

K]W\ h][Y '6Ui a U» bU\ a Yb ']b F cXYb_]fW\ Yb. 'GhfU» Y 'a cbUhY`Ub [[YgdYffh°

5V`A cbhU[ž'XYa ' % " \$ + " & \$ &) ž']gh`X]Y`GhfU» Y` Ni a
: cfghVchUb]gW\ Yb'; UfhYb ']b`F cXYb_]fW\ Yb`k Y[Yb
6Ui UfVY]hYb`a cbUhY`Ub[' [YgdYffh"



F cXYb_]fW\ Ybž'8Yi hgW\ `UbX`!`5V`A cbhU[`k]fX`]b`?`Ò`b!
F cXYb_]fW\ Yb`_fÀZh][' [Yk Yf`Y`h`'8]Y`GhfU» Y` Ni a
: cfghVchUb]gW\ Yb'; UfhYb `k]fX`ZØf`a Y\fyfY`A cbUhY`]b`VY]XYb
F]W\ hi b[Yb`j`c`'' [YgdYffh"; fi bX`XUZØf`g]bX`5fVY]hYb`Ub`Y]bYf
bYi Yb`K UggYfhfUbgdcfh`Y]hi b[ž`X]Y`ni f`G]W\ YfghY`i b[`XYf
Hf]b`_k UggYfj Yfgcf[i b[`]b`XYf`GhUXh`X]Yb`h`K]Y`hU[& (`VYf]W\ hYhž
`Àggh`X]Y`F`Y]bBYhn'; a V<`]a` `5i ZhfU[`XYf`F`Y]b9bYf[]Y`X]YgY
`bZfUghfi _hi fa U» bU\ a Y`Xi fW\ ZØ\ fYb"

6YhfcZZYb`]gh`Y]b`5VgW\ b]h`nk]gW\ Yb`XYf` A]`h`Äff]b[ghfU» Y` i bX
XYf` : f]YXf]W\!9VYfh!GhfU» Y` " : Øf`5bk c`bYf`i bX

J Yf_Y\ fghY]`bY\ a Yf`VYXYi hYh`X]Yg`Y]bY`I a `Y]hi b[`ØVYf`X]Y
: f]YXf]W!9VYfh!GhfU» Y ž`X]Y` ?cbfUX!5XYbUi Yf!GhfU» Y `i bX`X]Y
A]`hÀff)b[ghfU» Y " `a a Yf\]b`V`Y]Vh`XYf`A Uf]YbVi f[Yf` ; c`Zd`Uhn
hfc`h`XYf`6Ui UfVY]hYb`k Y]hYf\]b`YffY]W`VUf" : i » [Àb[Yf`i bX
F UX`Yf`_ÒbbYb`XYb`6YfY]W`YVYbZU`g`dUgg]YfYbž`k Ug`X]Y
9]bgW`fÀb_i b[Yb`Yhk Ug`a]`XYfh" ; Yd`Ubh]`ghž`X]Y`GdYffi b[`V]g
A]hY`C`_hcVYf`Ui ZfYW`hni Yf`U`hYb"

GdYffi b[Yb`i bX`6Ui ghY`Yb`]b`? Ò`b

8]Y`GdYffi b[Yb`Ui ZXYf` Ni a ` : c fghVchUb]gW`Yb` ; UfhYb`g]bX
YXcW`b]W`h`X]Y`Y]bn][Yb`6Ui ghY`Yb`ž`X]Y`X]Y`GhUXh`XYfnY]h]b
5hYa `U`hYb"K Y]hYf\]b`g]bX`Ui W`Ub`UbXYfYb`C`fhYb`]b`? Ò`b
i a ZUb[fY]W`Y`5fVY]hYb`a ` ; Ub[Y"Ni a `6Y]gd]Y``Ài Zhj ca`%&"
ž`b]V]g` "%`C`_hcVYf`&\$&) `Y]bY`6Ui hÀh][_Y]h`Ui ZXYf`5UW`YbYf
GhfU» Y`]b`K Y]XYbž`X]Y`YVYbZU`g`XYb`J Yf_Y\ fgZi gg`VYY]bhf`ÀW`h][h"
NY]h]W`VY[fYbnhY`GdYffi b[Yb`[]Vh`Yg`Ui W`Ui ZXYf`5UW`YbYf
GhfU» Y#@]YVYfa`UbbghfU» Y`nk]gW`Yb`XYa` "\$`ž`b]i bX`%` "ž`]
&\$&) ž`k]Y`ghUXh!_cY`b"XY`a`Y`XYh"

