

GdYffi b[Yb`i bX`GhØfi b[Yb.
J Yf_Y\fgW\ Ucg`Ui Z`8 fYgXbYf
5i hcVU\bYb`°

5_hi Y`Y`J Yf_Y\fga Y`Xi b[Yb`ZØf`8 fYgXYb.`GdYffi b[Yb`i bX
9]bgW\ fÅb_i b[Yb`Ui Z[fi bX`j cb`6Ui UfVY]hYb`Ui Z
5i hcVU\bYb`i bX`6i bXYgghfU» Yb"



8 fYgXYbž`8 Yi hgW\`UbX`!`đ`XYb`ZfØ\Yb`A cf[Ybghi bXYb`XYg
_ca a YbXYb`8]YbghU[Yg`k]fX`X]Y`5i ZZU\fh`XYf`5bgW\`i ggghY`Y
8 fYgXYb!GØXj cfghUXh`b`: U\fhf]W\hi b[`DfU[`j cfØVYf[Y\YbX
[YgdYffh`"; fi bX`XUZØf`g]bX`bchk YbX][Y`5fVY]hYb`Ub`Y`Y_hf]gW\Yb
: fY]Y]hi b[Ybž`X]Y`Y]bY`j c`ghÅbX][Y`Gh]`Y[i b[`ZØf`XYb`[YgUa hYb
8]YbghU[ž`XYb`%+`"đ`b]ž`YfZcfXYf`]W\`a UW\Yb``8]YgY`GdYffi b[`k]fX
j cfUi gg]W\h]W\`XYb`J Yf_Y\fgZi gg`VYY]bhfÅW\h][Ybž`XU
I a `Y]hi b[Yb`Y]b[Yf]W\hYh`k YfXYb`a ØggYbž`X]Y`X]Y`5i hcZU\fyf`i a
X]Y`VYhfcZYbY`GhY`Y`\Yfi a ZØ\fyb``Ni gÅhn`]W\`g]bX`Ui W\`Ua `5i Z
i bX`5VZU\fhgVYfY]W\`XYf`5bgW\`i ggghY`Y`ni f`6%+\$
9]bgW\ fÅb_i b[Yb`ni `Yfk UfhYbž`X]Y`XYb`J Yf_Y\`k Y]hYf

j Yf`Ub[gUa Yb`k YfXYbž`k]Y`A 8 F`VYf]Wk hYh"

K Ybb`XUg`b]Wk h[Ybi [`k ĀfYž`g]bX`Ua `A]h`k cWk`nk]gWk Yb`- `l \f
i bX`%%`l \f`_ca d`YhY`J Yf`Y\fgghcddg`Ui Z`X]YgYf`GhfYW`Y
[Yd`Ubh`9g`c\`bh`g]Wk `U`gcž`X]Y`F ci hY`ni `ØVYfXYb`_Yb`cXYf
[Y[YVYbYbZU`g`ZfØ\Yf`ni `ghUfhYbž`i a `X]Y`K UfhYnY]hYb`ni
a]b]a]YfYb" `ϕgVYgcbXYfY`DYbX`Yf`gc`hYb`XYb`J Yf`Y\`f`]b`X]YgYf
NY]h`a `5i [Y`VY`U`hYb"

5_hi Y`Y`Y`J Yf`Y`f`g`U[Y`]b`GUWk gYb

5_hi Y`Y`Y`J Yf`Y`f`g`Ufba Y`Xi b[Yb`nY][Ybž`XUgg`Yg`]b`GUWk gYb
]a a Yf`k]YXYf`ni `GhØfi b[Yb`i bX`l bZ`Ā`Yb`_ca a h`<Yi hYž`Ua `%"
‡ b]`&\$&) žVYf]Wk hYh`X]Y`Dc`nY]`GUWk gYb`j cb`a Y`fYfYb
6YY]bhfĀWk h[i b[Yb`Ui ZXYb`5i hcVU`bYb"5i ZXYf`5(`nk]gWk Yb
7\Ya b]h`i bX`8fYgXYb`k i fXY`Y]bY`l bZU`ghY`Y`[YfĀi a hž`i bX
Ui Wk`Ui ZXYf`5%+]b`F]Wk hi b[`DfU[` [UV`Yg`GhUi `Ui Z[fi bX`Y]bYg
l bZU`g"5`YfX]b[g`_cb`hYb`X]Y`a Y]ghYb` ; YZU`fYba Y`Xi b[Ybž`k]Y
Yh`k U`XYf`J cfZU`Ui ZXYf`5%(`nk]gWk Yb`BcggYb`i bX`@Y]dn][ž
a]h`Yf`k Y]Y`Yb`h`fĀZhYh`k YfXYbž`gcXUgg` \]Yf`k]YXYf`ZfY]Y` : U`fh
\YffgWk h"

8cWk`b]Wk h`bi f`l bZ`Ā`Y`gcf[Yb`ZØf`J Yf`Y`f`g`d`f`c`V`Ya Y`5i ZXYf`6`*
nk]gWk Yb`6Yb`bYk]h`i bX`K i fnYb`]gh`XYfnY]h`a]h`i b`Y]VgUa Yb
, VYffUgWk i b[Yb`ni `fYWk bYbž`XYb`b`[fØ» YfY`H]YfYž`]bgVYgcbXYfY
DZfXYž`k i fXYb`Ui ZXYf` : U`fVU`b`[Yg]Wk hYh"5i hcZU`fYf`gc`hYb
\]Yf`VYgcbXYfY`J cf]g]Wk h`k U`hYb`UggYb`i bX`[Y[YVYbYbZU`g
`Ub[gUa Yf`ZU`fYb"

@Ub[Zf]gh][Y`6Ui ghY`Yb`i bX`XYfYb

5i gk]f`_i b[Yb

BVYb`XYb`U`_i hYb`J Yf`Y`f`g`ghØfi b[Yb`[]Vh`Yg`Ui Wk`nU`fY]Wk Y
6Ui ghY`Ybž`X]Y`ZØf`Āb[YfYf`NY]h`9]bgWk fĀb`_i b[Yb`a]h`g]Wk
Vf]b[Yb`"Gc`k]fX`Ui ZXYf`5(`]b`F]Wk hi b[`7\Ya b]h`nk]gWk Yb`XYa
8fY]YW`8fYgXYb`!K Ygh`i bX`XYf`F UghghĀhY`8fYgXbYf`Hcf`BcfX`XYf
`]b`_Y` : U`fghfY]ZYb`V]g`ni a `&&"`‡`]`&\$&) `[YgdYffh`gY]b"5i » YfXYa

g]bX`Ui Z`XYf`5+&`i bX`5%+`6Ui ghY`Yb`Ub`j YfgW`JYXYbYb`Di b_hYb
 U_hj] ž`X]Y`ZØf`ni g`Ähn`]W`X`Y`J Yf_Y`fgY]bgW`fÄb`_i b[Yb`gc f[Yb
 k YfXYbž`k]Y`X]Y`J Yf_Y`fgghUh]gh]_`GUW`gYb`ni gUa`a`Yb[YZUggh
 \Uh"

- 5(`DfU[`F]W`hi b[`7`Y`a`b]hn.`6Ui ghY`Yž`b_Yf` : U`fghfY]ZYb
 [YgdYffh`V]g`&&`\$+`&\$&)
- 5%+`8fYgXYb`F]W`hi b[`DfU[.`6Ui ghY`Yž`fYW`hyf
 : U`fghfY]ZYb [YgdYffh`V]g`%-`\$*`&\$&)
- 6%\$%`Df]YghYk`]hnYf`GhfU» Y. `J`c`gdYffi b[`V]g`'`%`%`&`&\$&)

A]h`XYa`ghÄbX][Yb`ðdi`h`Xi`fW`X]Y`Yf`Yfk`Ä`b`hYb
 8Ui YfnÄ`ghY`Yb`ja` : fY]ghUUh`GUW`gYb`k`]fX`Y]b`[YbUi`Yg`6]X`XYf
 J Yf_Y`fgghf`Öa`Y`[YgW`UZZYb`"8]Yg`]gh`k`]W`h][ž`i`a`ni`_ØbZ][Y
 A U» bU`a`Yb`ni`f`J`YfVYggYfi b[`XYf`J`Yf_Y`fg]bZfUghfi`_hi`f`ni
 d`UbYb`i`bX`d`chYbn]Y`Y`9b[dÄggY`ni`]XYbh]Z]n]YfYb"

8]Y`U_hi`Y`Yb`A`Y`Xi`b[Yb`j`YfXYi`h]W`X`Ybž`k`]Y`k`]W`h][`Yg`]ghž`Ui`W`
 Y]bYb`6`]W`_Ui`Z`X]Y`J`Yf_Y`fg`U[Y`ni`k`YfZYbž`VYj`c`f`a`Ub`g]W`_Ui`Z
 XYb`K`Y[`a`UW`h`Bi`hnYf`XYf`5i`hcVU`bYb`i`bX`6i`bXYgghfU» Yb`]b
 GUW`gYb`gc`hYb`g]W`X`U`Yf`fYW`hnY]h][`]bZcfa`]YfYb`i`bX
 [Y[YVYbYbZU`g`]\fY`F`ci`hYb`d`UbYbž`i`a`i`bb`Öh][Yb`GhfYgg`i`bX
 `Ub[Y`K`UfhYnY]hYb`ni`j`Yfa`Y]XYb"

8YhU]`g	
C fh	8fYgXYbž`8Yi`hgW`_UbX
E i`Y`Yb	<ul style="list-style-type: none"> • k k k "a`Xf"XY • k k k "dc`]nY]"gUW`gYb"XY • k k k "`]gh"gUW`gYb"XY

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