

J Yf_Y\ fgi bZU``]b`F]a VUW. `NYi [Yb
Xf]b[YbX`[Ygi W h°

J Yf_Y\ fgi bZU``a]h`l bZU``Zi W h`i]b`F]a VUW `Ua ` \$+ "\$+ "&\$&)"
; fUi Yf`J K `VYhfcZZYbž`Dc`nY]`gi W h`iNYi [Yb"



GW`c» ghfU» Yž`F]a VUW ž`8 Yi hgW`UbX`!; YghYfbž`Ua ` \$+ " ' & \$ &)
&\$&) ž`YfY][bYhY`g]W`i]b`F]a VUW `Y]b`J Yf_Y\ fgi bZU``ž`XYf`b]W`h
bi f`ZØf`5i ZfY[i b[`gcf[hYž`gcbXYfb`VY]`XYa `g]W`XYf`J Yfi fgUW`Yf
Ui g`XYa `GhUi V`a UW`hY" `I a `%+. \$ \$ `I \ f`_Ua `Yg`Ui ZXYf
GW`c» ghfU» Y`ni `Y]bYa `J cfZU``ž`VY]`XYa `Y]b`[fUi Yf`J K ž`XYf`Ua
GhfU» YbfUbX`[YdUf`_h`k Ufž`VYgW`ÀX][`h`k i fXY" `8]Y`ni gh`ÀbX][Yb
6Y\ ÒfXYb`XYf`Dc`nY]X]fY`_h]cb`6Yf[ghfU» Yž`k]Y`B Y k g`VYf]W`hYbž
_cbbhYb`V]g`Ub[`Y]bY`<]bk Y]gY`Ui ZXYb`H`ÀhYf`Z]bXYb"

8Yf`I bZU``gW`UXYb`Yf[UV`g]W`Xi fW`Y]bY`I bZU``Zi W`hž`X]Y`Y]XYf
_Y]bY`GY`hYb`Y]h]a `GhfU» Ybj Yf_Y\ f`]gh" `æ a Yf`k]YXYf`k YfXYb
DUF_gW`ÀXYb`j Yfi fgUW`hž`c`bY`XUgg`X]Y`J Yfi fgUW`Yf
J YfUbhk cfhi b[`ØVYfbY`a Yb" `8]Yg`VYgh`Àh][`h`Ui W`DfYggYdcfhU`ž

XUg`Y]bYb`5i Zfi Z`Ub`NYi [Yb`f]Wk`hYh"K Yf`gUW`X]Yb`]Wk`Y`<]bk`Y]gY
 ni`a`i`l`bZU``\Yf[Ub[`cXYf`ni`a`j`Yfi`fgUW`Yf`[YVYb`_Ubb`ž`k`]fX
 [YVYhYb`ž`g]Wk`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`\$`*`&`&!`+`\$`\$`VY]`XYf
 Dc`]nY]ghU]cb`<YddYb`Y]ja`i`ni`a`Y`XYb"

I`bZU``ghU]gh]_Yb`U`g`k`]Wk`h][Y`j;`fi`bX`U[Y`

8]Y`j`cfZ`A``Y`k`]Y`X]YgYf`g]bX`b]Wk`h`bi`f`VYXUi`Yf`]Wk`ž`gcbXYfb
 V]YhYb`Ui`Wk`k`Yfhj`c``Y`9f`_Ybb`hb]ggY`Z0f`X]Y
 j`Yf`_Y`f`gg]Wk`Yf`Y]hg`U[Y`j]b`8Yi`hgWk`UbX" `GhU]gh]_Yb`ž`k`]Y`g]Y`
8YghU]g`YfghY`h`ž`YfZUggYb`i`bZ`A``Y`a`]h`DYfgcbYb!`cXYf
 GUWk`gWk`UXYb`i`bX`Y`ZYb`XUVY]ž`A`i`ghYf`i`bX`5V`A`b[][_Y]hYb`]a
 I`bZU``[YgWk`Y`Yb`ni`Yf`_YbbYb" `8]YgY`8U`hYb`g]bX`Yb`hgWk`Y]XYbX
 Z0f`X]Y`j;`YgYhn[YVi`b[ž`j`Yf`_Y`fgYfn]Y`i`b[`i`bX`X]Y
 G]Wk`Yf`Y]hga`U»`bU`a`Yb`]a`GhfU»`Ybj`Yf`_Y`f"

ϕ`XYb`A`f`]Wk`j`Yf0ZYb`h]Wk`hYb`i`bZU``ghU]gh]_Yb`k`]fX`XYhU]``]Yfh
 Ui`Z[YnY][h`ž`k`]Y`j`]Y`Y`DYfgcbYb`]b`gc`Wk`Y`i`bZ`A``Y`j`Yfk`]W`_Y`h`g]bX`ž
 k`Y`Wk`Y`i`U`fnYi`[hmdYb`VYhfc`ZYb`g]bX`ž`i`bX`k`Y`Wk`Y
 I`bZU``i`fgUWk`Yb`A`i`Z[`j`cf`_ca`a`Yb" `8Ug`N]Y`j]gh`Ygž`Xi`fWk`X]YgY
 i`a`ZUggYbXY`5bU`mgY`X]Y`j`Yf`_Y`fgdc`]h]_ni`j`YfVYggYfb`i`bX`gc
 X]Y`G]Wk`Yf`Y]h`Ui`Z`XYb`GhfU»`Yb`ni`Yf`A`0`Yb"

8Yf`j`cfZU``]b`F]a`VUWk`k`]fZh`Y]b`GWk`U[`]Wk`h`Ui`Z`X]Y
 B`ch`k`YbX][`_Y]h]j`cb`a`Y`f`5i`Za`Yf`_gUa`_Y]h]a`GhfU»`Ybj`Yf`_Y`f
 i`bX`X]Y`j`YfUb`hk`cfhi`b[`XYf`j`Yf`_Y`f`ghY]`bY`a`Yf" `8]Y`Dc`]nY]`A`c`Z`h`ž
 XUgg`Xi`fWk`X]Y`j`Yf0ZYb`h]Wk`i`b[`X]YgYf`ϕ`Zc`fa`U]cbYb`i`bX`XYb
 5i`Zfi`Z`Ub`a`0[`]Wk`Y`NYi`[Yb`XYf`i`bVY`_Ubb`hY`[YZ]`bXYb`k`YfXYb
 _Ubb`i`bX`Ui`Wk`UbXYfY`5i`hc`ZU`fYf`gYbg]V]`g]Yfh`k`YfXYb`ž`g]Wk`]a
 GWk`UXYb`gZU``j`YfUb`hk`cfhi`b[`gVYk`i`ggh`ni`j`Yf`A`U`hYb"

8YhU]`g	
C`fh	GWk`c»`ghfU»`Yž`F]a`VUWk`ž`8Yi`hgWk`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"bYk`g"XY • k`k`k`"dfYggYdcfhU``XY • k`k`k`"XYghU]g"XY

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