

6Yb`Ni W_Yf`VY[Y]ghYfh'a]h`C dYb!5]f!`i bX
5fYbU_cbnYfhYb`&\$&) #&\$&`*`°

6Yb`Ni W_Yf`ghUfhYh`&\$&) #&\$&`*`Ui Z[fc»Y`Hci fbYYž
Y]bgW`]Y»`]W`Y]bYg`?cbnYfhg`]b`XYf`GhUXh\U`Y`Nk]W_Ui`Ua
&(`": YVfi Uf`&\$&`*`"



Nk]W_Ui ž`8Yi hgW`UbX`!`8Yf`GÀb[Yf`6Yb`Ni W_Yfž`VY_Ubbh`Ui g
l YW_Yfa ØbXYž`\Uh`Ui W`ZØf`&\$&) #&\$&`*`Y]b`gdUbbYbXYg
Hci fdfc[fUa a`Ui Z[Y`Y[h`6Y]`nk Y][fc»Yb`?cbnYfhFY]\Yb`k]fX
Yf`X]Y`6Ø\bYb`8Yi hgW`UbXg`YfcVYfb`i bX`X]Y`: Ubg`a]h`gY]bYf
b]j YUi j c`Yb`A i g]_`VY[Y]ghYfb`"8]Y`J cfZfYi XY`Ui Z`gY]bY`5i Zhf]hhY
]gh[fc»ž`i bX`X]Y`H]W_Yhg`g]bX`VYfY]hg`Yf`\À`h]W`°

C dYb`5]f`i bX`5fYbU!G\ck`g

Ni W_Yfg`Hci fbYY`]gh`nk Y][YhY`h`Ni Yfgh`ghY\Yb`j ca`i`&(`"ž`]'V]g`)"
GYdhYa VYf`&\$&) `X]Y`C dYb`5]f!G\ck`g`i bhYf`XYa`A chhc`69B
NI 7?9F`8fUi »Yb`&\$&) `Ui ZXYa`Dfc[fUa a`"8]Y`Hci f`ZØ\fh

i bhYf`UbXYfYa `Xi fW`X]Y`a U`Yf]gW`Yb`?i `]ggYb`j cb`6UX
8cVYfUbž`GW`k Yf]bž`?Ua`Ybn`i bX`j]Y`Yb`k Y]hYfYb`Gh`AX`hYb`" <]Yf
]gh`Y]bY` , VYfg]W`h`XYf`VYgh`Ah][hYb`?cbnYfhY`X]YgYf`F`Y]\Y.

- & ("\$+"&\$&) ž%- "" \$`I \f.`6UX`8cVYfUbž`C`ghgYYfYb`bVU`b
- & ("\$+"&\$&) ž%- "" \$`I \f.`GW`k Yf]bž` : fY]`]W`hVØ`bY
GW`c`gg[UfhYb
- &* "\$+"&\$&) ž%- "" \$`I \f.`?Ua`Ybnž`<i`hVYf[VØ`bY`?Ua`Ybn
- %) "\$, "&\$&) ž%- "" \$`I \f.`9VYfgk U`XYž` : Ua`]`Yb[UfhYb
- %* "\$, "&\$&) ž%- "" \$`I \f.`;`cg`Ufž`?5`G9FD: 5@N
- &' "\$, "&\$&) ž%- "" \$`I \f.`?Ò`bž`C`dYb`5]f`Ua` `HUbnVfi`bbYb
- & ("\$, "&\$&) ž%- "" \$`I \f.`;`Y`XYfbž`K`U`X`ZfY]VUX
- \$ ("-\$-"&\$&) ž`&\$"\$`\$`I \f.`6cW`i`a`ž`NY`hZYgh]j`U`Fi` \f
- \$) "\$-\$-"&\$&) ž%- "" \$`I \f.`<Ubbcj`Yfž`DUf`_VØ`bY`<Ubbcj`Yf

8]Y`H]W`_Y`hd`fY]gY`"Y[`Yb`VY]`Yhk`U`+\$`9i`fc`ž`Y]b`DfY]gž`XYf`ZØf`X]Y
[YVchYbY`@]Y`IDYfZcfa`UbW`Xi`fW`Ui`g[`YfYW`hZYfh][`h`]gh`"6Y]`XYb
Jcfj`Yf`_Ui`ZgghY`Yb``Ài`Zh`XYf`H]W`_Y`h]`Yf`_Ui`ZVYghYbgž`i`bX`X]Y
JYfUbghU`hi`b[`]b`?Ò`b`j`Yfgdf]W`h`Y]b`<][` \`][` \`h`ni`k`YfXYb`"

