



J]Y`ZU`h`]a `ÓZZYbh`]W Yb `8]Ybgh. `9]b`UXi b[
ni a `8 Ya c[fUZ]Y[YgdfÀW `]b `6Yf`]b

8]g_i h]YfYb`G]Y`a]h`9I dYfhYb`Ua `%+``GYdhYa VYf`&\$&) `ØVYf
8]j Yfg]hÀh`]a `ÓZZYbh`]W Yb `8]Ybgh`5ba Y`Xi b[`YfZcfXYf`]W "



: f]YXf]W ghf``) \$ž`%\$ %%+ `6Yf`]bž`8Yi hgW`UbX`!`5a `%+``
GYdhYa VYf`&\$&) `V]YhYh`XUg`<Ui dghhUXhVØfc`XYg`GhUh]gh]gW Yb
6i bXYgUa hYg`Y]bYb `ZUW hYb fY]W Yb `9]bV`]b`X]Y`H\Ya Yb
J]Y`ZU`h`i bX`8]j Yfg]hÀh`]a `ÓZZYbh`]W Yb `8]Ybgh`8]Y`J YfUbghU`hi b[ž
X]Y`gck c\`j cf`Cfh`]b`XYf` f]YXf]W ghfU`Y`) \$`U`g`Ui W`c b`]bY
ghUhZ`bXYhž`VY[]bbh`i a `%&` \$`I`f`i bX`YbXYh`i a `%` .` \$`I`f`
žhYfYgg]YfhY`_ØbbYb`g]W i bHf` \Ui d hghUXh!
Yj Yb hg4 XY ghUh]g"XY`Uba Y`XYbž`k cVY`XYf`HY`bU\ a Ycfh
Ub[Y`YYb`k YfXYb`a i gg`8]YgY`J YfUbghU`hi b[`]gh`HY`XYf
fYbca a]YfhYb`6Yf`]bYf`8 Ya c[fUZ]Y[YgdfÀW Y`i bX`j Yfgdf]W h
gdUb bYbXY`8]g_i fgY`ØVYf`X]Y`FYdfÀgYbhUh]cb`j cb`A YbgW Yb`a]h
A`[fUh]c b g[YgW]W hY`]b`j YfgW]YXYbYb`[YgY`gW UZh`]W Yb
6YfY]W Yb`

GhUh]gh]gWX Y '8 UhYb 'nY][Ybž'XUgg'&\$&' 'VYfY]hg'ZUgh'Y]b'J]YfhY'XYf
6Yj Ø`_Yfi b['b '8 Yi hgWX 'UbX'Y]bY '9]bk UbXYfi b[g[YgWX]WX hY
Ui Zk Y]gh' '8]Yg'a UWX h'X]Y '8]g_i gg]cb 'i a 'XYfYb 'HY]'`UVY'']a
ØZZYbh]WX Yb '8]Ybgh'i a gc 'fY'Yj UbhYf' '8 UVY]`k YfXYb 'H\Ya Yb
VY\UbXY'h'k]Y'X]Y ' <Ài Z[_Y]hj cb '9]b[Yk UbXYfhYb 'i bX'XYfYb
B UWX _ca a Yb ']b 'GWX i 'Ybž: Ø\fi b[gdcg]h]cbYb 'i bX
G]WX Yf\Y]hgVY\ØfXYb' '6YgcbXYfY '9]bV']WX k]fX'X]Y 'Ghi X]Y
8]j Yfg]hÀh'i bX'7\UbWXb['Y]WX \Y]h]b 'Cf[Ub]gUh]cbYb 'XYg
6i bXYg]bgh]hi hg'ZØf'6Yj Ø`_Yfi b[gZc fgWX i b['f6]6£[YVYbž]b 'XYf
i b hYf'UbXYfYa 'X]Y 'VYfi Z]WX Yb '7\UbWXb'ZØf'9]b[Yk UbXYfhY 'i bX
XYfYb 'K U\fbY\ a i b['XYf'6YgWXÀZh][i b[gg]hi Uh]cb 'UbU`mg]Yfh
k YfXYb"

8 Ug'F YXb Yf! @]b Y! i d

Ni 'XYb '9I dYfhYbž'X]Y 'Ub 'X]YgYa '5VYbX 'gdfYWX Yb 'k YfXYbž
[Y\ØfYb 'H\ca Ug'?ØfbYf 'i bX'8f' '7cg_i b '7UbUb 'j ca
GhUh]gh]gWX Yb '6i bXYgUa hž'gck]Y 'Gcd\]Y 'GhfUi V 'i bX'8f' '5bXfYUg
9hY 'j ca '6]6" 'A fY '9I dYfh]gY 'k]fX 'Y'ZYbž'X]Y '9bhk]WX 'i b['XYg
5bhY]g'j cb 'A YbgWX Yb 'a]h'9]bk UbXYfi b[g[YgWX]WX hY ']a
ØZZYbh]WX Yb '8]Ybgh]b 'XYb 'j Yf[Ub[YbYb ' &\$ ' &U\ fYb 'ni 'VY`Yi WX hYb"

