

Dc hgXUa Yf`Hi fbYf]bbYb`[`ÀbnYb`VY]
B cfXcghXYi hgWÅ Yb`A Y]ghYfgWÅ UZhYb`°

5a`%+"\$+"&\$\$&) `ZUbXYb`]b`Dc hgXUa`X]Y`B cfXcghXYi hgWÅ Yb`
A Y]ghYfgWÅ UZhYb`XYf`A`ÀXWÅ Yb`]a`Hi fbYb`ghUhhž`a`]h`*)
HY]`bY`a`Yf]bbYb`Ui`g`j`YfgWÅ]YXYbYb`J`YfY]bYb`"



I`b]j`Yfg]hÀhg!Hi`fb`U`Y`Ua`GdcfhdUf`_`@`ZhgWÅ]ZZ\`UZYbž
Dc hgXUa`ž`8`Yi`hgWÅ`UbX`!`5a`j`Yf[`Ub[`YbYb`GUa`ghU[`k`Uf]b
Dc hgXUa`[`Ubn`gWÅ`Òb`k`Ug`c`g`°`b`XYf`I`b]j`Yfg]hÀhg!Hi`fb`U`Y`Ua
GdcfhdUf`_`@`ZhgWÅ]ZZ\`UZYb`ZUbXYb`X]Y`B cfXcghXYi`hgWÅ`Yb
A`Y]ghYfgWÅ`UZhYb`XYf`A`ÀXWÅ`Yb`ghUhhž`ni`XYbYb`]bg[`YgUa`h`*)
Hi`fb`Yf]bbYb`Ui`g`j`YfgWÅ]YXYbYb`J`YfY]bYb`UbhfUhyb`"<`]YfVY]
hfUhyb`X]Y`A`ÀXWÅ`Yb`]b`XYb`5`hYfg`_`UggYb`+`ž`,`i`bX`-
[`Y[`YbY]bUbXYf`Ub`"8]Y`J`YfUbghU`hi`b[`k`i`fXY`j`ca`:`ÖfXYfj`YfY]b
XYf`Hi`fb`!HU`Yb`hgWÅ`i`Y`_`@`ZhgWÅ]ZZ\`UZYb`c`f[`Ub]g]Yfhž`XYf`Ui`WÅ`ZØf
Y]bYb`fY]Vi`b[`g`c`g`Yb`5V`Ui`Z`gcf[`hYž`k`]Y`G7`Dc hgXUa`VYf]WÅ`hYh`"

I`bhYf`XYb`hY]`bY`a`YbXYb`J`YfY]bYb`k`UfYb`bUa`UZhY`HYUa`g`k`JY
X]Y`6Yf]bYf`Hi`fb`YfgWÅ`UZhž`X]Y`HG;`GhY[`]hnž`XYf`HG7`GhfUi`gVYf[

i bX`X]Y`<G; `I b]; fY]Zgk U`X`j`YfhfYhYb`"9]b`YW`hYg`GdY`_hU`_Y`z`XUg
X]Y`Ni`gW`Ui`Yf`]b`gY]bYb`6Ubb`nc[`i`bX`X]Y`↑`b[`Yb`HU`YbhY`Ui`Z
Y]bY`[`fc»`Y`6Ø`bY`ghY`hY`"8Yf`G7`DchgXUa` `cbbhY`]b`nU`h`fY]W`Yb
8]gn]d`]bYb`ØVYfnYi` [`Yb`i`bX`Yfhi`fbhY`g]W`ØVYfnYi` [`YbXY
D`Uhn]Yfi`b[`Yb`]b`XYb`Yk`Y]]`[`Yb`5`hYfg`_`UggYb`"

GhUf`_Yg`5VgW`bY]XYb`XYf`G7D!Hi`fbYf]bbYb

8Ug`HYUa`X`Yg`G7`DchgXUa`Vf]`YfhY`VYgcbXYfg]b`XYf
5`hYfg`_`UggY`+"`A`U`]U`GUK`mYff`_`cbbhY`g]W`ØVYf`Y]bY
G]VYfa`YXU]`Y`]a`A`Y`f`_`Ua`dZ`ZYi`Yb`i`bX`ni`g`Àhn`]W`Y]bYb`YfghYb
D`Uhn`Ua`Gdfi`b[`;`Yf`Àh`Y]bZU`hYb`"5i`W`9a`a`U`F`cV`VYb`i`bX
9a`a`U`K`U[`bYf`nY][`hYb`ghUf`_Y`@]ghi`b[`Yb`i`bX`g]W`YfhYb`g]W`
k`Y]hYfY`DcXYghd`ÀhnY`"9]bY`a`dfYgg]cb`XYf`D`Uhn]Yfi`b[`Yb.

