

HYfa]bZfY]. ; Y\ Õf`cgY`6Øf[Yf.]bbYb`]b
K]`a YfgXcfZ`Yf\ U`hYb`l bhYfghØhni b[°

5a `&''đ `]`&\$&) `i bhYfghØhnh`XUg`6Øf[YfUa h`K]`a YfgXcfZ`a]h
[YVÀfXYbgdfUW`Xc`a YhgW`Yf]b`[Y\ Õf`cgY`A YbgW`Yb`VY]
J Yfk U`hi b[gX]Ybgh`Y]ghi b[Yb"



K]`a YfgXcfZYf`GhfU»Y`(*ž`%\$* &+`6Yf`]bž`8Yi hgW`UbX`!`5a
&+''đ b]`&\$&) `k]fX`]a`6Øf[YfUa h`K]`a YfgXcfZYf`GhfU»Y`(*`]b
6Yf`]b`k]YXYf`Y]bY`hYfa]bZfY]Y`GdfYW`nY]h`ZØf`[Y\ Õf`cgY
A YbgW`Yb`Ub[YVchYb``8]YgY`A U»bU`a Y`n]Y`h`XUfUi ZUVž`X]Y
Bi hni b[`j`cb`J Yfk U`hi b[gX]Ybgh`Y]ghi b[Yb`ZØf`[Y\ Õf`cgY
6Øf[Yf.]bbYb`ni`Yf`Y]W`hYfb``8]Y`b`ÀW`ghY`GdfYW`nY]h`Z]bXYh`Ua
A]hk`cW`ž`XYb`&''đ `]`&\$&) ž`j`cb`%`%`" \$`V]g`%(`"' \$`I` \f`ghUhh``5V
%&"" \$`I` \f`k]fX`Y]bY`; YVÀfXYbgdfUW`Xc`a YhgW`Yf]b`j`cf`C`fhigY]bž
i`a`X]Y`?`ca`a`i`b]_Uh]cb`ni`i`bhYfghØh`nYb"

6Yn]f_gghUXhfÀh]b`<Y]_Y`GW`a]h!GW`a Y`n`\YVh`X]Y`6YXYi hi b[
X]YgYg`5b[YVchg`ZØf`X]Y`]b`_i`g]j`Y`HY`]\UVY`\Yf]`cf``G]Y`VYhcbž
XUgg`XYf`[`Y]W`VYfYW`h][`hY`Ni [Ub[`ni`8]Ybgh`Y]ghi b[Yb`XYf

6Øf[YfÀa hYf`ZØf`U`Y`6Øf[Yf.]bbYb`Y]bY`nYbhfU`Y`5i Z[UVY`]gh`8]Y
Zcfh[YgYhnhY`GdfYWX`nY]h`hfÀ[h`XUni`VY]ž`X]Y`VUff]YfYfY]Y
?ca`a`i`b]_Uh]cb`]a`6Yn]f`_Ui`gni`VUi`Yb"

8]Y`F`c`Y`XYf`;`YVÀfXYb`gdfUWX`Y

⊕`8Yi`hgW`UbX`bi`hnYb`Yhk`U`&\$\$"\$\$\$`A`YbgW`Yb`X]Y`8Yi`hgW`Y
;`YVÀfXYb`gdfUWX`Y`fB;`Głž`X]Y`g]W`U`g`Y][`Ybgh`AbX][`Y`i`bX
_ca`d`YI`Y`GdfUWX`Y`j`YfghY`h`Fi`bX`,\$`\$\$\$`XUj`cb`g]bX`[`Y`Ŏf`cg"
8;`G`j`Yfk`YbXYh`<`UbX`Zcfa`Ybž`A`i`bXV]`XYfž`A`]a`_]`i`bX`bcb!
a`Ubi`Y`Y`NY]W`Ybž`i`a`_ca`a`i`b]n]Yf`h`i`k`YfXYb`i`bX
i`bhYfgW`Y]XY`h`g]W`[`fi`bX`Y[`YbX`j`cb`XYf`XYi`hgW`Yb`@Ui`hgd`fUWX`Y"
8]Yg`Y`GdfUWX`Y`k`i`fXY`&`\$`&`fYWX`h]W`UbYf`_Ubb`h`i`bX`]gh`Y]b
Z`bXUa`YbhU`Yg`9`Ya`Ybh`XYf`XYi`hgW`Yb
;`YVÀfXYb`gdfUWX`[`Ya`Y]bgW`UZh"