8]Y`5fYbUhci`f`&\$&*

B`UW`XYa`X]Y`C`dYb`5]f]G`ck`g`Y]bYb`fi`bXYb`5VgW`i`gg[`YZ`bXYb
\UVYbž[`Y`h`Yg`j`ca` `&\$`":`YVfi`Uf`V]g`%*`"A`Àfn`&\$&*"`]b`X]Y
`bYb`f`Ài`a`Y`a`h`XYf` `?`Àa`dZYf`Yfn` `5fYbUhci`f`" <]Yf`X]Y
V]g`Yf][`Yb`GhU]cbYb`X]YgYf`nk`Y]hYb`?cbnYfhfY]\Y.

- &\$"\$&"&\$&*&\$& ž%- "" \$`I \f.`@ØbYVi`f[`ž`@?`<`5fYbU
- &%"\$&"&\$&*&\$& ž%- "" \$`I \f.`6fUi`bgW`k`Y][`ž`J`c`_gk`U[`Yb`<U`Y
- &&"\$&"&\$&*&\$& ž%- "" \$`I \f.`6Yf`]bž`I`VYf`5fYbU
- & ("\$&"&\$&*&\$& ž%- "" \$`I \f.`Nk`]W`_Ui`ž`GH58`H<5@@9`NK`=>?5I
- &)"\$&"&\$&*&\$& ž%- "" \$`I \f.`8fYgXYbž`A`9GG9`8F`9G8`9B
- \$%"\$`" "&\$&*&\$& ž%- "" \$`I \f.`?Ò`bž`@5BL`9GG`UfYbU
- %*"\$`" "&\$&*&\$& ž%- "" \$`I \f.`A`U[`XYVi`f[`ž` ;`9H97`5fYbU
A`U[`XYVi`f[

8]Y`H]W`_Y`hd`fY]gY`ZØf`X]Y`5fYbUhci`f`j`Uf]]YfYb`nk`]gW`Yb`*(`i`bX`+\$`
9i`fc`"8cW`Ui`W` \`Yf[`]`h`Y`bXYfi`b[`Yb`]a`Dfc[`fUa`a`]g]bX

YXYfnY]h'a Ò[`]Wž'k Yg\U`V`Yg'fUhgUa `]ghž'fY[Y`a Å»][`X]Y
≠Zcfa Uh]cbYb`ni `ØVYfdFØZYb"

K]Y`X]Y`h]W_Y hghUfh"XY`VYf]W\hYhž'k]fX`Ui » YfXYa `Y]bY`@j Y!
G\ck `Ub`XYf`GYVØ\`bY`]b`6fYa Yb`VYghÅh][hž`X]Y`]a `Gca a Yf
&\$&* `ghUhhZ]bXYb`k]fX" `Gca]h`[]Vh`Yg`ZØf`X]Y` : Ubg`j cb`6Yb`Ni W_Yf
Ui W\`]a `bÅW\ghYb`>\`f`j]Y`ni `Yf`YVYb`°

: Øf`U`Yž`X]Y` [YfbY`j]Y`XUVY]`gY]b`a ÒW\hYb. `8]Y`H]W_Yhg`g]bX
a]hh`Yfk Y]Y`Ub`X]j YfgYb`J cfj Yf`_Ui ZgghY`Yb`Yf\`Å`h]W\`"9 [Už`cV
a Ub`]b`XYf`[fc» Yb`5fYbU`cXYf`i bhYfa `ZfY]Yb`<]a a Y`ghY\`hž`XYf
6Ygi W\`Y]bYg`?cbnYfhg`j cb`6Yb`Ni W_Yf`k]fX`g]W\`a]h`G]W_Yf\`Y]h
`c\`bYb`°

8]YgY`Ui ZfY[YbXYb`BYi][`_Y]hYb`i bX`U`Y`8YhU]`g`ni `XYb
HYfa]bYb`i bX`H]W_Yhg`\Uh`bYk g"XY`ni gUa a Yb[YhfU[Yb" `6`Y]VYb
G]Y`Ua `Di`g`XYf`NY]h`i bX`j YfdUggYb`G]Y`b]W\`h`X]Y`F`ØW`_Y`f
X]YgYg`Ui » Yf[Yk Ò\`b`]W\`Yb`?Øbgh`Yfg`Ui ZX]Y`6Ø\`bYb
8Yi hgW\`UbXg`°

8YhU]`g	
C fh	Nk]W_Ui ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "bYk g"XY• k k k "h]W_Y hghUfh"XY• XYj Y`cdYf"gcb[_]W_"Wca

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