

5 WX hi b [ž ; Òf`]hn`A cV]`Y`6`]hnYf`^U[Yb F UgYf`]b`XYf`F Yi hYfghfU» Y`

A cV]`Y`6`]hnYf`]b` ; Òf`]hn`Ua` '\$+"\$+"&\$&) . `5_hi Y`Y`GhUbXc fhY ž
HYa dc`]a`]hg`i bX`6i » [Y`XYf`ZØf
; YgWXk]bX][_Y]hgØVYfgWX fY]hi b[Yb"



F Yi hYfghfU» Y`\$& , &* ; Òf`]hnž`8 Yi hgWX`UbX`!`5a` `+"`ž`]`&\$&)
k Uf`X]Y`F Yi hYfghfU» Y`]b`XYf`GØXghUXhj`cb` ; Òf`]hn`k`]YXYf`Y]ba`U`
XYf`GWX`Ui`d`Uhn`ZØf`a`cV]`Y` ; YgWXk]bX][_Y]hg`cbhfc`Yb"
5i hcZU`fYf`gc`hYb`Xc fh`Xf]b[YbX`Ui`ZX]Y
; YgWXk]bX][_Y]hgVY[fYbni b[`j`cb` ` \$`_a` #`UWX`hYbž`XYbb`X]Y
Dc`]nY]` \UhhY`Yg`g]WX`ni`f`5i`Z[UVY` [Ya`UWX`hž`F`UgYf`]bg`J`]g]Yf`ni
bY`a`Yb`" `I`a`%` .&(`I` \f`k`i`fXY`Y]b`6`]hnYf`]b`X]YgYf`GhfU» Y
[Ya`Y`XYh`8]Y`U`_hi`Y`Y`J`Yf`_Y`f`gØVYfk`UWX`i`b[`nY][`h`XYi`h`]WX`ž
XUgg` ; YgWXk]bX][_Y]h`b]WX`h`bi`f`Ub`X]Y`Y`k`Y`][`Y
J`Yf`_Y`f`gg]hi`Uh]cbž`gcb`XYfb`Ui`WX`Ub`X]Y`[`Y`hYb`XYb`F`Y`[`Y`b
Ub[`Yd`Ugg`h`k`Yf`XYb`gc`hY"

8]Y`Dc`]nY]`gYhnh`a`]h`XYf`?`cbhfc`Xi`fWX`ZØ`fi`b[`Y]bYb`k`]WX`h][`Yb

5_nYbh]b`XYf`J Yf_Y\fgg]W\Yf\Y]h"9g`]gh`ni`VYUW\hYbž`XUgg`X]Y
 5b[UVYb`ni`XYb`6`]hYfghUbXc`fHYb`ghYhg`c`bY` ; Yk`À`f`g]bXž`XU
 g]W\`X]Y`G]hi`Uh]cb`YXYfnY]h`ÀbXYfb`_Ubb"8YbbcW\`gc`hYb`g]W\`
 5i`hcZU\`fYf`Ub`X]Y` ; YgW\k`]bX][`_Y]hgVY[`fYbni`b[`Yb`U`hYbž`i`a
 i`bb0h][`Y`6i`»[`Y`XYf`i`bX`a`0[`]W\Y` : U\`fj`YfVchY`ni`j`Yfa`Y]XYb"

6i » [Y`XYf`i`bX`Di`b`_hY` `k` Ug`Xfc`h`F` UgYfb3

9]b`_i`fnYf`6`]W`_Ui`Z`XYb`6i`»[`Y`X`_UhU`c[`&\$&)`nY][`hž`XUgg
 ; YgW\k`]bX][`_Y]hg0VYfgW\`fY]hi`b[`Yb`hYi`Yf`k`YfXYb`_0bbYb`
 ðbYfc`fhg]Y\`h`XYf`?`UhU`c[`j`cf.

