

8 fYgXYb 'd`Ubh`bYi Y`5i ggW\ fY]Vi b[.`%&
K cW\ Yba Äf_hY`gi W\ Yb`6YhfY]VYf°

8 fYgXYb`gW\ fY]Vh`X]Y`C f[Ub]gUh]cb`j`cb`nk Ò`Z
K cW\ Yba Äf_hYb`bYi`Ui gž`i a`UV`&\$&*&`Ä`f`W\`+) \$
A Uf_hhU[Y`Ubni V]YhYb`"6Yk YfVi b[gZ]gh` , "5i [i gh`&\$&) "



8 fYgXYb ž`8 Yi hgW\`UbX`!`#`8 fYgXYb`hi`h`g]W\`Yhk Ug`A`]h`Y]bYf
B Yi Ui ggW\ fY]Vi b[`ZØf`X]Y`C f[Ub]gUh]cb`i`bX`8i`fW\ZØ\fi b[`j`cb
nk Ò`Z`K cW\ Yba Äf_hYb`k`j`X]Y`GhUXh`UV`XYa`%"` : YVfi Uf`&\$&*&
Zf]gW\ Yb`K`]bX`]b`XUg`A Uf_h[YgW\ Y\Yb`Vf]b[Yb`"8`]YgY`#`h]Uh]j`Y
n]Y`h`XUfUi`ZUVž`a`]bXYghYbg`+) \$`A Uf_hhU[Y`Ä`f`W\`dfcZYgg]cbY`
i`bX`ni`j`Yf`Ägg][`Ubni`V]YhYb`i`bX`XUVY]`X]Y`J`]Y`ZU`h`XYf`fY[`]cbU`Yb
DfcXi`_hY`ni`ZØfXYfb`"8 Uk c`8 fYgXYb`VYf]W\`hYhž`XUgg`X]Y
?cbnYgg]cb`ni`bÄW\`gh`ZØf`XfY]`š\`fY`V]g`ni`a`" `%"`š\bi`Uf`&\$&-
j`Yf[YVYb`k`]fXž`a`]h`XYf`C`dh]cb`Ui`ZY]bY`J`Yf`Äb[Yfi b[`i`a`V]g`ni
nk`Y]`š\`fY"

8]Y`VY`]YVhYb`K cW\ Yba Äf_hYž`X]Y`Ub`GhUbXcfhYb`k`]Y`XYa
5`Ui`bd`Uhž`XYf`?`Òb][`ghfU`»`Y`i`bX`XYf`GhfU`gi`bXYf`GhfU`»`Y`

ghUhhZ]bXYbž`UXYb`X]Y`6Øf[Yf.]bbYb`Y]bž`fY[]cbU`Y`DfcXi`_hY`i`bX`
`c`_U`Y`GdYn]U`]hÀhYb`ni`Yb`hXYW_Yb"´<]Yf`k`YfXYb`b]W`h`bi`f`C`Vgh`
i`bX`´;`Ya`ØgYž`gcbXYfb`Ui`W`Zf]gW` [YVUW_YbYg`6fchž`
`Ui`g[Ya`UW`hY`K`i`fghk`UfYb`i`bX`j`]Y`Y`k`Y]hYfY`?`Ògh`]W`_Y]hYb`
Ub[YVchYb"´@Ui`h`HU[&(´[Yb]Y»Yb`X]YgY`A`Àf`_hY`Y]bYb`c`Yb`
Ni`gdfi`W`ž`XU`g]Y`b]W`h`bi`f`9]b`_Ui`Zga`Ò[´]W`_Y]hYb`V]YhYbž`
gcbXYfb`Ui`W`U`g`HfY`Zdi`b`_hY`ZØf`X]Y`´;`Ya`Y]bgW`UZh`Zi`b[]YfYb"

GhUbXcfhY`i`bX`5b[YVchY

8]Y`BYi`Ui`ggW`fY]Vi`b[´i`a`ZUggh`Zc`[YbXY`GhUbXcfhYž`X]Y`g]W`]b`
XYf`GhUXh`j`YfhY]`h`Ub`j`YfgW`]YXYbYb`HU[Yb`df`ÅgYbh]YfYb.

