

GYbgUh]cbY`Y`F UVUhhY`ZØf`Ni [fY]gYb`j`cb
< Ubc]`bUW\`< U]`D\cb[`V]g`5i [i gh°

9fZU\fyb`G]Y`U`Yg`ØVYf`U_hi`Y`Y`Ni [j`YfV]bXi`b[Yb`i`bX
F UVUhhY`j`cb`< Ubc]`bUW\`< U]`D\cb[ž[Øh][`V]g`&, "5i [i gh
&\$&) "



< U]`D\cb[ž`J`YhbUa`!`8]Y`J`YfV]bXi`b[`nk`]gW`Yb`< Ubc]`i`bX`< U]
D\cb[`k`]fX`Xi`fW`bYi`Y`F UVUhhU_h]cbYb`ZØf`: U\ f[`ÀghY`VYfY]W`Yfh"
K`]Y`j`]YhbUa`"j`b`VYf]W`hYhž`_`ÒbbYb`F`Y]gYbXY`V]g`ni`a`&, "5i [i gh
j`cb[`YgYb_hYb`: U\fdfY]gYb`ZØf`NØ[Y`XYf`GhfYW_Y`dfcZ]h]YfYb"
8]YgY`A`U»bU`a`Yb`gc`Yb`X]Y`Bi`hni`b[`XYg`GW`]YbYbj`Yf_Y\fg
ZØfXYfb`i`bX`V]YhYb`j`YfgW`]YXYbY`; fi`ddYb`fUVUhhY`Ub"

: Øf`; fi`ddYb`j`cb`%%V]g`%\$`DYfgcbYb`[Y`hYb`Zc`[YbXY`F UVUhhY.

- %!(`%`DYfgcbYb.`-`i`F UVUhh
- (`&!`+`\$`DYfgcbYb.`%%i`F UVUhh
- `+`!`%`\$`DYfgcbYb.`%`i`F UVUhh
- `5V`%`\$`DYfgcbYb.`%)`i`F UVUhh

?`Y]bYfY ; fi ddYb`j cb`(`V]g; `DYfgcbYb`dfcZ]h]YfYb`YVYbZU`g.`(
DYfgcbYb`nU\`Yb`ZØf`'`H]W_Yhgž`k`À\`fYbX; `DYfgcbYb`bi`f`*`H]W_Yhg
VYnU\`Yb`a`ØggYb`"l`a`j`cb`X]YgYb`F`UVUhhYb`ni`dfcZ]h]YfYbž
gc`hYb`X]Y; : U\`f_UfhYb`&(`Ghi`bXYb`j`cf`5VZU\`fh`[`YVi`W`h`k`YfXYb`"

F`Y]gYj`YfV]bXi`b[`i`bX`DfY]gY

8]Y`Ni`[`fY]gY`j`cb`<Ubc]`bUW`<U]`D\`cb[`ž`X]Y`j`cb`J`]YhbUa
F`U]`k`Umg`Ub[`YVchYb`k`]fXž`XUi`Yfh`nk`]gW`Yb`&ž)`i`bX`'`Ghi`bXYb`"
8]Y`5VZU\`fhYb`YfZc`[`Yb`j`cb`XYf;`]U`@Ja`F`U]`k`Um`GhUh]cb`]b
<Ubc]ž`k`À\`fYbX`X]Y`5b`_i`bZi`Ub`XYf`<U]`D\`cb[`F`U]`k`Um`GhUh]cb
]gh`8Yf; : U\`fd`Ub`g]Y\`h`a`Y\`fYfY`J`YfV]bXi`b[`Yb`j`cf.

- <D%.`5VZU\`fh`\$*`.\$\$ž`5b`_i`bZi`\$,`.)`&`)
- @D'`5VZU\`fh`\$-`.&\$ž`5b`_i`bZi`%&.`.\$`\$`
- @D)`5VZU\`fh`%)`.)`ž`5b`_i`bZi`%,`.\$`\$`
- @D+.`5VZU\`fh`%,`.&%ž`5b`_i`bZi`&\$.`.)`)

