

J YfgdÀhi b [Yb `Ui Z`XYf`G&. `HYW\ b]gW\ Yf
8 YZY_h'gcf[h`ZØf`ÿ f[Yf`]b `9fX]b [°

5a `%("\$+ "&\$&) ` _ca a h`Yg`nk]gW\ Yb `5`hYbYfX]b [`i bX`9fX]b [
Ui Z[fi bX`Y]bYg`hYW\ b]gW\ Yb `8 YZY_hg`Ub`Y]bYa
6U\ bØVYf[Ub[`ni `J YfgdÀhi b [Yb"



9fX]b [ž`8 Yi hgW\ `UbX`!`5a ` \Yi h][Yb`HU[ž`XYa `%("\$+ "&\$&) ž
a ØggYb`X]Y : U\ f[ÀghY`XYf`G!6U\ b`Ui Z`XYf`GhfYW_Y`nk]gW\ Yb
5`hYbYfX]b [`i bX`9fX]b [`a]h! bUbbY\ a `]W\ _Y]hYb`fYW\ bYb" `@Ui h`
YX!`j] Y`"XY`_ca a h`Yg`\]Yf`ni `J YfgdÀhi b [Yb`j cb`%\$`V]g`%)
A]bi hYbž`i bX`]b`Y]b][Yb` : À`Yb`a ØggYb`FY]gYbXY`gc[Uf`a]h
HY]`Ui gZÀ`Yb`fYW\ bYb" `8 Yf` ; fi bX`ZØf`X]YgY`GhØfi b [Yb`]gh`Y]b
hYW\ b]gW\ Yf`8 YZY_h`Ub`Y]bYa `6U\ bØVYf[Ub["

ÿ \b`]W\ `j Yf\ À`h`Yg`g]W\ `]b`A ØbW\ Ybž`k c`Yg`\Yi hY`A cf[Yb`ni `Y]bYf
GhfYW_YbghØfi b [`VY]`XYf`G!6U\ b!`@]b]Y`G%`_Ua " `5i W\ ` \]Yf`a ØggYb
DYbX`Yf`a]h`J YfnØ[Yfi b [Yb`fYW\ bYbž`k À\ fYbX`Y]b`hYW\ b]gW\ Yf
8 YZY_h`Ua `6U\ bØVYf[Ub[`Di ``]b [`VY] : fY]g]b [`ZYgh[YghY``h`k i fXY"
8]YgY`GhØfi b [ž`X]Y`gY]h+.) &! \f`VYghY\hž`n]Y\ h`J YfgdÀhi b [Yb

j cb`V]g`ni`nY`b`A]bi hYb`bUW`g]W`i bX`gc``j cfUi gg]W`h]W`V]g`%\$
l`f`UbXUi Yfbž`k]Y`Ui [gVi f[Yf!U``[Ya Y]bY"XY`VYf]W`hYh"

HYW` b]gW` Y`DfcV`Ya` Y`Ub`6U`bØVYf[`Àb[`Yb`

8]Y`nU`fY]W`Yb`hYW`b]gW`Yb`8YZ`_hY`Ub`6U`bØVYf[`Àb[`Yb`g]bX`
_Y]b`9]bnY`ZU``"@Ui h`bZcfa`Uh]cbYb`j`cb`Y]gYbVU`b"[`i`fi`g]bX`
ØVYf`%`"\$\$\$`6U`bØVYf[`Àb[`Y]a`6YfY]W`XYf`8Yi`hgW`Yb`6U`b`
]bghU``Yfh"8]YgY`,`VYf[`Àb[`Y`ghY`Yb`Y]b`Yf`YV`]W`Yg`F]g]_c`XUfž`
XU`g]Y`cZi`ZØf`l`bZ`Y`i`bX`[`YZ`A`f]W`Y`G]hi`Uh]cbYb`gc`f[`Yb`_ØbbYb`
6YgcbXYfg`XYf`9]bZi`gg`XYg`GhfU`Ybj`Yf`_Y`fg`gd]Y`h`Y]bY`
Yb`hgW`Y]XYbXY`F`c`Y`ž`XYbb`Y`a`Y`f`:`U`fnYi`[`Y`Ui`Z`XYb`GhfU`Yb`
g]bX`_]bgVYgcbXYfY`gW`k`YfY`@_k`ž`XYg`hc`l`Ø`Y`f`k`]fX`XUg`F]g]_c`
Ub`X]YgYb`_f]h]gW`Yb`Di`b`_hYb"

9]b`VY`_Ub`bhYg`6Y]gd]Y``]gh`XYf`6U`bØVYf[`Ub[`_]b`7cYfXY`bØfX`]W`
j`cb`A`ØbghYfž`k`c`l`Ai`Z][`@_k`X]Y`GW`fUb`_Yb`UVfY]»Ybž`k`Ug`ni`
J`Yfgd`Àhi`b[`Yb`i`bX`l`c`Yb`F`YdUfUhi`f`_cghYb`ZØ`fh" `A`U`b`U`a`Yb`
k`]Y`X]Y`J`YfVfY]hYfi`b[`j`cb`6U`bØVYf[`Àb[`Yb`g]bX`Xf]b[`YbX`bØh][`ž`
UVYf`gc`W`Y`Dfc`Y`_hY`_ØbbYb`c`Zi`l`Y`fY]b`5bgdfi`W`b`Y`a`Ybž`XU`
Y]bY`9]b][`i`b[`nk`]gW`Yb`;`Ya`Y]bXYbž`6U`b`i`bX`
GhfU»YbVUi`hf`À[`Yfb`YfZc`fXYf`]W`_]gh"

8]Y`DfcV`Ya`Uh]_`Ub`6U`bØVYf[`Àb[`Yb`n]Y`h`g]W`l`]b`i`bX`l`Uh`ZØf`
:`U`f[`ÀghY`k`Y]hfY]W`YbXY`?`cbgYei`YbnYb"J`Yfgd`Àhi`b[`Ybž`5i`gZ`Y`
i`bX`gc[`Uf`_ca`d`Y`hY`GhfYW`_YbgdYffi`b[`Yb`g]bX`X]Y`:`c`[`Y`gc`W`Yf`
GhØfi`b[`Yb""8]Y`G]W`Yf`Y]hg`U[`Y`]gh`bUW`k`]Y`j`cf`Ub[`YgdUbbhž`i`bX`
Yg`V`Y]Vh`ni`l`c`ZYbž`XUgg`VU`X][`Y`@Øgi`b[`Yb`[`YZ`bXYb`k`YfXYbž`
i`a`X]Y`Ni`j`Yf`Àgg][`_Y]h`i`bX`G]W`Yf`Y]h]a`6U`bj`Yf`_Y`f`ni`
Yf`l`Ø`Yb"

6`Y]VYb`G]Y`U`gc`k`UW`gUa`i`bX`d`UbYb`G]Y`[`Ybi`[`NY]h`ZØf`≠`fY`
F`Y]gYb`Y]bž`i`a`i`bUb[`YbY`a`Y`,`VYffUgW`i`b[`Yb`ni`j`Yfa`Y]XYb`°`

8`Y`hU]`g`	
C`fh`	9`fX]b[`ž`8`Yi`hgW`_`Ub`X`

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "YX!`]j Y"XY• k k k "Ui [gVi f[Yf!U``[Ya Y]bY"XY• Y]gYbVU\b"[i fi

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