: Ua]`]YbVÀbXYf 'i bX' _ca a i b]_Uh]j Yf
I a [Ub[

:b 'Y]bYa ' [Ubn'UbXYfYb ' ? cbhYI h'\Uh'X]Y ': ccX'BYhK cf_!
DYfgØb']WX _Y]h'F YY '8 fi a a cbX' _Øfn']WX ']\fY ' ; YZØ\ 'Y'ØVYf'X]Y '9\Y
] \fYf' HcWX hYf' DU][Y 'h\Ya Uh]g]Yfh' 'Nk Y] 'A cbUhY 'b UWX 'XYf'ghUf_
VYUWX hYhYb ' < cWX nY]h'Ài » YfhY 'g]Y '6YXUi Yfb 'XUfØVYfž'b]WX h'U_hj] Yf
]b 'XUg '9\Y'YYVYb ']\fYf' HcWX hYf' Y]b[Y[f]ZZYb 'ni ' \UVYb " 'F YYž
VY_Ubbh'U'g ' H\Y'D]cbYYf'K ca Ub 'ž' \Uh'Xi fWX ']\fY
?cWX gYbXi b[Ybž'6'c[g 'i bX' ?cWX VØWX Yf'Y]bY'Y][YbY 'A Uf_Y
Ui Z[YYUi h" 'A fY 'Yi » Yfi b[Yb 'ni 'DU][Yg ' < cWX nY]hž'Y]bYf ' ; Y]Yfž'X]Y
XUg ' @YYVYb 'Ui Z'XYf'F UbWX 'k]XYfgd]Y[Y' hYž'fY [Yb 'ni f'8]g_i gg]cb
ØVYf'X]Y 'F c ' 'Y'XYf'9'hYfb ']b 'XYb '6Yn]Y\i b[Yb ']\fYf ' ?]bXYf'Ub "
F YY 'gdf]WX h'cZZYb 'XUfØVYfž'k]Y 'k]WX h]['Yg ']ghž'U'g '9'hYfbhY] 'Y]bY

i b hYfghØhnYbXYFc``Y.Y]bni bY\ a Yb'i bX[`Y]W\ nY]h]['fYgdY_hj c`` XYb.Y][YbYb.?]bXYfb: fY]fUi a 'ni ``UggYb"G]Y.Yfa i h][h'XUni ž cZZYbY'; YgdfÀW\ Y'ØVYf'6Yn]Y\ i b[Yb'ni 'ZØ\ fYb'i bX'XUVY]Ui Z'XUg Y][YbY'6Ui W\ [YZØ\ ``ni '\ØfYb'Hfch\']\fYf'F Y[fYhg'V.Y]Vh'X]Y 6]bXi b['ni 'DU][Y'ghUf_ž'k Ug'X]Y'YggYbh]Y``Y'Fc``Y'j cb'ZUa]]ÀfYf I b hYfghØhni b['b'gc'W\ Yb '@YVYbgg]hi Uh]cbYb'i b hYfghfY]W\ h"

: Øf'9`hYfb'[]Vh'Yg'k]W\ h][Y'9f_Ybbhb]ggYž'X]Y']b'F YY g 9fZU\ fi b[Yb'a]h[YhfU[Yb'k YfXYb'gc``hYb.'9]bY'ghUf_Y ?ca a i b]_Uh]cbgVUg]g]gh'Yb hgW\ Y]XYbXž'i a '6Yn]Y\ i b[Yb'VYggYf ni 'j YfghY\ Yb'i bX'dchYbn]Y``Y'DfcV'Ya Y'ZfØ\ nY]h]['ni 'Yf_YbbYb" -b'Y]bYf'K Y`bž]b'XYf'8]j Yfg]hAh'ni bY\ a YbX'6YXYi hi b['[Yk]bbhž g]bX'gc'W\ Y'; YgdfÀW\ Y'k]W\ h][Yf'XYbb'Y"

6Ygi W\ Yb'G]Y'X]Y'J YfUbghU'hi b['Ua' "%+"GYd hYa VYf'ZØf'k Yfhj c``Y 9]bV']W\ Y']b'XYb'GhUhi g'e i c'XYf'J]Y'ZU'h]a 'ØZZYbh]W\ Yb'8]Ybghž i bX'`UggYb'G]Y'g]W\ ']bgd]f]YfYb'j cb'Y]bYa 'dYfgØb']W\ Yb'6']W\ 'Ui Z : Ua]]Y'i bX'?ca a i b]_Uh]cb'Xi fW\ 'X]Y '@bgY'j cb'F YY'8fi a a cbX i bX']\fYf'HcW\ hYf'DU][Y"K Y]hYfY' -bZcfa Uh]cbYb'ni 'XYb GhfYUa]b[!5b[YVchYb'Z]bXYb'G]Y'ØVf][Ybg'Ui W\ 'Ui Z< i 'i "

8 YhU]`g	
Cfh	: f]YXf]W\ ghf") \$ž%\$%+ '6Yf]bž'8Yi hgW\ 'UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "XYghUh]g"XY • bYk g"ni 'i ']cb"W\ a • k k k "\i 'i "W\ a

6Ygi W\ Yb'G]Y'i bg'Ui Z'i bgYfY!\chY`g"XY