

A Ufh]b`GWXi`n`YfbYi h`9i fcdUa Y]ghYf.
Hf]i a d\`hfchn`K UXYbdfcV`Ya Yb`

DUFU!Hf]Uh\`Yh`A Ufh]b`GWXi`n`g]WYfh`g]W`Ua`%("\$* "&\$&)`]b
6YgUbÃcb`gY]bYb`nk Ò`ZhYb`9A !H]hY`i bX`Vf]`Yfh`hfchn
K UXYbdfcV`Ya Yb`



6YgUbÃcbž: fUb_fY]W`!`9]b`k Y]hYfYf`[Ubn`[fc» Yf`9fZc`[`ZØf
XYb`DUFU!Hf]Uh\`YhYb`A Ufh]b`GWXi`n.`<Yi hY`Ua`%(" ' & \$ &)` \`Uh
XYf`) !>\f][Y`]b`6YgUbÃcbž: fUb_fY]W`ž`YfbYi h`XYb`H]hY`XYg
9i fcdUa Y]ghYfg`Yffi b[Yb`8Ua]h`Vf]b[h`Yf`gY]bY`VYfY]hg
VYY]bXfi W_YbXY`GUa a`i b[`Ui Z`gU[Y`i bX`gW`fY]VY`nk Ò`Z`9A !
H]hY`"?fYUh]j`i bX`k]Y`[Yk c`b`h`gW`bY`ž`Z]b]g`hY`GWXi`n`]b`Y]bYf
NY]hj`cb`%.\$&.) &`Ghi bXYb`i bX`\UhY`X]Yga U`a]h
K UXYbdfcV`Ya Yb`ni`_`Äa dZYbž`X]Y`]\b`]b`XYb`K cWYb`j`cf`XYa
K Yhh`_Ua d`Z`VY`UghYh`\`UhYb`"8cW`XUj`cb`Y]»`g]W`XYf`5h`\`Yh`b]W`h
VY]ffYbž`k`cVY]`Yf`gY]bY`\`YfUi`gfU[YbXY`:`cfa`]a`YbhgW`Y]XYbXYb
A ca`Ybhi`bhYf`6Yk`Y]g`ghY`hY`"8Yf`nk`Y]hY`D`Uhn`[]b[`Ub`XYb
dcfhi`[]Yg]gW`Yb`5h`\`YhYb`:`]dY`A Ufei`Ygž`XYf`a`]hY]bYf`NY]hj`cb
%.\$' .(` `Ghi bXYb`]bg`N]Y`_Ua ž`[YZc`[hij`cb`Hca`K`j`]Ua`gcb`Ui`g

≠UbXžXYf'X]Y'I \f'VY]%. \$) .' %Ghi bXYb'Ub\]Y'h"8]Y'?cb_i ffYbn
k Uf'Xi fWUi g'ghUf_žXcW'GWi 'n'nY][hY'Y]ba U'a Y\fžXUgg'Yf']b
gY]bYf'GhUfh_`UggY'DHG) 'Y]bY'?`UggY'ZØf'g]W']gh"

5VYf'b]W'h'bi f'GWi 'n'\c'hY'A YXU]`Yb'VY]XYf'9A .:A UI ; Y\UUF
g]WYfhY'g]W']b'gY]bYf'GhUfh_`UggY'G]'VYfž'k Å\fybX'BY'Y'@ Xk][
YVYbZU`g'XYb'nk Y]hYb'D`Uhn']b']\fyf'?`UggY'YffY]W'hY" 'Gcni gU[Yb
Y]b'YW'hYg'HYUa !; YgW'ÅZh'ZØf'X]Y'XYi hgW'Yb'DUFU!Hf]Uh\`YhYbž
XYbb'bVYb'GWi 'n'k i fXYb']bg[YgUa hij]Yf'A YXU]`Yb' [Yk cbbYb"
8]Yg'VYf]W'hYh'Ui W'XUg'HYUa '8Yi hgW'UbX'DUFU`ma d]WgžXUg'XYb
dcg]hj Yb'HFYbX'XYf'XYi hgW'Yb'5h\`YhYb'\Yfj cf\YVh"

K YhhVYk YfVgVYX]b [i b [Yb 'i b X

I a ghY`i b [Yb

8Yf'K Yhh_Ua dZ\UhhY'U`YfX]b [g'gY]bY'HØW_YbžXYbb'Ui Z[fi bX
gW'YW'hYf'K YhhYfVYX]b [i b [Yb 'i b X'XYf'K UggYfei U`hÅh']b
6YgUbÅcb'k i fXY'XYf'Hf]Uh\`cb'_i fnYf\UbX']b'Y]bYb'8i Uh\`cb
i a [Yk UbXY'h"8]Y'5h\`YhYb'a i gghYb'bi b'ni bÅW'gh'&ž) '?]`ca YhYf
'Ui ZYbž[YZc`[hij cb'&\$?'`ca YhYfb'Ui ZXYa 'FUX'i bX'UVgW\`Y»YbX
bcW'Y]ba U') '?]`ca YhYf'`Ui ZYb"8]Yg'k Uf'b]W'h'XUg'YfghY'A Už
XUgg'gc`W'Y]bY'I a k UbX'i b ['ghUhhZUbX/6i bXYghfU]bYf'Hca
'cga Y\`Yf]bbYfhY'g]W'Ub'Y]bYb'Å\b`]W'Yb'JcfZU``]a 'Jcf'U\`f"
Hfchn'XYf'<YfUi gZcfXYfi b [Yb'nY][hY'XUg'XYi hgW'Y'HYUa 'Y]bY
VYa Yf_Ybgk YfhY '@Y]ghi b [ž'k Ug'?cga Y\`a]h'Y]bYa ' _`UfYb' K]f
\UVYb' [i h'dYfZcfa h'ni gUa a YbZUgghY"

BYVYb'GWi 'n`Y]ZYb'Ui W'Y]b][Y'UbXYfY'5h\`YhYb'ni
6YghY]ghi b [Yb. '9`_Y'j Ub'9b[Y'Yb'YffY]W'hY'XYb'nk Y]hYb'D`Uhn']b
\fyf'?UhY[cf]Y'a]h'Y]bYf'NY]hij cb'%.% .' *'Ghi bXYb"<]Yf'k i fXY
g]Y'j cb'XYf'GdUb]Yf]b'A UfhU': fUbWÅg'; Ī a Yn'ØVYfhfi a dZž'X]Y'X]Y
GhfYW_Y]b'%.%) .%*'Ghi bXYb'VYk Å'h][hY"5i W'BY'Y'@ Xk][
_cbbhY'ghc`n'Ui Zg]W'gY]b. '⊕']\fYa 'Xf]hYb']bhYfbUh]cbU'Yb
FYbbYb'g]WYfhY'g]Y'g]W'a]h'%' ' .%) 'Ghi bXYb']\fy'YfghY
]bhYfbUh]cbU'Y'A YXU]`Yž'k Å\fybX'g]Y'7ÅW]Y'GUVci fYUi 'Ui g
: fUb_fY]W'a]h'%.&' . \$+ 'Ghi bXYb'Ui ZXYb'YfghYb'D`Uhn'j Yfk Y]gYb
a i gghY"

6`]W_`]b`X]Y`Ni`_i`bZh

6i bXYghfU]bYf?cga Y\`nY][h'g]W\`cdh]a]gh]gW\`ZØf`X]Y
_ca a YbXYb`A`cbUHy"8]Y`J`cfVYfY]hi b[Yb`ZØf`X]Y`DUfU`ma`d]Wg
`Ui`ZYbž'i`bX`X]Y`5h\`YhYb`gW\Y]bYb`[`i`h]b`:`cfa`ni`gY]b"8Ua`h]gh
X]Y`k`Y]hYfY`9bhk`]W_`i`b[`X]Yg`X]Yi`hgW\Yb`DUfU!Hf]gUh\`cb!HYUa`g
gdUbbYbX`ni`VYcVUW\hYb"GW\i`n`i`bX`7c"\UVYb`ja`A`ca`Ybh
nk`Uf`;`fi`bX`ni`f`:`fYi`XYž`UVYf`X]Y`bÅW\ghY`<YfUi`gZcfXYfi`b[`ghY\h
VYfY]hg`j`cf`XYf`HØf``i`bX`k`Y]`ja`a`Yf`[`h`X]Y`:`cfa`a`i`gg
gh]a`a`Yb`°

: Øf`k`Y]hYfY`≠Zcfa`Uh]cbYb`ØVYf`X]Y`9fZc`[`Y`j`cb`A`Ufh]b`GW\i`n
i`bX`UbXYfYb`5h\`YhYb`_ØbbYb`≠hYfYgg]YfhY`Ui`Z`X]Y`XYhU]`YfhYb
6Yf]W\hY`Ui`Z`X]YgUW\gYb"XY`i`bX`hYUa`XYi`hgW\`UbX!
dUfU`ma`d]Wg"XY`ni`[`fY]ZYb"

8YhU]`g	
C`f`h	6YgUbÅcbž`:`fUb`_fY]W\
E`i`Y`Y`b	<ul style="list-style-type: none">• k`k`k`"X]YgUW\gYb"XY• k`k`k`"hYUa`XYi`hgW\`UbX! dUfU`ma`d]Wg"XY

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