

8 fY]`bYi Y`HfUi a UUa Vi `Ubnyb`]b GUW gYb. `GW bY`Y`<]`ZY`ZØf`6Yhfc ZZYbY`

GUW gYb`Yfk Y]hYfh`]\fY`HfUi a UUa Vi `Ubnyb. `8 fY]`bYi Y
GhUbXcfhY`V]YhYb`gW bY`Y`<]`ZY`i bX`6YfUhi b[`ZØf`6Yhfc ZZYbY`
j cb` ; Yk U`hYfZU\fi b[Yb"



@i _UgghfU» Y` ž`\$%\$* - `8 fYgXYbž`8 Yi hgW `UbX`!`GY]h`5bZUb[
XYg`ϰ\`fYg`[]Vh`Yg`]b`GUW gYb`XfY]`bYi Y`HfUi a UUa Vi `Ubnyb`ž`i bX
XUa]h`\Uh`X]Y`F`Y[]cb`bi b`]bg[YgUa h`bYi b`9]b]W`hi b[Yb`ZØf
9fk UW gYbY`gck]Y`j]Yf`HfUi a UUa Vi `Ubnyb`gdYn]Y`ZØf`?]bXYf
i bX`ž [YbX`]W`Y``8]YgY`ni g`Ä`h`]W`Yb`5b`Ui ZghY`Yb`VY]bXYb`g]W
]b`5fbgXcfZ`f@UbX`_fY]g`6Ui hnYb`Ł`5`hgW`YfV]hn`VY]`@Y]dn][`i bX`]b
XYf`?`]b`_`Ua`K`U`XgW`Ò`W`Yb`]b`8 fYgXYb``8]Y`**NY**]h`VYf]W`hYhž
XUgg`XYf`6Yhf]YV`X]YgYf`5a Vi `UbngHUbXcfhY`Yb`hgW`Y]XYbX`ZØf`X]Y
I bhYfghØhni b[]j cb`A YbgW`Yb`bUW` ; Yk U`hYfZU\fi b[Yb`]gh"

; Ygi bX\Y]hga]b]ghYf]b`DYhfU`?`Ödd]b[`i bhYfghfY]W`h`X]Y
K]W`h][`_Y]h`gW`bY`Y`f`<]`ZY`]b`U`_i`hYb`?`f]gYbg]hi`Uh]cbYb``8]Y
bYi Yb`HfUi a UUa Vi `Ubnyb`V]YhYb`b]W`h`bi`f`i a [Y\YbXY

6YfUhi b['i bX'h\YfUdYi h]gW\Y'6YhfYi i b['ZØf'6Yhfc ZYbYž'gcbXYfb
Ui W\ 'l bhYfghØhni b['ZØf'5b[Y\Øf][Y'i bX'<]bhYfV'YVYbY''8Ua]h
k]fX'Y]b'b]YXf][gW\k Y''[Yf'Ni [Ub['ni f'dgmW\c'c[]gW\Yb'<]'ZY
[YgW\ UZZYbž'XYf'ZØf'C dZYf'j cb'; Yk U'hUHyb'VYgcbXYfg'k]W\h]['ghž
k]Y'X]Y'Dc`nY]'GUW\gYb'\Yfj cf[Y\cVYb'\Uh"

8 YhU]`g`XYf`bYi Yb`HfUi a UUa Vi `UbnYb

<]Yf'g]bX'X]Y'GhUbXcfhY'XYf'bYi Yb`HfUi a UUa Vi `UbnYb
ni gUa a Yb[YZUggh

- 5fbgXcfZ'fl@UbX_fY]g'6Ui hnYbŁ. 'Y]bY'k Y]hYfY'k]W\h][Y
5b`Ui ZghY''Y'ZØf'hfUi a Uh]g]YfhY'A YbgW\Yb"
- 5`hgW\YfV]hn'VY]'@Y]dn][. 'nYbhfU''[Y'Y[Yb'i bX'Y]W\h
ni [Åb[`]W\"
- ?`]b]_`Ua `K U`XgW\`Ø» W\Yb`]b`8fYgXYb. 'gdYn]U`g]Yfh
Ui Z'dgmW\ch\YfUdYi h]gW\Y'J Yfgcf[i b["

≠`XYf'<Ui dhghUXh'8fYgXYbg'[]Vh'Yg'nk Y]'k]W\h][Y'GhUbXcfhY''8]Y'
HfUi a UUa Vi `Ubn'GY'Y`]gW\Y'; Ygi bX\Y]h`Ua
I b]j Yfg]hÅhg_]b]_i a `8fYgXYb'VY\UbXY'h'9fk UW\gYbY'bUW\
; Yk U'hYfZU\fi b[Yb'i bX']ghi bhYf'XYf'HY'YZcbbi a a Yf'\$') %
(%+&*+) \$ YffY]W\VUf": Øf'?]bXYf'i bX'ž [YbX`]W\Y'[]Vh'Yg'Y]bY
gdYn]Y''Y'HfUi a UUa Vi `Ubn'ja `GhÅXh]gW\Yb'?`]b]_i a `8fYgXYbž'X]Y
YVYbZU`g`YbhgdYfW\YbXY'<]'ZY`V]YhYh"