- 5`Ui`bd`Uhn.`8`cbbYfghU[´j`cb`´!%+´i`´\f`i`bX`GUa`ghU[´j`cb`
´,´!%´´i`´\f`fC`Vghž´;`Ya`ØgYž`Zf]gW`Yg´:´Y]gW`Ł`
- <Y`Y`fUi`´:´fY]hU[´f`gU]gcbU`Y`i`bX`gY`Vgh`YfnYi`[´hY`
`@YVYbga`]hY`Ł`
- >UW`V!K`]bhYf!D`Uhn.`A`cbhU[´ž`A`]h`k`c`W`´i`bX`´:´fY]hU[´j`cb`
´-´!%+´´i`´\f`fC`Vghž´;`Ya`ØgYž`A`]W`d`f`c`Xi`_`hY`Ł`
- ?`Òb][´ghfU»Y.`GUa`ghU[´f`@YVYbga`]hY`´XYg`hÀ[´]W`Yb`
`6YXUfZgŁ`
- ?`cdYfb]_i`gghfU»Y.`8`cbbYfghU[´j`cb`´,´!%+´´i`´\f`
`f`@YVYbga`]hY`´XYg`hÀ[´]W`Yb`´6YXUfZgŁ`
- @]b[´bYfU`Y`Y`´:´fY]hU[´´,´!%*´´.´\$´i`´\f`fZ]gW`Y`
`@YVYbga`]hY`Ł`
- A`Øb`W`bYf`D`Uhn.`9]ba`U`k`ÒW`Ybh]W`f`gU]gcbU`Y`
`DfcXi`_`hY`Ł`
- F`Y]»][´YfghfU»Y.`5b[´YVch`b]W`h`Ub[´Y[´YVYb`fC`Vghž`
´;`Ya`ØgY`Ł`
- GW`]`Yfd`Uhn.`8]YbghU[´ž`8`cbbYfghU[´j`cb`´-´!%+´´i`´\f`i`bX`
`GUa`ghU[´j`cb`´,´!%&´´i`´\f`
- GhfU`gi`bXYf`GhfU»Y.`8`cbbYfghU[´j`cb`´,´!%*´´i`´\f`
- K`UgUd`Uhn.`8`cbbYfghU[´j`cb`´-´!%+´´i`´\f`i`bX`GUa`ghU[´j`cb`
´,´!%´´i`´\f`
- 6`c`f`g`V`Y`f[´ghfU»Y.`A`]h`k`c`W`fC`Vghž´;`Ya`ØgYž`6`UW`_k`UfYb`Ł`

9]b`D`Uhn`ZØf´;`Ya`Y]bgW`UZh

5VYf`k Yf`XYb_hž`XUgg`Yg`VY`]XYb`K cWXYba Āf_hYb`bi f`i a g
 9]b_Ui ZYb`[Y\hž`XYf`]ffh`8]Y`A Āf_hY`V]YhYb`Ui W`Y]bYb`FUi a`ZØf
 6Y[Y[bi b[Yb`i bX` ; YgdfĀWXY`"@Ui h`XYf`A Uf_h[]`XY`g]bX`g]Y`Y]b
 k]W`h][Yf`6YghUbXhY`]ZØf`Y]bY`]b_`i g]j Yž`g]WXYfY`i bX`bUW\`U`h][Y
 GhUXhYbhk]W_`i b["G]Y`ghY`Yb`b]W`h`bi f`Y]bYb`Ni [Ub[`ni`Zf]gWXYb
 @YVYbga]hY`b`g]WXYfž`gcbXYfb`ZØfXYfb`Ui W`XUg`A]hY]bUbXYf`]b
 XYf` ; Ya Y]bXY`i bX`ghĀf`Yb`X]Y`c`U`Yb`Ghfi _`hi fYb`"

8]Y`GhUXh`8fYgXYb`ghY`h`X]Y`A Uf_hZĀWXYb`ni f`J YfZØ[i b[ž
 k Ā\fYbX`i bhYfbY\`a Ybž`X]Y`g]W`i a`X]Y`Cf[Ub]gUh]cb`XYf`A Āf_hY
 _Øa a Yfb`k c`Ybž`UV`XYa` ; "5i [i gh`&\$&)]\fY`6Yk YfVi b[Yb
 Y]bFY]WXYb`_ØbbYb`"; YgW`f]YVYb`k]fX`Ub`XUg`5a h`ZØf
 K]fhgW`UZhgZØfXYfi b[`cXYf`dYf`9!A U]`Ub`_cbnYgg]cbYb!
 a UYf_hY4 XfYgXYb"XY" <]Yf`nY][hg]W`Y]ba U`a Y\`fž`XUgg`X]Y
 K cWXYba Āf_hY`Y]bY`nYbhfU`Y`F c`Y`ja`@YVYb`XYf`GhUXh`gd]Y`Yb
 i bX`Ui Zj]Y`ZĀ`h][Y`K`Y]gY`ni f`@YVYbgei U`]hĀ`h`VY]hfU[Yb`"

A]h`X]YgYf`BYi Ui ggW`fY]Vi b[`k]fX`b]W`h`bi f`X]Y`J]Y`ZU`h`XYf
 DfcXi _`hY`g]WXYf[YghY`hž`gcbXYfb`Ui W`Y]b`k]W`h][Yf`GW`f]h]b
 F]W`hi b[`bUW\`U`h][Yf`GhUXhYbhk]W_`i b[`i bhYfbca a Yb`"8]Y
 VYj cfghY\`YbXYb`A cbUhY`g]bX`U`gc`gdUbbYbX`ZØf`U`Yž`X]Y`[YfbY
 Zf]gWXYž`fY[]cbU`Y`DfcXi _`hY`[Yb]Y» Yb`i bX`Y]bY`YVYbX][Y
 ; Ya Y]bgW`UZh`ZØfXYfb`a`ØW`hYb`°

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • XUK c!XfYgXYb"XY • k k k "hU[&("XY • k k k "a Uf_h[]`XY"XY

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