

B]YXYf`UbXY. `BYi Yg`HYa dc`]a]h`j cb`%' \$
a #`Ui Z', * `5i hcVU`b]`ca YhYfb`°

8]Y`B]YXYf`UbXY`Yf\`Ò\Yb`UV`XYa `&- "\$) "&\$&) `XUg
HYa dc`]a]h`Ui Z%' \$`_a #`Ui Z`VYgh]a a hYb
5i hcVU`bUVgW`b]hYbž`HY]`Y]bYg`?cU`]h]cbgd`Ubg"



B]YXYf`UbXY`!`#`XYb`B]YXYf`UbXYb`[]`h`UV`Yi hY`Y]b`bYi Ygž
Yf\`Ò\hYg`HYa dc`]a]h`Ui Z`5i hcVU`bYb`"8Ug`[YbYfY`Y`HYa dc`]a]h
k i fXY`hU[gØVYf`j cb`%\$\$`_a #`Ui Z`%' \$`_a #`Ub[Y`cVYb`"8]YgY
ŸbXYfi b[`hf]h`k`À\`fYbX`XYf`HU[Ygghi bXYb`j cb`*`V]g`%-`I`f`]b
?fUZhž`k`À\`fYbX`]b`XYf`B`UW`h`j cb`%-`V]g`*`I`f`ni`j cf`VYfY]hg
UV`Àb[] []`j cb`XYf`6YgW`]`XYfi b[`V]g`ni`%' \$`_a #` [YZU`fYb
k YfXYb`Xi fZŸ`"8]Y`9bhgW`Y]Xi b[`ni`f`9f\`Ò\i b[]`gh`HY]`XYf
J YfY]bVUfi b[Yb`]a `?cU`]h]cbgj YfhfU[`XYf`b]YXYf`ÀbX]gW`Yb
FY []Yfi b[ž`bUW`XYa `XUg`HYa dc`]a]h`]a `Ÿ\`f`&\$&\$`i fgdfØb[`]W
ni`f`FYXi`n]Yfi b[`XYf`Gh]W`ghc`ZYa]gg]cbYb`[YgYb`_h`k i fXYž
VYf]W`hYh`I`bgYf`A]hhY`Yi`fcdU"

8]Y`bYi Yb`FY [Y`i b[Yb`VYhfY`ZYb`\`YfVY]`]bgVYgcbXYfY`XfY]

5i hcVU\bUVgWb]hY. X]Y`5*`j cb`5a ghYfXUa `bUW`9a a Y`ccfX
gck]Y`X]Y`5+ž`X]Y`j cb`; fcb]b[Yb`bUW`5a ghYfXUa `i bX`j cb
; fcb]b[Yb`V]g`ni f`XYi hgW`Yb`; fYbnY`ZØ`fh"8]YgY`5VgWb]hY
YfghfYW`Yb`g]W`ØVYf`]bg[YgUa h, *`?`]ca YhYf`i bX`[Y`hYb`Yhnh`U`g
<Ui dhj YfV]bXi b[Yb`ZØf`XYb`gW`bY`YfYb`J Yf`Y`fž`k]Y`Ui W`
5857`VYghAh]`h`

; Yd`UbhY`9fk Y]hYfi b[Yb`XYg`HYa dc`]a]hg

J Yf`Y`fga]b]ghYf`6Uffm`A UX`YbYf`U`h`Ub[Y`ØbX][hž`XUgg`]b`bU`Yf
Ni `i bZh`k Y]hYfY`5i hcVU\bghfYW`Yb`Ui Z`%`\$`_a`#`ZfY][Y[YVYb
k YfXYb`gc`Yb"9]bY`ni g`Ā`hn`]W`Y`GhfYW`Y`XYf`5`+`nk]gW`Yb
<c`gg`cchi bX`XYa `; fYbnØVYf[Ub[`Nk UfhYa Yf`]b`F]W`hi b[
9a g`UbX`gc``]a `Gca a Yf`&\$&) `i a [YgYhnh`k YfXYb"8]Yg
[YgW]Y`h]a `FU`a Yb`Y]bYf`i a ZUggYbXYb`9j U`i]Yfi b[`j cb
GW`UXghcZYa]gg]cbYb`i bX`@`Afa gW`i hna U» bU`a Ybž`i a `X]Y
I a k Y`hUi ZU[Yb`ni `YfZØ`Yb" @Ui h`XYb`5b[UVYb`j cb`**5i hc`A chcf`
i bX`Gdcfh`i a ZUggh`XUg`A cV`]h`Ā`hgdfc[fUa a `5Wh]YU[YbXU`5i hc`
A U» bU`a Ybž`i a `X]Y`9ffY]W`VUf`_Y]h`bYi Yf
K c`bVYVUi i b[gdfc`Y`_hY`ni `j YfVYggYfb`i bX`X]Y
J Yf`Y`fgg]W`Yf`Y]h`ni `Yf`Ø`Yb"**

8 Ug`ni fØW`_Y`fYbXY`HYa dc`]a]hj cb`%`\$`_a`#`[]`h`XUVY`]b]W`h
bi f`ZØf`X]Y`[YbUbbhYb`GhfYW`Ybž`gcbXYfb`gd]Y[Y`h`Ui W`Y]b
dc`]h]gW`Yg`N]Y`XYf`U`_hi Y`Yf`FY[]Yfi b[`k]XYf" J Yf`Y`fga]b]ghYf
A UX`YbYf`U`h`VYhcbhž`XUgg`X]YgY`A U» bU`a Y`U`g`YfghYf`GW`f]h
VYhfUW`hYh`k YfXYb`gc`hYž`i a `X]Y`U`[Ya Y]bYb
J Yf`Y`fgj Yf`Ā`hb]ggY`ni `j YfVYggYfb" `b`XYf`, VYf`Y[i b[`ghY`Yb
ni `ØbZh][`bcW`k Y]hYfY`5VgWb]hYž`X]Y`Y]bYf`DfØZ] b[`Ui Z
I a k Y`hj YfhfĀ[`]W`_Y]h`i bX`J Yf`Y`fgg]W`Yf`Y]h`i bhYfnc[Yb
k YfXYb`a ØggYb"

6i » [Y`XYf`i bX`J Yf`Y`fgfY[Y`b

K]W`h][Y`bZcfa Uh]cbYb`ZØf`5i hcZU`fYf`g]bX`X]Y`6i » [Y`XYfž`X]Y
VY]`, VYfgW`fY]hi b[`XYf`bYi Yb`; YgW`k]bX][`_Y]hg`]a]hg`UbZU`Yb"
: Øf`; YgW`k]bX][`_Y]hgØVYfgW`fY]hi b[Yb`[Y`hYb`Zc`[YbXY`GhfUZYb.

-) '_a #\ni 'gW\by`.' &'9i fc
- %\$_a #\ni 'gW\by`.'+- '9i fc
- %) '_a #\ni 'gW\by`.'%) \$'9i fc
- &\$_a #\ni 'gW\by`.'&%'9i fc
- &) '_a #\ni 'gW\by`.'&, +'9i fc
- ' \$_a #\ni 'gW\by`.'* , '9i fc
- ') '_a #\ni 'gW\by`.'(-) '9i fc
- 6YUfVY]hi b[g[YVØ\ f'ZØf'YXYg?bØ`W\Yb.'- '9i fc

æa 'J Yf[`Y]W`XUni `g]bX`X]Y`GhfUZYb`]b`8Yi hgW`UbX`k`Y]h`[Yf]b[Yf.
 : Øf`%\$_a #\ni 'gW\by`Ui » Yf\U`V`[YgW`cggYbYf`C fhgW`UZhYb
 VYhfÀ[h`X]Y`GhfUZY`YX][`]W`&\$'9i fc"

A]h`XYf`9]bZØ\fi b[`XYf`bYi`Yb`HYa`dc`]a]hg`Yfk`UfhYb`X]Y
 b]YXYf`ÀbX]gW\Yb`6Y\ØfXYbž`XUgg`gck`c\`X]Y`9ffY]W`VUf`_Y]h`U`g
 Ui`W`X]Y`J`Yf`_Y\fgg]W`Yf\Y]h`Ui`Z`XYb`5i`hc`VU\`bYb`b`UW\`U`h][
 j`YfVYggYfh`k`YfXYb`_ØbbYb`"8]Y`j`c`gh`ÀbX][`Y`æa`d`Ya`Ybh]Yfi`b[
 i`bX`,`VYfdfØZ]`b[`X]YgYf`A`U»`bU\`a`Yb`k`]fX`j`cb`i`a`ZUggYbXYb
 5bU`mgYb`ni`f`@`Zhei`U`]h`Àhi`bX`XYb`j`Yf`_Y\fgVYX]b[`hYb
 @Àfa`dY[`Y`b`VY[`Y]hYh"

8YhU]`g	
J`c`f`ZU``	F`Y[`]cbU`Yg
C`f`h	B]YXYf`UbXY
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "i bgYf!a]hhY`Yi`fcdU"Wta • k k k "UXUWXY • k k k "Ui hc!a chcf!i bX!gdcfh"XY

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