YfYfgW\`fY]hi`b[6i`»[`Y`X`
6]g`%\$`_a`#	'`\$`
%%` `%)`_a`#)`\$`
%*` `&\$`_a`#	+\$`
&%` `&)`_a`#	%%)`
&*` ` ` \$`_a`#	%,`\$` `f%A`cbUh` : U\`fj`YfVch` a`0[`]W\`
'`%` `(``\$`_a`#	&*`\$` `f%A`cbUh` : U\`fj`YfVch`
(`%` `)``\$`_a`#	(`\$`\$` `f&`A`cbUhY` : U\`fj`YfVch`
)`%` `*`\$`_a`#)`*\$` `f&`A`cbUhY` : U\`fj`YfVch`
*`%` `+`\$`_a`#	+\$`\$` `fI` `A`cbUhY` : U\`fj`YfVch`
YfYf`+`\$`_a`#	,`\$`\$` `fI` `A`cbUhY` : U\`fj`YfVch`

5i`»`Yfc`fhg]bX`X]Y`6i`»[`Y`XYf`À`b`]W\`[`YghUZZY`hž`gc`XUgg`XUg
 F]g]_cž`VY]a`F`UgYb`Yfk`]gW\`h`ni`k`YfXYbž`Z0f`5i`hcZU\`fYf`_Y]bYb
 GdU»`j`Yfgdf]W\`h"9]b` : U\`fj`YfVch`_Ubb`ni`XYa`j`Yf\`Àb[`h`k`YfXYbž
 k`Ybb`]bbYf\`U`V`Y]bYg`»\`fYg`bUW\`XYf`YfghYb`F`YW\`hg_fUZh`YfbYi`h
 Y]bY` ; YgW\k`]bX][`_Y]hg0VYfgW\`fY]hi`b[`i`a`a`Y\`f`U`g`&)`_a`#
 ghUhhZ]bXYh"

9]b`6`]W`_Ui`Z`XUg`Di`b`_hY`gmghYa

8 Ug`di`b`_hi`Y`Y`GmghYa`ž`XUg`Ui`W\`Z0f
 ; YgW\k`]bX][`_Y]hg0VYfhfY]hi`b[`Yb`[`]hž`Àggh`fUgW\`Yf`_YbbYbž`XUgg
 XUg`Di`b`_hY`!GmghYa`Z0f`J`Yfgh0»`Y`_`Uf`[`YfY[`Y`h]`gh"5i`W\`k`Ybb
 J`Yfgh0»`Yž`X]Y`k`Yb][`Yf`g]W\`Yf\`Y]hgY`Yj`Ub`hg]bXž`a`]h`a`U]`a`U`"

Di b_hYb`[YU\bXYh`k YfXYbž`k]f_Yb`g]W`X]Y`Di b_hY`Ui Z`XYb
 : Ø\ fYfgW`Y]b`Ui g"5V', `Di b_hYb`Xfc\h`gc[Uf`XYf`J Yf`i gh`XYf
 : U\ fYf`Ui Vb]g"Ni XYa`_`ÖbbYb`Di b_hY`Xi fW`X]Y`HY]`bU\ a Y`Ub
 Y]bYa`ZfY]k]`][Yb`i: U\ fY][bi b[ggYa`]bUf`UV[YVUi h`k YfXYbž
 gcZYfb`XYf`Di b_hYghUbX`i bhYf`*`V`Y]Vh"``

B]W`h`ni`Y`hnh`[YZ\`fXYb`ØVYf\`Ø\`hY`i; YgW`k`]bX][`_]hYb`b]W`h`bi`f
 X]Y`Y][YbY`G]W`Yf\`Y]hž`gcbXYfb`Ui W`X]Y`XYf`UbXYfYb
 J Yf`_Y\`fghY]`bY\`a Yf"8 U\`Yf`]gh`Yg`Yb`hgW`Y]XYbXž`X]Y`[Y`hYbXYb
 FY[Y`i b[Yb`ni`VYUW`hYb`i bX`g]W`j`cf`hYi fYb`i: c`[Yb`i bX
 a`Ö[`]W`Yb`i: U\`fj`YfVchYb`ni`_`ØhYb"

8YhU]`g	
C fh	F Yi hY fghfU» Y`\$&, &*`i;`Öf`]hnž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fY[]cbU`gd]Y[Y`!gUW`gYb"XY • k k k "Vi gg[Y`X_UhU`c["cf[

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