- 5?`+`
 - A`Uf]U`F`YgW`.`&`\$`"D`Uhn
 - 9a`a`U`K`U[`bYf`.`%`"D`Uhn
 - 9a`a`U`F`cV`VYb`.`+`"D`Uhn
 - A`U`]U`GUK`mYff`.`&`"D`Uhn
- 5?``,`
 - ?`Uh`h`Uf]bU`NUb[`.`,`%,`"D`Uhn
 - @]`h`h``,`ck`]bg`_`.`,`%*`"D`Uhn
 - A`Uf]U!A`U[`XU`YbU`F`YV]gn`.`,`("D`Uhn
 - A`]U`@Y`W`Yf`.`,`&`"D`Uhn
- 5?`-`
 - :`fUbW`gWU`;`YfUgi`X]g`.`,`&`"D`Uhn

6YgcbXYfg`Y]bXfi`W_gj`c`k`Uf`XYf`5i`Zhf]hh]j`cb`:`fUbW`gWU
;`YfUgi`X]gž`X]Y`g]W`]b`XYf`5?`-`YVYbZU`g`X]Y`G]VYfa`YXU]`Y`]a
A`Y`f`_`Ua`dZ]g]W`YfhY`i`bX`a`Y`f`YfY`5i`gnY]W`bi`b[`Yb`Ub`XYb
9]bnY`[`Yf`Àh`Yb`Yfn]Y`hY`"5i`W`X]Y`Øb[`YfYb`Hi`fbYf]bbYb`Ui`g`XYf
5?`+`_`cbbhYb`g]W`ØVYf`a`Y`f`YfY`A`YXU]`Yb`ZYi`Yb`ž`k`cVY]`A`U`]U
GUK`mYff`Ua`Gdfi`b[`XYb`YfghYb`D`Uhn`Yfn]Y`hY`i`bX`Ui`W`9a`a`U
K`U[`bYf`VY]a`Gdfi`b[`[`ÀbnYb`_`cbbhY`"K`]Y`8H6`VYf]W`hYhž
Yfhi`fbhYb`XYf`G7`DchgXUa`i`bX`XYf`G7`6Yf`]b`]bg[`YgUa`hj`]Yf
A`Y]ghYfh]hY`"

9a ch]cbU`Y`< Ò\Ydi b_hY`i bX`[fc» Ufh][Y
@Y]ghi b[Yb

8]Y`5ha cgd\ÀfY`k À\fYbX`XYf`A Y]ghYfgW\UZhYb`k Uf`fY[Y`fYW\h
Y`Y_hf]g]YfYbX`i bX`X]Y`5bZYi Yfi b[Yb`XYf`Ua`]Yb`i bX`HfU]bYf
gW\i ZYb`Y]bY`hc`Y`Gh]a`a`i`b["`?Uh\`YYb`i`f]YXf]W\ž`DfÀg]XYb]b`XYg
G7`DchgXUa`ž`]Y»`Yg`g]W\`b]W\h`bY\`a`Ybž`gY`Vgh`]\f`?ÒbbYb`Ua
FYW`ni`nY][Yb`i bX`X]Y`↑ b[Yb`HU`YbHY`Ubni ZYi Yfb`"i`fgdfØb[`]W\
U`g`Hi`fbYf]b[YghUfhYhž`\Uh]g]Y`g]W\`a`]h`Yfk`Y]Y`ni`a`J`cfV]`X`]b
XYf`@Y]W\hUh\`Yh]_`Yb`hk`]W`Y`h"

8Yf`< Ubgyhi fbj YfY]b`F`cghcW`_`[]b[`U`g`X]Y`YfZc`[fY]W\ghY
Hi`fbf]Y[Y`\Yf]`cf`i`bX`[Yk`Ubb`[`Y]W\`+`H]hY`"5i`W\`]a
9]bnY`VYfY]W\`gYhnhY`X]Y`J`YfUbgH`U`hi`b[`A`U»`gh`ÀVY.`@Yb]`6c`fgW\Yf]
j`ca`i`<`HJ`F`cghcW`_`k`Uf`X]Y`YfZc`[fY]W\ghY`9]bnY`hi`fbYf]b`i`bX
YffUb[`[`Y]W\`a`Y`\fYfY`H]hY`"K`Y]hYfY`DcXYghd`ÀhnY`[]b[Yb`Ub
5`]bU`?`U]gYf`i`bX`k`Y]hYfY`HYUa`_`c`Y[]bbYbž`X]Y`YVYbgc
VYY]bXfi`W`YbXY`@Y]ghi`b[Yb`YfVfUW\hYb`"

æg[YgUa`h`k`Uf`Yg`Y]b[`Y`i`b[YbYf`GU]gc`b\`Ò\Ydi`b_hž`XYf`b]W\h
bi`f`XUg`?`ÒbbYb`XYf`Hi`fbYf]bbYbž`gcbXYfb`Ui`W\`XYb`HYUa`[Y]gh
i`bX`X]Y`i`bhYfghØ`hni`b[`XYf`J`YfY]bg[Ya`Y]bgW\UZh`Y]bXfi`W`g]`c`
i`bhYf`6Yk`Y]g`ghY`hY`"G7`DchgXUa`i`bX`j`]Y`Y`UbXYfY`J`YfY]bY
_`ÒbbYb`a`]h`Ghc`n`Ui`ZX]YgYb`HU[`ni`fØW`V`]W`Ybž`Ub`XYa`X]Y
↑`b[Yb`5h\`Yh]bbYb`[`ÀbnYb`_`c`bbhYb`"

8YhU]`g	
C`fh	I`b]j`Yfg]h`Àhg!`Hi`fb\`U`Y`Ua`i`Gdc`fhd`Uf`_ @i`ZhgW\]ZZ\`UZYbž`DchgXUa`ž`8Yi`hgW\`UbX
E`i`Y`Y`b	<ul style="list-style-type: none">• k k k "gWdchgXUa`"XY• k k k "XhV"XY

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`bU[`!VfUbXYbVi`f["XY