8]Y`8;`G`]gh`]b`j`YfgW`]YXYbYb`fY[`]cbU`Yb`8]U`Y`_hYb`j`YfVfY]hYhž
j`Yf[`]Y]W`VUf`a`]h`XYb`8]U`Y`_hYb`XYf`[`Ygdfc`W`YbYb`XYi`hgW`Yb
GdfUWX`Y`5i`Z[`fi`bX`X]YgYf`j`]Y`Z`h][`Yb`8]U`Y`_hY`i`bX`XYf`HUhgUWX`Yž
XUggj`]Y`Y`;`Y`Ŏf`cgY`8Yi`hgW`b]W`h`U`g`9fghgd`fUWX`Y`UVYbž`]gh
X]Y`GW`f]Zhgd`fUWX`Y`ZØf`g]Y`À`b`]W`k`]Y`Y]bY`fYa`Xgd`fUWX`Yž`k`Ug
c`Z`h`i`j`Yfgh`AbXb]ggW`k`]Yf][`_Y]hYb`ZØ`fh`i`bhYfh]hY`i`b[`Yb`]b
J]XYcg`k`]YXYf[`YVYb`À`i`Z[`]b]W`h`U`Y`fY`Yj`UbhYb`⊕`Zcfa`Uh]cbYbž
k`Ug`X]Y`?ca`a`i`b]_Uh]cbgg]hi`Uh]cb`ni`g`À`h`]W`YfgW`k`Yf`h"

F`YWX`hY`i`bX`6Uff]YfYb

6YfY]hg]a`⊕`f`&`\$`\$`%`k`i`fXY`X]Y`j`Yfk`YbXi`b[`]j`cb
;`YVÀfXYb`gdfUWX`Y`]a`Gcn]U`Y]ghi`b[`gVYfY]W`UbYf`_Ubb`h`@Ui`h`z`%`+
5Vg`"&`G;`6`≠`UVYb`A`YbgW`Yb`a`]h`<`ŎfVY`]bXYfi`b[`Yb`XUg`F`YWX`hž
;`YVÀfXYb`gdfUWX`Y`]b`U`Yb`5b[`Y`Y[`Yb`Y]hYb`ni`bi`hnYbž`X]Y`g]Y
VYhfY`ZYbž`k`]Y`VY]`Gcn]U`Y]ghi`b[`Yb`cXYf`Àfnh]W`Yb
I`bhYfgi`W`i`b[`Yb`5i`W`X]Y`5i`Zk`YbXi`b[`Yb`ZØf
;`YVÀfXYb`gdfUWX`Xc`a`YhgW`Yf`a`ØggYb`j`cb`XYb`ni`gh`AbX][`Yb
6Y`ŎfXYb`ØVYfbca`a`Yb`k`YfXYb"

Ni`f`:`ŎfXYfi`b[`]XYf`6Uff]YfYfY]Y]h]g]bX`A`U»`bU`a`Yb`k`]Y`X]Y
6Uff]YfYfY]Y]!`⊕`Zcfa`Uh]cbghYWX`b]_!`J`YfcfXbi`b[`]fb`⊕`J`&`\$`Ł

Yf`UggYb`k cfXYbž`k Y`WXY`Ui W`5bZcfXYfi b[Yb`Ub`X]Y` ; YghU`hi b[
 ÖZZYbh]WXYf`K YVgY]hYb` \]bg]W`h]W`XYf`6YfY]hghY``i b[`j cb
 ðZcfa Uh]cbYb`]b`8 ; G`i bX`@Y]W`hYf`GdfUWXY`ZYghY[h`BYVYb
 X]YgYb` [YgYhn`]WXYb`Jcf[UVYb`Yb[U[]Yfh`g]W`XYf`8Yi hgWXY
 ; Y\Öf`cgYb!6i bX`U_hj] `ZÖf`X]Y`JYfVYggYfi b[`XYf`8UfghY``i b[`XYf
 ; YVÄfXYbgdfUWXY`]b`ÖZZYbh]WXYb`A YX]Yb`i bX`J]XYcg"

A]h`XYf`Zcfh[YgYhnhYb`GdfYW`nY]h`]a` `6Øf[YfUa` hi bX`XYb
 i bhYfghØhnYbXYb`A U» bU`a` Yb`k]fX`Y]b`k]W`h[Yf`GW`f]h`]b
 F]W`hi b[`Y]bYf`]b`_i`g]j Yb` ; YgY``gW`UZh[YhUbž`X]Y`X]Y`6YXØfZb]ggY
 [Y\Öf`cgYf`6Øf[Yf.]bbYb`Yfbgh`b]a` a` hi bX`U_hj] `ZÖfXYfh"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ØVYf` ; YVÄfXYbgdfUWXY`i bX`]\fY
 6YXYi hi b[`VYgi WXYb`G]Y`X]Y`GY]hYb`XYf`6i bXYgZUW`ghY``Y
 6Uff]YfYZfY]\Y]h`gck]Y`XYg`8Yi hgWXYb` ; Y\Öf`cgYb!6i bXYg"

8YhU]`g	
Cfh	K]`a` YfgXcfZYf`GhfU» Y`(` *ž`%\$* &+`6Yf`]bž 8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "Vi bXYgZUW`ghY``Y! VUff]YfYZfY]\Y]h"XY • [Y\cYf`cgYbVi bX"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`a` Y]b!VYf`]b"bYh