb`ni`ZÖfXYfb`"æ`<]bV`]W_
Ui Z`hY[fUh]cb`gd]Y`h`Ui W`XUg`6i bXYgdfc[fUa a
; YgY`gW`UZh]WXYf`Ni gUa a Yb`U`h`fB; NŁ`Y]bY`k]W`h][Y`F`c`Y`"
@Ui h`XYa`65A`:`n]Y`h`X]YgYg`Dfc[fUa a`XUfUi ZUVž`Dfc`Y`_hY`ni
ZÖfXYfb`ž`X]Y`gcn]U`Y`?cbhU`_hY`i bX`Y]b`ghUf`_Yg
Ni [Y`Öf][_Y]hg[YZØ`gW`UZZYb`"; YfUXY`]b`i bhYfbY`a`Yb`_Ubb
X]Yg`d`cg]h] Y`9ZY`_hY`UVYb.`8]Y`gcn]U`Yb`?ca`dYhYbnYb`XYf
A`hUfVY]hYbXYb`ghY][Yfb`g]W`ž`i bX`XUg`6Yhf]YVg`_]a`U`d`fc]Z]h]Yfh
j`cb`a`Y`f`]bhYf`_i`hi`fY`Ya`A`]hY]bUbXYf"

DgmW]gWXY`6Y`Ughi b[Yb`i bX`i bhYfghØhni b[

8]Y`dgmW]gWXYb`6Y`Ughi b[Yb`i bhYf`A][fUbh.]bbYb`g]bX`YVYbZU`g
Y]b`YbhgWXY]XYbXYg`H`Ya`U`"@Ui h`Y]bYf`i bhYf`gi W`i b[`g]bX`nk`Y]
8f]hY`U`Yf`; YZØW`hYhYb`]b`8Yi hgW`UbX`j`cb`dgmW]gWXYb
9f`fUb`_i b[Yb`VYhfcZYb`"6Y]`A YbgWXYb`k`]Y`5`_cbc`ž`Y]bYa
[YZØW`hYhYb`^`b[Yb`A`Ubb`Ui`g`B][Yf]Už`Äi » Yfb`g]W`X]YgY
6Y`Ughi b[Yb`]b`gcn]U`Yf`_gc`Uh]cb`i bX`8YdfYgg]cb`"5`_cbc`YVh]b
Y]bYf`:`ØW`h]b[gY]b]f]W`hi b[`i bX`g]Y`h`g]W`]b`gY]bYf`G]hi`Uh]cb
a`UW`h`cg`ž`k`Ä`fYbX`Yf`[`Y]W`nY]h][`i bhYf`XYa`8fi`W`_gY]bYf
: Ua`j`]Y`Y]XYhž`XYf`]\b`ni`fØW`_]b`gY]bY`U`hY`<Y]a`U`h`nk`]b[`h`"

8Yg`U`V`]gh`Yg`i bYf`Ägg`]W`ž`XUgg`X]Y`dgmW`c`gcn]U`Y`J`Yfgcf[i b[
]b`8Yi hgW`UbX`ZØf`A][fUbh.]bbYb`j`YfVYggYfh`k`]fX`"æ`hYf`_i`hi`fY`
_ca`dYhYbhY`H`YfUdYi`h.]bbYb`i bX`i bhYfghØhYbXY
Cf[Ub]gUh]cbYb`g]bX`Y]YfVY]`YbhgWXY]XYbXž`i a`XYb`A YbgWXYb`Y]b
5b`_ca`a`Yb`]b`XYf`bYi`Yb`; YgY`gW`UZh`ni`Yf`Y]W`hYfb`"
æZcfa`Uh]cbYb`XUni`g]bX`ØVYf`c`_U`Y`æhY[fUh]cbg!`cXYf
5i`g`ÄbXYff`ÄhY`gck`]Y`A`][fUh]cbgVYfUhi b[Yb`Yf`Ä`h]W`"

æg[YgUa`h`V`Y]Vh`ZYghni`U`hYbž`XUgg`X]Y`<YfUi`gZcfXYfi`b[Yb`]a
6YfY]W`A`][fUh]cb`i bX`æhY[fUh]cb`j`]Y`Z`Ä`h][`g]bX`"i`a`gc`k`]W`h][Yf
]gh`Ygž`XUgg`Dc`h]_`i bX`; YgY`gW`UZh`[Ya`Y]bgUa`Ub`@Øgi`b[Yb
UfVY]hYbž`X]Y`XYb`6YXØfZb]ggYb`U`Yf`6YhY`]] hYb`[YfYW`h`k`YfXYb
i bX`Y]bY`YW`hY`HY]`UVY`Yfa`Ö[`]W`Yb`"

8YhU]`g	
C fh	?`Y]bghUXhž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "X]U_cb]Y"XY • k k k "VUa Z"XY • k k k "h\YfUd]Y"XY

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