8]YgY'5a Vi `Ubn'ZØf'?]bXYf'i bX'ž [YbX`]W\Y']ghi bhYf'XYf'@Y]hi b[
j cb'<Yffb'C5'5bXfYUg'@UW\b]h'Ua `VYghYb'ni `YffY]W\Yb''Ni XYa
Yf\U'hYb'6Yhfc ZYbYž'X]Y'bUW\XYa `Gcn]U`Yb'9bhgW\ÅX][i b[gfYW\h
fG9FŁ'VY\UbXY'h'k YfXYbž'gW\bY''Y'l bhYfghØhni b['i bX
FØW_a Y`Xi b[']'bbYf\U`V'j cb' (, 'Ghi bXYbž'k Ug'ZØf'j]Y'Y'Y]bY
]a a YbgY'9f'Y]W\hYfi b['VYXYi hYh"

9]b`i a ZUggYbXYg`l bhYfghØhni b[gbYhnk Yf_

8]Y`ZÅW\YbXYW_YbXY'9]b]W\hi b['j cb'HfUi a UUa Vi `UbnYb`]b
GUW\gYb`]gh'Y]b'6YghUbXhY]'`Y]bYg'[fØ» YfYb`BYhnk Yf_g'ni f
I bhYfghØhni b['j cb'A YbgW\Ybž'X]Y'i bhYf'XYb': c`[Yb]j cb

HfUi a UhU`Y]XYb"E i U`Z]n]YfhY`DgmW\ch\YfUdYi Hf]bbYb`ghY\Yb
 VYfY]hzi a `Y]bY`gW\by`Y`i bX`i a ZUggYbXY`a YX]n]b]gW\Y`gck]Y
 dgmW\c`c`[]gW\Y`<]ZY`ni`[Yk A`f`Y]ghYb"8]YgY`A U» bU\ a Yb`g]bX
 b]W\h`bi f`Ui Z`X]Y`H\YfUd]Y`VYgW\fAb_hz`gcbXYfb`VY]b\U`hYb`Ui W\X
 X]Y`a YX]_Ua YbhOgY`J Yfgcf[i b[`i bX`Y]bY`BchZU`VYfY]hgW\UZhzi a
]b`U_i hYb`G]hi Uh]cbYb`gcZcfh[Y`<]ZY`Y]ghYb`ni`_ObbYb`zk]Y`Ui Z
 XYf`K YVg]hY`XYf`Dc`]nY]`GUW\gYb`Yf`Ai hYfh`k]fX"

8]Y`YfghYb`HfUi a UUa Vi `Ubni]b`GUW\gYb`k i fXY`j cf`Y`Z`U\`fYb
 YfOZbYhi bX`\Uh`gY]h\Yf`j]Y`Y`A YbgW\Yb`]b`Bchi bhYfghO`hnh"8]Y
 bYi`YfOZbYhYb`9]bf]W\hi b[Yb`nY][Yb`z`XUgg`XYf`6YXUfZ`bUW\
 gc`W\Yb`5b[YVchYb`k Y]hYf\]b`\cW\`]gh"9]b`[i hYg`<AbXW\Yb`]b
 XYf`D`Ubi b[`i bX`l a gYhni b[`X]YgYf`5a Vi `UbniYb`_Ubb`@YVYb
 j YfAbXYfb`i bX`XYb`6YhfcZYbYb`X]Y`7\UbW\`[YVYb`z`bYi Y
 <cZbi b[`ni`Z]bXYb"

K Ybb`G]Y`cXYf`Ya UbXz`XYb`G]Y`_YbbYb`z]b`Y]bYf`gW\k]Yf][Yb
 G]hi Uh]cb`g]bX`cXYf`i bhYfghO`hni b[`VYb`Oh][Yb`z`gW\Yi Yb`G]Y`g]W\
 b]W\h`z`X]Y`5b[YVchY`XYf`HfUi a UUa Vi `UbniYb`]b`GUW\gYb`]b
 5bgdfi W\`ni`bY\`a Yb"8]Y`<]ZY`]gh`XUzi bX`g]Y`k UfhYh`XUfUi Z`]b
 5bgdfi W\`[Ybca`a Yb`ni`k YfXYb"

8YhU]`g	
C fh	@i _UgghfU» Y` ž`\$%\$* - `8fYgXYb`ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nY]h"XY • hfUi a UbYhn!gUW\gYb"XY • k k k "dc`]nY]"gUW\gYb"XY

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