

6Y`]YVhYghY : `i [\ÀZYb `8Yi hgW\ `UbXg
&\$&) . `B ØfbVYf[`j Yf`]Yfh`D`Uhn`&°

9fZU\ fYb`G]Yžk Y`WXY : `i [\ÀZYb`]b`8Yi hgW\ `UbX`&\$&) `Ua
VY`]YVhYghYb`g]bX`i bX`k c`X]Y`VYghYb`5bV]bXi b[Yb`ni
Z]bXYb`g]bX"



: `i [\UZYb `B ØfbVYf[ž`8Yi hgW\ `UbX`!`b`Y]bYf`U_hi Y`Yb
l bhYfgi W\i b[`j cb`5]f<Y`d`ni `XYb`VY`]YVhYghYb`i bX
i bVY`]YVhYghYb : `i [\ÀZYb`8Yi hgW\ `UbXg`ZØf`XUg`>\f`&\$&) `nY][h
g]W\ž`XUgg`XYf : `i [\UZYb`@ØVYW`!6`Ub`YbgYY`Ub`XYf`Gd]hY`XYg
FUb_]b[g`ghY`h`A]h`Y]bYf`6Yk Yfhi b[`j cb`(`ž(`GhYfbYb`i bX`ØVYf
`%*"\$\$\$; cc[`Y!6Yk Yfhi b[Yb`ZØ\fh`Yf`X]Y`@]ghY`Ub``8]Yg`VY`Y[hž
k]Y`k]W\h[`ni Z]YXYbY`?i bXYb`ZØf`X]Y`5hhfU`_hj]h`h`Y]bYg
: `i [\UZYbg`g]bX``9]b`6`]W`_Ui Z`X]Y`k`Y]hYfYb`D`ÀhnY`nY][hž`XUgg
Ui W`fY[]cbU`Y : `i [\ÀZYb`[i`h`UVgW\`bY]XYb`_ØbbYb"

8Yb`nk`Y]hYb`D`Uhn`hY`]Yb`g]W\`X]Y : `i [\ÀZYb`A`ØbghYf`#C`gb`UVfØW`ž
?UggY`i bX`F`cghcW`ž`X]Y`U`Y`a`]h(`ž`GhYfbYb`VYk`YfhY`h`k`i`fXYb`
5i ZXYa`Xf]hYb`D`Uhn`Zc`[h`XYf : `i [\UZYb`B ØfbVYf[`a`]h(`ž&

GhYfbYb'i bX'+"* \$\$'6Yk Yfhi b[Yb"BUWXYa 'BØfbVYf['ja 'Jcf'U\ f
bcW'XYb'nk Y]hYb'D'Uhn'VY'Y[hYžZ]Y'Yf']b'X]YgYa 'U\ f'Ui Z'F Ub[
XFY]"'K Y]hYfY'Yfk Å\bYbgk YfhY': 'i [\ÅZYb'g]bX
DUXYfVc fb#@]ddghUXhž'GUUFVfØW_Yb'i bX': f]YXf]W\g\UZYb'Ui Z'D'Uhn
j]Yf'gck]Y'A ØbWYbž'6fYa Yb'i bX'8fYgXYb'Ui Z'D'Uhn'ZØbZ'a]h
'Yk Y]'g'(ž\$'GhYfbYb"

HfYbX'ni 'fY[]cbU`Yb': 'i [\ÅZYb

8]Y'6Y`YVh\Y]h'fY[]cbU`Yf': 'i [\ÅZYb']gh]b'XYb`YmhYb'U\ fYb
[Ygh]Y[Yb"8Yf': 'i [\UZYb'A Ya a]b[Yb'k]fX'U`YfX]b[g'U`g
i bVY`YVh'Y]b[Yghi Zhž'a]h'Y]bYf'6Yk Yfhi b['j cb`YX]['W\ 'ž
GhYfbYb"6YgcbXYfg'ØVYffUgW\YbX']gh'XYf`YmhY'D'Uhnž'XYb'XYf
: 'i [\UZYb': fUb_Z fh<U\b'a]h'bi f'&ž 'GhYfbYb'VY'Y[hY"8]YgY
FUb_]b[g'j YfXYi h']W\Ybž'XUgg'X]Y'Ni Zf]YXYb\Y]h'XYf'F Y]gYbXYb
k Y]hYf\]b'Y]bYb'YbhgW\Y]XYbXYb'9]bZi gg'Ui Z'X]Y'K U\fbY\ a i b[
j cb': 'i [\ÅZYb'\Uh"

8cW'b]W\h'bi f'X]Y'6Y`YVh\Y]h'gd]Y'h'Y]bY'F c`Y'ja '@ Zhj Yf_Y\ f"
æ 'U\ f'&\$&&'ghUfhYhYb'ØVYf'%) 'A]`]cbYb'F Y]gYbXY'j cb
XYi hgW\Yb': 'i [\ÅZYbž'k Ug'Y]bYa '5bgh]Y['j cb'ØVYf'%%\$'i 'ja
J Yf['Y]W\ ni '&\$&%Ybhgd]f]W'h": 'i [nYi [Y'g]bX'bUW'k]Y'j cf'XUg
nk Y]hVY`YVhYghY'J Yf_Y\ fga]hY`ZØf'i f'Ui VgfY]gYb'j b
8Yi hgW\`UbXž['Y]W\ bUW'XYa '5i hc"8]YgY'GhUh]gh]_Yb'ghUa a Yb
Ui g'XYa ': 'i [\UZYb!F Ydcfh]j cb'HI ž'XYf'; cc['Y!F YnYbg]cbYb'i bX
k Y]hYfY'8UhYb'UbU'mg]YfhY"

DØb_h`W\ _Y]h'i bX'5bV]bXi b[

9]b'k Y]hYfYf'5gdY_hž'XYf'ZØf'F Y]gYbXY'j cb'6YXYi hi b['ghž']gh'X]Y
DØb_h]W\ _Y]h"æ 'Yi fcdÅ]gW\Yb'J Yf['Y]W\ YffY]W\h'XYf': 'i [\UZYb
Ghi hh[Ufh'X]Y'Gd]hnYbdcg]h]cb'a]h'Y]bYf'DØb_h]W\ _Y]h]j cb', (ž&'i "
8Yf': 'i [\UZYb'8i V`]b'i bX'X]Y': 'i [\ÅZYb']b'A U'hU'i bX'F ca
Zc`[Yb": 'Øgg][Y'5V`Åi ZY'i bX'hYfa]b[YfYW\hY': Ø[Y'g]bX'ZØf'X]Y
F Y]gYbXYb'j cb'[fc» Yf'6YXYi hi b[ž'k cVY']) %i 'XYf'J YfgdÅhi b[Yb
Ui Z'X]Y': 'i [[YgY`gW\UZhYb'i bX'*'i 'Ui Z'K YhYfVYX]b[i b[Yb
ni fØW_ni ZØ\ fYb'g]bX"

Ni gÀhn`jWk`ni f`D0b_h`jWk_Y]h`gh`X]Y`5bV]bXi b[`XYf': `i [\ÀZYb`Y]b
k Y]hYfYf`k]Wk]h[Yf': U_hcf"8Yf': `i [\UZYb': fUb_Zi fh`Ua `A U]b
V]YhYh`X]Y`a Y]ghYb`8]fY_hj YfV]bXi b[Yb`a]h`&- *`N]Y`Yb`k`Y`hk`Y]h"
8]Y`gWk`bY`ghY`5bV]bXi b[`Ub`XYb`<Ui dhVU`b`cZ`UVYb`X]Y
: `i [\ÀZYb`]b`80ggY`XcfZ`fh`A]bi hYbŁž`@Y]dn][`fP%A]bi hYbŁ`i bX
: fUb_Zi fh`fP%A]bi hYbŁ`"a `<]bV`]W_`Ui ZHUI]dfY]gY`nY][`hig]Wk`ž
XUgg`6fYa Yb`X]Y`[0bgh][`ghYb`5b[YVchY`Uhz`k`À`fYbX`X]Y
hYi YfghY`: U`fhj`ca` : `i [\UZYb': fUb_Zi fh`<U`b`ni`a
<Ui dhVU`b`cZ`?cV`Ybn`a]h`%) \$ž`\$`9i`fc`ni`6i`Wk`Y`gWk`À[`h`

þg[YgUa h`nY][`h`X]Y`5bU`mgYž`XUgg`gck`c`6Y`]YVh`Y]h`U`g`Ui`Wk
D0b_h`jWk_Y]h`gck`]Y`X]Y`5bV]bXi b[`Ub`XUg`GhUXhYb`hfi`a
Yb`hgWk`Y]XYb`XY`: U_hcfYb`z0f`X]Y`K`U`Y`]bYg': `i [\UZYbg`g]b`X"
F Y]gYb`XY`]b`8Yi`hgWk`Ub`X`UVYb`gca`]h`Y]b`Y`J]Y`nU`j`cb
C`dh]cb`Yb`ž`X]Y`g]Y`b`UWk`]`fYb`d`Yfg`0b`]Wk`Yb`6Y`X`0f`Zb]ggYb
Ui`gk`À`Yb`_0bb`Yb`"K`Y]hYfY`8Y`hU]`g`ni`f`6Y`]YVh`Y]h`XYf': `i [\ÀZYb
Z]b`XYb`G]Y`]b`XYb`6Y`f]Wk`hYb`j`cb`A`Yf`_i`f`i`b`X`XYb
D0b_h`jWk_Y]hg`fUb_]b[`g`VY]`F`Y]gY`fY`d`c`fh`Y`f"

8YhU]`g	
C`fh	: `i [\UZYb`B`0fb`VYf[`ž`8Yi`hgWk`Ub`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "a`Yf`_i`f"XY • k k k "fY]gY`fY`d`c`fh`Y`f"XY

6Ygi`Wk`Yb`G]Y`i`bg`Ui`Z.`Y]b`Y!`fY]gY`"XY