

GWk YfYf'K U`XVfUbX`]b`BcfXgUW`gYb.
: Yi Yfk Y`f`]a`'8Ui YfY]bgUhn°

⊕`BcfXgUW`gYb`_Ua`Yg`Ua`' '\$"\$*"\$&\$&)"ni`Y]bYa
K U`XVfUbX`VY]`?`]hgW`a Uf`"Fi bX`ZØbZ`<Y_hUf`:`ÀW`Y
VfUbbhYb`": Yi Yfk Y`f`YfZc`[fY]W`]a`'9]bgUhn"



?`]hgW`a Uf`ž`8Yi hgW`UbX`!`5a`A`cbhU[bUW`a]hU[`VfUW`Y]b
VYUW`h]W`Yf`K U`X`!`i bX`:`Y`XVfUbX`]b`BcfXgUW`gYb`Ui gž`[YbUi Yf
[YgU[h`VY]`?`]hgW`a Uf`]b`XYf`; Ya Y]bXY`K]YXYa Uf`"@Ui h
⊕Zcfa Uh]cbYb`j cb`"j n"XY`k i fXY`XYf`YfghY`Bchfi Z[Y[Yb`%) .) \$
l`f`UV[YgYhnh`"?i fnY`NY]h`gd`ÄhYf`fØW`hYb`[`Y]W`a Y`fYfY
@ØgW`ZU`fnYi [Y`Ui gž`XUfi bhYf`Ui W`Y]b`Yfk Y]hYfhYf`@ØgW`ni [`Ui g
@UbXgVYf[`fGUW`gYb!5b`U`h`"⊕g[YgUa`h`k UfYb`fi bX`,\$
: Yi Yfk Y`f`_f`ÄZhY`]a`'9]bgUhn`ž`i a`XUg`:`Yi Yf`i bhYf`?`cbhfc`Y`ni
Vf]b[Yb"

B UW`5b[UVYb`j cb`a Xf"XY`VfUbbhYb`Yhk U`j]Yf`<Y_hUf`K U`X`i bX
Y]b`<Y_hUf`:`Y`X`b]YXYf`"8]Y`@ØgW`UfVY]hYb`nc[Yb`g]W`a Y`fYfY
Ghi bXYb`]\bž`V]g`XYf`6fUbX`[Y[Yb`%, .`\$`l`f`k`Y]h[Y`YbX`i bhYf`

?cbhfc`Y'k Uf"; `ØW_]WXYfk Y]gY'[UV'Yg'_Y]bY'J Yf'YhnhYb""8]Y
bU\Y[Y'Y[YbY'5i hcVU\ b'V'YV'dUgg]YfVUfž'U''YfX]b[g'[UV'Yg
G]W\hVY\]bXYfi b[Yb'Ui Z'XYf'5- 'nk]gWXYb'K]YXYa Uf'i bX'<U''Y"

K U`XVfUbX[YZU\ f']b`XYf`F Y[]cb

8]Y'G]hi Uh]cb`]b`BcfXgUW\gYb`]gh`b]W\h'[Ubn'Y]bZUW""5_hi Y''
dfÅ[Yb'\c\Y`HYa dYfUhi fYb'i bX'Y]bY'Ub\U'hYbXY`HfcW_Yb\Y]h'X]Y
F Y[]cbž'X]Y'X]Y'K U`XVfUbX[YZU\ f'XYi h]W\Yf\Ø\Yb""K]Y''j n"XY
VYf]W\hYhž'k]fX'ZØf'A]h'k cW`X]Y'\ØW\ghY'K Ufbghi ZY')`Yfk UfhYhž
k Ug'XUg'6YhfYhYb`VYgh]a a hYf'K Å'XYf'i bhYf'GhfUZY`ghY''h''
HY]Yb`XYg`@UbX_fY]gYg'g]bX`VYfY]hg', VYfk UW\i b[g_Ua YfUg
]bghU''Yfh'k cfXYbž'i a`XYf'Xfc\YbXYb'K U`XVfUbX[YZU\ f'
Ybh[Y[Ybni k]f_Yb"

8]Y'Dc`]nY]Yfa]hhY`h'ni f'6fUbXi fgUW\Yž'X]Y'a ca YbhUb`bcW\
i b'_Uf']gh""K Å\YfYbX']b`X]YgYf'F Y[]cb`U''Y'<ÅbXY'j c''ni`hi b
\UVYbž'nY][h]g]W\ž'XUgg'gc`W\Y'J cfZÅ''Y']b[Ubn'8Yi hgW`UbX'b]W\h
X]Y'5i gbU\ a Y'g]bX""K U`XVfÅbXY'g]bX'b]W\h'bi f']b`BcfXgUW\gYb
Y]b`H\Ya Už'gcbXYfb'g]Y`VYhfYZZYb'ni bY\ a YbX'XUg'[YgUa hY
@UbXž'VYX]b[h'Xi fW\`_]a Uh]gW\Y'J YfÅbXYfi b[Yb'i bX'Y]bY
ni bY\ a YbXY'<Åi Z[]_Y]h'j cb`HfcW_YbdYf]cXYb""a`'X\ f'&\$&
k i fXYb`]b`8Yi hgW`UbX`ØVYf'%"&\$ \$<Y_hUf':`ÅW\Y'Xi fW\
K U`XVfÅbXY'j Yfb]W\hYhž'i bX'X]Y`HYbXYbn'nY][h'biUW\`cVYb"

gVYgcbXYfY`X]Y'gØX`]W\Yb'6i bXYg`ÅbXYf'i bX'XYf`@UbX_fY]g
B]YXYfgUW\gYb`nÅ\`Yb'ni`XYb'\Åi Z[]ghYb'<chgdc hg'ZØf'gc`W\Y
6fÅbXYž'k]Y`ghUh]ghU"Wca`j YfXYi h]W\h"

g[YgUa h'V`Y]Vh'X]Y'9bhk]W`i b[`VYgcf[b]gYffY[YbXž'XYbb
K U`XVfÅbXY`Vf]b[Yb'b]W\h'bi f':`ÅW\Ybj Yf'i ghY'a]h]g]W\ž'gcbXYfb
Ui W`a Ugg]j Y`bY[Uh]j Y'5i gk]f_i b[Yb'Ui ZI a k Y`hi bX
; Ygi bX\Y]h""8]Y'U_hi Y''Yb'; YgW\Y\ b]ggY`]b`K]YXYa Uf'g]bX'Y]b
k Y]hYfYg`NY]W\Ybž'XUgg'Yg'Ub`XYf'NY]h']ghž'gYbg]VY`a]h'i bgYfYb
K Å'XYfb'i a ni [Y\Yb'i bX'A U» bU\ a Yb'ni f'J cfVYi [i b[`Yfbgh'ni
bY\ a Yb""6`Y]VYb'G]Y'U`gc'k UW\gUa`i bX'XYb_Yb'G]Y`XUfUbž'XUgg
Ui W`G]Y`Y]bYb'6Y]hfU[`XUni`Y]ghYb`_ØbbYbž'X]YgY'k Yfhj c''Yb
@VYVbgfÅi a Y'ni`gW\ØhnYb"

8YhU]`g	
C fh	? `]hgW\ a Ufž`8Yi hgW\ `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`j n"XY • k k k "a Xf"XY • XY"ghUh]ghU"WŁ a

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