

GW`U[Yf! ? fYi nZU\ fh. '8]f_ 'A Ufcb
VY[Y]ghYfh'a]h'DYhfmG
: fYi bXgW UZhGVA`bXYfb`

5a '&*"'A U] &\$&) 'Z]bXYh'X]Y' GW`U[Yfa cj Y'F]j Yf7fi]gY
a]h'K c`Z[Ub['DYhfmG'8ci V'Y'8]f_ 'A Ufcb 'ghUhz']b_ 'i g]j Y
VYgcbXYfYf': fYi bXgW UZhGUfa VA`bXYf"



@i Xk][g\ UZYbž'8 Yi hgW\`UbX`!`5a`'&*`"A U]`&\$&) `]gh`Yg`k]YXYf
gck Y]h`'8]Y`GW\`U[Yf!`?fYi nZU\`fh` GW\`U[Yfa`cj`Y`F`j] Yf7fi]gY
V]YhYh`Y]b`[Ubni`VYgcbXYfYg`9f`YVb]g`Z0f`X]Y` : Ubg`j`cb`K`c`Z[Ub[
DYhfm`'8UVY]`k]fX`X]Y`A`G`5bb]_U`ni`a`'HUbndU`Ughž`k`À`fYbX`XYf
GW\`U[YfghUf`gY`Vgh`b]W\`h`Ub`k`YgYbX`gY]b`k`]fX`"GhUhhXYggYb`hf]hh
gY]b`8ci`V`Y`8]f`_`A`Ufcb`Ui`Zž`XUg`]b`XYf`GnYbY`U`g`XUg
dfca`]bYb`hYghY`GhUfXci`V`Y`j`cb`K`c`Z[Ub[`DYhfm[]`h`i`bX`Z0f`%\$&!
@j] Y[YgUb[`VY`_Ubbh`]gh`

⊖`XYf`F`c`Y`XYg`K`c`Z[Ub[`DYhfm`k`]fX`8]f`_`A`Ufcb`b]W\`h`bi`f`Xi`fW\`
gY]b`i`a`k`YfZ`bXYg`5i`ggY`Y`b`VYY]bXfi`W`_Ybž`gcbXYfb`Ui`W`Xi`fW\`
X]Y` : fYi`bXgW\`UZh`gUfa`V`À`bXYfž`X]Y`Yf`hf`À[h`'8]YgY`5fa`V`À`bXYf
ghY`Y`b`Y]b`Y`k`]W\`h][`Y`J`YfV]bXi`b[`ni`XYb` : Ubg`Y`Yf`i`bX`g]bX
cf][]bU`j`cb`K`c`Z[Ub[`DYhfm`K`À`fYbX`Y]bYg`?`cbnYfhg`]b
@i Xk][g\ UZYb`UhhY`XYf`?`0bgh`Yf`Ub[Y`_0bX][`hž`gY]bY`5fa`V`À`bXYf
ni`j`YfghY][`Yfbž`i`a`X]Y` : `i`hcdZYf`ni`i`bhYfgh0hnYb`"8]YhYf`H\`ca`Ug
<YW`_0VYfbU`a`X]Y`J`YfghY][`Yfi`b[ž`VY]`XYf`Y]b`Yf`YV`]W\`Yf
6YhfU[`ni`gUa`a`Yb`_Ua`"

8]Y`6YXYi`hi`b[`XYf : fYi`bXgW\`UZh`gUfa`V`À`bXYf

9]b` : YgW\`À`Zhga`Ubb`YfghY][`YfhY`X]Y`5fa`V`À`bXYf`a`]h`XYf`5Vg]W\`hž
g]Y`Ub`gW\`Y]Y`»`YbX`8]f`_`A`Ufcb`ni`gW\`Yb`_Yb`"C`V`k`c`A`Ufcb
UbZUb[`g`g`_Yd]h]gW\`k`Ufž`ghY`h`Y`Yf`gW\`bY`Z`Y`ghž`XUgg`X]Y
5fa`V`À`bXYf`YW\`h`i`bX`cf][]bU`j`YfdUW`_h`k`UfYbž`gc[`Uf`a`]h`Y]bYa
GW\`f]Zhgh0W`_j`ca`N8`:"`GY]h`Yf`hf`À[h`Yf`X]Y`5fa`V`À`bXYf`a`]h`Ghc`n
i`bX`fYgdY`_h]Yfh]\`f`9fVYž`k`Ug`g]Y`Z0f`X]Y` : Ubg`j`cb`K`c`Z[Ub[`DYhfm
i`a`gc`VYXYi`hi`b[`gj`c`Yf`a`UW\`h`

8]f`_`A`Ufcb`\`Uh`g]W\`gY]h]j`]Y`Yb`Y\`fYb`]a`A`i`g]_[`YgW\`À`Zh`YhUV`]Yfh
i`bX`]gh`Z0f`j`YfgW\`]YXYbY`9j`Yb`hg`Vi`W`V`Ufž`XUfi`bhYf` : U`Ugž
GW\`U[`YfdUfhmgž` :]fa`YbZY]Yfb`i`bX`gc[`Uf`GhUXhZYghY`"GY]bY`G\`ck`g
i`a`ZUggYb`U`Y`VY`_UbbhYb`<]hg`j`cb`K`c`Z[Ub[`DYhfm]b`Y]bYf
dfcZYgg]cbY`Y`b`60\`bYbdYfZcfa`UbW`"`&\$%`k`i`fXY`Yf`gc[`Uf`U`g
?`0bghYf`XYg`Y\`fYg`Ui`g[`YnY]W\`bYh`

8]Y' GW`U[Yfa cj Y`F]j Yf7fi]gY`j Yfgdf]W`h`U`gc`Y]bY`Ui ZfY[YbXY
NY]h`Z0f`X]Y` : Ubgž`b]W`h`bi`f`Xi`fW`X]Y`A`i`g]_ž`gcbXYfb`Ui W`X`i`fW`
X]Y`VYgcbXYfY`J`YfV]bXi`b[ž`X]Y`X]Y` : fYi`bXgW`Už`gUfa`V`À`bXYf`ni
K`c`Z[Ub[`DYhfm]gW`UZZ`b`"8`Yf`HU[`k`]fX`Y]b`i`bj`Yf[Ygg`]W`Yg
9f`YVb]g`V]YhYbž`XUg`g]W`i`a`X]Y`@]YVY`ni`f`A`i`g]_`i`bX`XYb
i`b[YVfcW`YbYb`<`Yffb`DYhfm`XfY`h`

K`Y]hYfY`ϕ`Zcfa`Uh]cbYb`ni`f`J`YfUbg`hU`hi`b[`g]bX`Ui`Z`gW`U[Yf`XY
Yf`À`h`]W`ž`k`À`fYbX`X]Y`c`ZZ]n]Y`Y`K`YVgY]hY`j`cb`8]f`_`A`Ufcb
ni`g`À`h`]W`Y`8`YhU]`g`ni`gY]bYf`G`ck`V]YhYhž`k`Y`W`Y`i`bhYf`
k`c`Z[Ub[!dYhfm!g\ck`"W`a`ni`Z]bXYb`g]bX`

8YhU]`g	
Cfh	@`Xk`][`g`UZYbž`8Yi`hgW`U`bX
Ei`Y`Yb	<ul style="list-style-type: none">• k`k`k`"gW`U[Yf`XY• k`k`k`"k`c`Z[Ub[!dYhfm!g\ck`"W`a

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