8]Y`H]W_YhdfY]gY`g]bX`j`Uf]UVY`i`bX`VY[`]bbYb`VY]`fi`bX`&ž`\$`l`G8
V]g`*`l`G8`dfc`DYfgcbž`Y`bUW`[`Yk`À\`hYf`G]hnd`Uhn_UhY[`cf]Y`"8]Yg
i`a`ZUgghgck`c\`[`Øbgh][`ghY`GhY\`d`ÀhnY`U`g`Ui`W`_ca`ZcfhUV`YfY
GcZi`GYUhg`"

K`Y]hYfY`F`Y]gYa`Ò[`]W`_Y]hYb

9]bY`5`hYfbUh]j`Y`ni`f`Ni`[`ZU\`fh`ghY`h`X`Yf`6i`g`XUfž`XYf`YVYbZU`g
j`cb`j`YfgW]YXYbYb`5bV]YhYfb`k`]Y`<U]`5i`ž`<cUb[`]@cb[`]i`bX`5;`C
<cUb[`]D\`i`cb[`]VYX]Ybh`k`]fX`"8]Y`6i`gfY]gY`XUi`Yfh`Yhk`U`%ž)`V]g`&
Ghi`bXYbž`X]Y`H]W_YhdfY]gY`j]Y[`Yb`nk`]gW`Yb`(`i`bX`%\$`l`G8`"8]Y
5VZU\`fhgnY]hYb`j`Uf]]YfYb`Y`bUW`5bV]YhYfž`k`cVY]; : U\`fhYb`VYfY]hg
UV`\$*`.\$\$`l`f`VY[`]bbYb`"

8]Y`9b`hZfbi`b[`]nk`]gW`Yb`<Ubc]`i`bX`<U]`D\`cb[`]VYhf`À[`h`fi`bX`%`\$
_a`"8]Y`H]W_Yhg`ZØf`NØ[`Y`i`bX`6i`ggY`_ØbbYb`cb`]bY`ØVYf
D`UhZcfa`Yb`k`]Y`6Uc`Ui`cXYf`%&[`c`Ug]U`Yfk`cfVYb`k`YfXYb`"
F`Y]gYbXYb`k`]fX`Ya`dZc`\`Ybž`%Ghi`bXY`j`cf`5VZU\`fh`Ua`6U\`b\`cZ
cXYf`6i`gVU\`b\`cZni`YfgW`Y]bYb`i`bX`XUfUi`Zni`UW`hYbž`\`f
;`Yd`ÄW_]a`5i`[`Y`ni`VY\`U`hYb`"

Ni gÀhn`W\`gc`hYb : U\ f[ÀghY`k]ggYbž`XUgg`9!H]W_Yhg`ZØf`NØ[Y
 U_nYdh]Yfh`k YfXYbž`YXcW\`X]Y`A]hbU\`a Y`Y]bYf`[YXfi W_hYb
 J Yfg]cb`Ya dZc\`Yb`k]fXž`i a `A]ggj Yfgh`AbXb]ggY`ni `j Yfa Y]XYb"
 : Øf`X]Y`F ØW_fY]gY`ghY\`Yb`X]YgY`VYb`HfUbgdcfha]hhY`gck]Y`df]j UHY
 @]a ci g]bYbgYfj]Wg`ni f`J YfZØ[i b["

9]b`VYgcbXYfYg`<][\`][\`h`ZØf`DUggU[]YfY`]gh`XUg`Ua``%\$`"A U]
 Y]b[Yk Y]\`hY`FYX`:`Ua VcmUbh`G\`]dž`XUg`a]h`a cXYfbYa``8Yg][b
 i bX`i i i f]ØgYf`ϕbYbUi gghUhi b[`ØVYfnYi [h`8Yf`J`Ð!K U[Yb
 V]YhYh` (`G]hnY`ja``ϕXcW\]bU!Gh)`ni`Y]bYa`DfY]g`j cb`Yhk U
 ` \$\$\$`\$\$\$`J B 8`dfc`H]W_Yhž`k`À\`fYbX`X]Y`U`[Ya`Y]bY
 G]hnd`Uhnj`YfhY]i b[`j cb`) *`i bX`* (`G]hnYb`nk]gW\Yb`%` \$\$\$`\$\$\$`J B 8
 i bX`%, \$\$\$`\$\$\$`J B 8`j Uf]]Yfh"

8 YhU]`g	
C fh	< U]`D\`cb[ž`J]YhbUa
E i Y`Yb	<ul style="list-style-type: none"> • k k k "j]YhbUa "j b • bcfh\!j]YhbUa "Wc a

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY