

F Yg]XYbhg'5`Yfh. '7\YW_ 'Mc i f'7Ufg'5ZhYf
A Ufh]b'7ci bhm'6i f[`Ufm'5ffYgh°

F Yg]XYbhg'cZ'A Ufh]b'7ci bhm'UfY'i f[YX'hc'WXYW_ 'j Y\]WYg
UZhYf'U'WUf'Vi f[`Ufm'UffYgh]b'<]V]gW' g'DUf_ "'GhUm]bZcfa YX"



<]V]gW' g'DUf_ž'Ghi Ufhž'A Ufh]b'7ci bhmž'I G5'!'&'U'hfci V`b[
]bW]XYbh'h\Uh'\Ug'fUhh'YX'h\Y'Wc'a a i b]hmicZ'<]V]gW' g'DUf_ 'bYUf
Ghi Ufhž'fYg]XYbhg'UfY'VY]b['i f[YX'hc'WXYW_ 'h\Y]f'j Y\]WYg'UZhYf'U
WUf'Vi f[`Ufm'fYdcfh'YX'hc'Ub'UffYgh"'H\Y'A Ufh]b'7ci bhm'G\Yf]ZZg
C Z]W' '\Ug'Wc'bZ]fa YX'h\Uh'5V]a UY`'F Ua cg!FcXf][i Yn'k Ug
UddfY\YbXYX'Zc`ck]b['fYdcfhg'cZ'U'gi gd]W]ci g']bX]j]Xi U`hfm]b[
hc'YbhYf'dUf_YX'WUfg']b'h\Y'UfYU"'8Ydi h]Yg`cWUhYX'F Ua cg!
FcXf][i Yn'gccb'UZhYf'h\Y']b]h]U`Wc'a d'U]bhž'X]gWc'j Yf]b['gYj YfU`
]hYa g'VY`Yj YX'hc'VY'ghc'Yb']b'\]g'dcggYgg]cbž']bWi X]b['cbY!
Xc`'Uf'V]`gž'\YUXd\cbYgž'U'\U]f'W]dž'UbX'j Uf]ci g'Wc]bg"

H\]g']bW]XYbh'gYfj Yg'Ug'U'ghUf_ 'fYa]bXYf'Zcf'U`'Xf]j Yfg']b'h\Y
UfYU'hc'VY'j][]Ubh"'@cWU`'Uk 'YbZcfW'a Ybh'YbWc'i fU[Yg'UbmcbY

k \c`bch]WYg'i bi gi U`UWh]j]hmUfci bX`j Y\]WYg`hc`fYdcfh`h\Y]f
cVgYfj Uh]cbg`hc`h\Y`G\Yf]ZZg`bcb!Ya Yf[YbWm`]bY`Uh
++&!&&\$!+%+\$`"F Ua cg!FcXf][i Yn`bck `ZUWYg`hk c`Wci bhg`cZ
j Y\]WY`Vi f[`Ufm`UbX`dYh]h`h\YZhž`UXX]b[`hc`h\Y`cb[c]b[`WcbWYfbg
UVci h`Ui hc`Wf]a Y`]b`5a Yf]WUb`bY][\Vcf\ccXg"

H\Y` ; fck]b[`7cbWYfb`cZ`7Uf`H\YZhg

5WcfX]b[`hc`U`fYdcfh`Zfca ` :]bUbWY6i nnž`WUf`h\YZh`fYa U]bg`U
g][b]Z]WUbh`]ggi Y`UWfcgg`h\Y`I b]hYX`GhUhYgž`k]h\`U`j Y\]WY`VY]b[
ghc`Yb`Yj Yfm` +`gYWcbXg`]b`&\$&(`"8Ygd]hY`Ub`cj YfU`X`XYW]bY`cZ
%+ı `]b`a chcf`j Y\]WY`h\YZh`Zfca `&\$&` ž`h\Y`dfYj]ci g`mYUf`gUk`U
fYWcfX`\][\`cZ`cj Yf`%a `]`cb`WUfg`ghc`Yb`" Æg`Yj]XYbh`h\Uh`Ui hc
h\YZh`]g`bch`† gh`U`dUgg]b[`WcbWYfb`Vi h`U`fYW`ff]b[`dfcV`Ya `h\Uh
UZZYWhg`Xf]j Yfg`bUh]cbk]XY"

H\Y`ghUh]gh]Wg`UfY`U`Ufa]b["K]h\`cj Yf`- \$ı `cZ`5a Yf]WUb
\ci gY\c`Xg`ck b]b[`U`WUfž`h\Y`W\UbWYg`cZ`VYWca]b[`U`j]Wh]a `cZ
Ui hc`h\YZh`UfY`U`"hc`c`fYU`" Æ`][\`h`cZ`h\YgY`ZUWhgž`A Ufh]b`7ci bhm
g Ya d\Ug]g`cb`W\YW_]b[`j Y\]WYg`UZhYf`fYWYbh`Vi f[`Uf]Yg`fYgcbUhYg
XYYd`m`k]h\`Vch\`cWU`g`UbX`bUh]cbU`hfYbXg`"K]h\`gc`a Ubm
dYcd`Y`]bj Ygh]b[`]b`j Y\]WYgž`gUZY[i UfX]b[`h\Ya `Ug`bYj Yf`VYYb
a cfY`Wf]h]WU`"

