

## : fY]VYf[ 'D\Ubhca g'\_Ugg]YfYb'\YfVY B]YXYf`U[Y']a 'GWX]W\_gU`ggd]Y`\*

: fY]VYf[ 'D\Ubhca g'j Yf`]YfYb'Ua '%+"\$\*"&\$&) ']a J YfVUbXg`][ U!Gd]Y`'[ Y[ Yb'9fn[ YV]f[ Y'A ]bYfg'i bX'hfU[ Yb bi b'X]Y'fchY'@UhYfbY"



D`Uhn`XYf`9]b\Y]hž: fY]VYf[ ž'8 Yi hgWX`Ub X`!`9]b`\YfVYf
FØW\_gWX`U[ `ZØf`X]Y`: fY]VYf[ `D\Ubhca g. =a `YfghYb
f]WX hi b[ gk Y]gYbXYb`Gd]Y``XYf`GU]gcb`a i gghYb`X]Y`: cchVU``Yf`g]WX
XYb`9fn[ YV]f[ Y`A ]bYfg`a ]h`\*.' \$`[ YgWX`U[ Yb`[ YVYb"`8 ]YgY
B]YXYf`U[ Yž`X]Y`X]Y`: fY]VYf[ `D\Ubhca g`bi b`X]Y`fchY`@UhYfbY`]b
XYf`J YfVUbXg`][ U`A ]hhY`XYi hgWX`UbX`hfU[ Yb``Agghž`ZUbX`]a
FU\a Yb`XYg'' \$!^A\f][ Yb`6YghY\Ybg`XYg`6G7`: fY]VYf[ `ghUhh"`Fi bX
' \$\$`Ni gWXUi Yf`k UfYb`j cf`Cfhž`i a `XUg`<Y]a gd]Y``Ui Z`XYa `D`Uhn
XYf`9]b\Y]h`ni 'j YfZc`[ Yb"`8 UVY]`k UfYb`X]Y`A ]bYfg`j cf`X]YgYa
5i ZY]bUbXYfhfYZZYb`gc[ Uf`gY`Vgh`c\bY`G]Y[ 'i bX`\UhhYb`X]Y
D\Ubhca g`U`g`a O[`]WXY; Y[ bYf`]a `J ]g]Yf"

8 Yf'J Yf'Ui Z'XYg'Gd]Y'g'k Uf'j cb'i bYfk UfhYhYb'9fY][b]ggYb

[YdfÀ[h":9]bY:`Ub[Y:Gd]Y`i bhYfVfYW\i b[:[UV:Yg:Ui Z[fi bX:Y]bYfgW\k YfYb:JYf`Yhni b[ž:X]Y:X]Y:Gh]a a i b[:XYf:Ni gW\Ui Yf:i bX:XYf5\_h]j Yb:ghUf\_:VYY]bZi gghY": \dangle Y]bYf:GdcfhUfhž:X]Y:]b:8 Yi hgW\`UbXgY]h:XYb:BUW\\_f]Y[g'U\fYb:j cb:XYb:I G!Gc`XUhYb:dcdi `Àf[Ya UW\h:k i fXY:i bX:g]W\:]b:XYb:`YhnhYb:\d\fYb:fUgW\k Y]hYfYbhk]\w\_Y`h'\Uhž:ghY\Yb:gc`W\Y'JcfZ\h``Y']a a Yf'k]YXYf']aFUi a ž'k]Y'Ui W\:X]Y:ghY][YbXY:Ni gW\Ui YfnU\``i bX:XYf'5i gVUi XYf'@][Yb:VYgh\h][Yb"

## GU]gcbj Yf`Ui Z'XYf: fY]VYf[ 'D\Ubhca g

GY]hi]\fYa '5i Zgh]Y[']b'X]Y'J YfVUbXg`][U'A]hhY`XYi hgW\`UbX`]a 'AU] &\$&) 'k Uf'ZØf'X]Y': fY]VYf['D\Ubhca g'VYfY]hg'XYf'6Y[]bb'XYf GU]gcb'\YfUi gZcfXYfbX"'8 Ug'HYUa '\Uh'Y]bY'k YW\gY`j c``Y; YgW\]W\hY'\]bhYf'g]W\ž'X]Y']a '\Ubi Uf'\&\%\*\* 'a ]h'XYf'; fØbXi b['XYf': fY]VYf['D\Ubhca g'U`g'5VhY]`i b['XYg'6G7': fY]VYf['VY[Ubb" Ni j cf'Xi fW\`YVhYb'g]Y'Y]bYb'ghY]b][Yb'K Y[\ž'XYf'g]Y'j cb'XYf CVYf`][U'A]hhY`XYi hgW\`UbX\z'\ØVYf'X]Y'@UbXYg`][U
A]hhY`XYi hgW\`UbX'V]g'\]b'ni f'U\_hi Y``Yb'J YfVUbXg`][U'ZØ\fhY"'9]b FØ\UV\]W\_'Ui Z'X]Y'j Yf[Ub[YbYb'\U\fY'nY][h\z'XUgg'X]Y'D\Ubhca g a U``Ui Z\z'a U``UV'Xi fW\X]Y'@][Yb'ZØ\fhYb' 'Y]bY'5W\hYfVU\b'XYf; YZØ\`Y'ZØf'X]Y'Gd]Y'Yf'i bX': Ubq"

6YgcbXYfg'XfUa Uh]gWX 'k Uf'XYf'GU]gcbUVVfi WX ']b'XYf'CVYf`][UA]hhY`XYi hgWX`UbX']a 'GYdhYa VYf'&\$&' ž'VYX]b[h'Xi fWX '5V[Àb[Yi bX'DYfgcbU`a Ub[Y`"'8]YgY'FØW\_gWX`À[Y'\UVYb'gdØfVUf'Ub'XYfA cfU`'XYg'HYUa g'[YbU[hž'UVYf'Ui WX']\f'8i fWX\U`hYj Yfa Ò[Ybi bhYf'6YkY]g'[YghY``h"'8]Y'`YhnhYb'd`UWYa Ybhg']b'XYf'@][U'g]bXk]Y'Zc`[h

GU]gcb	D`Um]Yfi b[
&\$&&#&\$&'</th><th>5V[YVfcWXYb'fCVYf'][UŁ</th></tr><tr><th>&\$&%#&\$&&</th><th>' "'D`Um'f@UbXYg`][UŁ</th></tr><tr><th>&\$&\$#&\$&%</th><th>?Y]bY'HY]`bU\a Y'f7cfcbUŁ</th></tr></tbody></table>	

8 Yf'\]ghcf]gWX Y'?cbhYl h'XYg'5a Yf]WUb : cchVU``  $5a\ Yf]WUb: cchVU```]b`8Yi hgWX`UbX']gh'h]YZ'j Yfk i fnY`h'i bX'VY[Ubb \%-() ž'U`g'I G!Gc`XUhYb'XUg'Gd]Y``a ]hVfUWX hYb''\8Yf'J YfVUbX f5: J 8Ł'k i fXY'%- +- '[Y[fØbXYh'i bX'VYhfY]Vh'a ]hh`Yfk Y]`Y'a ]h'ØVYf +$"$$$`A ]h[`]YXYfb`X]Y'\ÒWXghYb'@][Yb']a 'XYi hgWXYb': cchVU``ž XUni 'nÀ\`h'X]Y'; Yfa Ub': cchVU``'@YU[i Y'f] : @Ł'gck ]Y'X]Y'; : @&" 8Ufi bhYf'V]`XYb'X]Y': fY]VYf['D\Ubhca g'HY]``Y]bYg'j ]Y`ZÀ`h][Yb ; YV]`XYgž'XUg']b'XYb'`YhnhYb'\J\fnY\bhYb'ghYh]['[Yk UWXgYb']gh''Ni 'Yfk À\bYb']ghž'XUgg'X]Y'Dcdi `Uf]hÀh'XYg'Gdcfhg'UV'XYb'%-, $Yf \J\fYb'ghYh]['[Ygh]Y[Yb']ghž'k Ug'g]WX']b'XYb'Ni gWXUi YfnU\`Yb'i bX XYf'; fØbXi b['nU\`fY]WXYf'JYfY]bY'nY][h''$ 

A ]h'X]j YfgYb 'HYUa g'Ui g'8 Yi hgWX `UbXž'X]Y 'Ub']bhYfbUh]cbU`Yb 9j Ybhg'hY]`bY\a Ybž']gh'XYf'GhY``Ybk Yfh'j cb'5a Yf]WUb': cchVU``']b XYb '`YhnhYb'\*J\fYb'[ Ygh]Y[ Ybž'b]WXh'ni `Yhnh'Xi fWX 'fY[ i `ÀfY GU]gcbgd]Y`Y'XYf'B: @']b'8 Yi hgWX`UbXž'X]Y'gY]h'&\$&&'Ui g[ YhfU[ Ybk YfXYb"'8]YgY'9bhk ]W\_`i b[ 'ghfU\`h'Ui WX'Ui Z'X]Y'5\_h]j ]hÀhYb'XYf `c\_U`Yb'J YfY]bY'Ui gž'X]Y'Ua V]h]cb]YfhY'D`ÀbY'j YfZc`[ Yb"

K ]Y 'Yg'a ]h'XYb': fY]VYf[ 'D\Ubhca g'k Y]hYf[ Y\hž'ghY\h']b'XYb GhYfbYb"'9]bYg']gh'YXcW\'g]W\Yf. '8]Y': Ubg'V`Y]VYb'`cmU`'i bX'XYf ?Ua dZ[ Y]gh'XYf'Gd]Y`Yf'k ]fX'b]W\h'gc'gW\bY``'Yf`ÒgW\Yb"

8 YhU]`g	
Cfh	D`Uhn'XYf'9]b\Y]hž': fY]VYf[ž'8Yi hgW\`UbX
EiY``Yb	<ul><li>k k k "ZfY]YdfYggY"XY</li></ul>
	<ul><li>VgWZfY]VYf["XY</li></ul>
	<ul><li>XY"k ]_]dYX]U"cf[</li></ul>

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