- 5UW`YbYf`GhfU» Y`fA`Øb[YfgXcfZ`_%*`"ž`b]`&\$&) `V]g` , "
5i [i gh`&\$&) ž`\$- . \$\$`V]g`%) . \$\$`I` \ f
- 5W`YfghfU» Y`fbi`W`\Y]a`Ł`%\$`"A`Àfn`&\$&) `V]g` "%`ž`]`&\$&)
- 5[f]dd]bUi ZYf`fBYi ghUXh!GØXŁ`&%`5i [i gh`&\$&(`V]g`%) "
5i [i gh`&\$&)
- 5a`@YmghUdY`f5`hghUXh#GØXŁ`_%&`"Bcj Ya`VYf`&\$&&`V]g` "%`
8YnYa`VYf`&\$&)
- 5a`ghYfXUa`Yf`GhfU» Y`fB]Y\`Ł`_%\$`"ž`]`&\$&) `V]g` "%`ž`]
&\$&)

5VYf`XUg`]gh`bcW`Ub[Y`b]W`h`U`Yg`5i`W`]b`UbXYfYb`GhUXhhY]Yb
g]bX`X]j YfgY`6Ui ghY`Yb`U_h]j ž`X]Y`j cb`XYf`GhUXhj Yfk`U`hi b[
VY`Ub`bh[Y[YVYb`k`i`fXYb" `b`? Ò`b!`?U`_`Yhk`U`ghY`h`Y]bY
HY]`gdYffi b[`XYg`?U`_Yf`Hi`bbY`g`Ubž`k`À`fYbX`]b`9`fYbZY`X`Y]bY
9fbYi Yfi b[`XYf`bXi`_h]cbggW`Y]ZY`Ub`XYf`5a`dY`Ub`U[Y`J`Yb`cYf
GhfU» Y#9`fYbZY`X[ØfhY`[Yd`Ubh]`gh"8]YgY`A`U» bU`a`Yb`XUi`Yfb
YVYbZU`g`b]W`h`bi`f`k`Yb][Y`HU[Yž`gcbXYfb`n]Y`Yb`g]W`ØVYf`Y]bYb
NY]hfUi`a`j`cb`a`Y`fYfYb`K`cW`Ybž`k`jY`_cY`bYf!bYk`g`c`i`fbU`"XY

Y]bXfi W_gj c``Ui ZnY][h"

8]Y`GhUXh?Ò`b`U`h`U`gc`U`Y`<ÀbXY`j`c``ni`hi`b`ž`i`a``b`ZfUghfi`_hi`f`
i`bX`J`Yf`_Y`f`g`k`Y`[`Y`ni`j`YfVYggYfb"6Yk`c`b`Yf.]bbYb`i`bX`
DYbX`Yf.]bbYb`j`b`?Ò`b`X`ØfZYb`g]W`X`Ya`bUW`Ui`ZY]bY`[`YXi`X][`Y`
NY]hY]bghY`Ybž`XYbb`6Ui`ghY`Yb`g]bX`c`Zhi`bi`a`[`Àb[`]W`ž`i`a`X]Y`
@YVYbgei`U`]h`Àh`b`X`Yf`GhUXh`Ub[`Zf]gh][`ni`Yf`Ò`Yb"8]Y`
GhUXhj`Yfk`U`hi`b[`Y`a`dZ]Y`h`ž`g]W`fY[`Y`a`À»][`ØVYf`U`hi`Y`Y`
J`Yf`_Y`f`g]bZcfa`Uh]cbYb`ni`]bZcfa`YfYb`i`bX`[`Y`[`YVYbYbZU`g`
U`hYfbUh]j`Y`F`ci`hYb`ni`d`UbYb"

8YhU]`g	
Cfh	FcXYb_]fW`Ybž`8Yi`hgW`UbX
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "hU[&("XY• k k k "ghUXh!_cY`b"XY• k k k "_cY`bYf!bYk`g`ci`fbU`"XY

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