J Y\]WY`H\YZh`HfYbXg`UbX`DfYj Ybh]cb

5`fYWYbh`ghi Xm`Vm`h\Y`B Uh]cbU` Ægi fUbWY`7f]a Y`6i fYUi `fB`⇒6Ł
fYj YU`g`h\Uh?]U`UbX`<mi bXU]`j Y\]WYg`\Uj Y`YI dYf]YbWYX`h\Y
\[\Ygh`h\YZh`fUhYg`]b`&\$&` ž`U`bchUV`Y`g\]Zh`Zfca `h\Y`dfYj]ci g
hfYbX`k \YfY`Z`"!g]nY`d]W_ı dg`hcddYX`h\Y`]gh`"H\]g`f]gY`WUb`VY
Uh`f]Vi hYX`]b`dUfh`hc`gcW]U`a YX]U`hfYbXg`h\Uh`dfcj]XY`h\]Yj Yg
k]h\`a Yh\cXg`hc`YI d`c]hj i `bYfUV`]h]Yg`]b`h\YgY`a cXY`g"

<YfY`g`U`ei]W_`gbUdg\ch`cZ`h\Y`hcd`hYb`a cgh`ghc`Yb`j Y\]WYg`]b
&\$&`"Zfca `h\Y`B`⇒6`fYdcfh

F Ub_	J Y\]WY`A cXY`	H\YZhg
%	<mi bXU]`9`UbhfU	(, ž()

&	<mi bXU]'GcbUhU	(&ž %'
'	?]U'C dh]a U	' \$ž&\$ (
(7\Yj fc`Yh'G]'j YfUXc %) \$\$	&' ž+&%
)	?]U'Gci `	&%ž\$ \$%
*	< cbXU'5WŁcfX	&\$ž -)
+	< cbXU'7]j]W	%- ž) ,
,	?]U': c fhY	%* ž&\$ -
-	: cfX': %) \$'GYf]Yg D]W_i d	%) ž) &
\$\$?]U'GdcfhU[Y	%) ž+ (-

K]h\`cj Yf',) i `cZ'ghc`Yb`dUggYb[Yf'j Y\]WYg`VY]b[`fYWŁj YfYXž
a cj]b[`ei]W_`m]b`h\Y`Yj Ybh'cZU`h\YZh']g`YggYbh]U`"B⇒6`UXj]gYg
h\Uh']Z'mci f'j Y\]WY`]g`ghc`Ybž'mci `g\ci `X`fYdcfh']h]a a YX]UhY`m'hc
`Uk `YbZcfWŁa Ybh'UbX'mci f']bgi fYf'hc `Yb\UbWŁ`fYWŁj Yfm'WŁUbWŁg"

⇒`][\h'cZh\Y`[fck]b[`h\fYUh'cZj Y\]WY`h\YZhž`cWU`fYg]XYbhg
a i gh'hU_Y`dfcUWŁ]j Y`a YUgi fYg`hc`dfchYWŁ'h\Y]f'j Y\]WYg`"H\Y
B⇒6`fYWŁa a YbXg'dUf_]b[`]b'k Y`!`]h'UfYUgž`cW_]b[`U`k]bXck g
UbX`Xccfgž`UbX`\X]b[`j U'i UV`Yg'ci h'cZ'g][\h`"H\]Yj Yg'cZhYb`cc_
Zcf`YUgmihUf[Yhg/'UXcdh]b[`g]a d`Y`dfYWŁi h]cbg`WŁb`a U_Y`U
g][b]Z]WŁbh'X]ZZYfYbWŁ"

5g'Ui hca ch]j Y`WŁja Y`fYa U]bg`U`dYfg]ghYbh]ggi Yž'h\Y`ja dcfhUbWŁ
cZ'WŁa a i b]hmij][]UbWŁ`WŁbbch`VY`cj YfghUhYX`"⇒Ghi Ufh'UbX
]bXYYX`UWŁcgg': `cf]XUž`_YYd]b[`Ub`YmY`cb`ci f`WŁfg`UbX`fYdcfh]b[
gi gd]WŁci g`VY\Uj]cf`]gb h`ť gh'UVci h`dYfgcbU`dfcdYfhm`]hg'UVci h
dfchYWŁ]b[`ci f`bY][\Vcf\ccXg"

8YhU]'g	
C fh	<]V]gW g'DUf_ž'Ghi Ufhž'A Ufh]b`7ci bhmž'I G5
E i Y`Yb	<ul style="list-style-type: none"> • fYU`fUX]c - &%"]\YUfh"WŁa • Z]bUbWŁVi nn"WŁa • k k k "b]WŁ"cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh