

GYbgUh]cbY`Yg`C dYb!5]f!H\YUhYf. ' 8Yf
K Y['XYg`Cfd\Yi g 'VY[Y]ghYfh`]b ; YfU°

9f`YVYb`G]Y`XUg: fY]i Zh!H\YUhYfgdY_hU_Y` 8Yf`K Y['XYg
Cfd\Yi g`]b ; YfUž`DfYa]YfY`Ua` '&'5i [i gh&\$&) "'A i g]_
i bX`A m\cgj YfY]bh°



H\YUhYf`5`hYbVi f[; YfUž`\$+) () ; YfUž`8Yi hgW`UbX`!`5a
&`"5i [i gh&\$&) `k]fX`]b`5`hYbVi f[; YfU`Y]b[`Ub`VYgcbXYfYg
H\YUhYfYfY][b]g`gY]bY`DfYa]YfY`ZY]Yfb. ' 8Yf`K Y['XYg`Cfd\Yi g ž
Y]b`ZUgn]b]YfYbXYg`C dYb!5]f!H\YUhYfgdY_hU_Y`žXUg`X]Y`6Ygi W`Yf
Xi fW`X]Y`GhfU»Yb`i bX`D`ÄmY`XYf`GhUXh`ZØ`fYb`k]fX`"8]YgY
`bgnYb]Yfi b[ž`X]Y`i bhYf`XYf`FY []Y`j cb`?Um`?i bhY`ghY`hž
dfÄgYbh]Yfh`XUg`Ubh]_Y`Cfd\Yi g!A ch]j`bYi`i bX`j YfV]bXYh`XUVY]
gnYb]gW`Y`8UfghY`i b[Yb`a]h`a i g]_U`]gW`Yb`<`Ø`Ydi b_hYbž`X]Y
j cb`XYf`A i g]_ [YgW]W`hY`j ca` : fØ`VUfcW`_V]g`ni f`a cXYfbYb
; Y[Ybk Ufh`fY]W`Yb`"A Ub`XUfZ`[YgdUbb`hgY]bž`k Y`W`Y`Ya ch]cbU`Y
FY]gY`XUg`Di V`_i a`Yfk UfhYh°

8Yf`Cfd\Yi g!A m\cg`Yfn`Ä`h`j cb`Y]bYa`A`Ubbž`XYggYb` ; YgUb[

gY`Vgh`X]Y`k]`XYghYb`H]YfY`VYgAbZh[h i bX`XYb`<`O`YbZ0fghYb
VYY]bXfi W`h"8]YgY`_`Ugg]gWXY`9fnA`i b[žX]Y`ja`"+`"U\`f\i bXYfh
U`g`Gi`Yh`Z0f`X]Y`bYi`YbghY`YbXY` ; Uhi b[`CdYf`dcdi`^`f`k i fXYž
k]fX`bi b`U`g`GhUh]cbYb`h`YUhYf`YVYbX]["5b`j YfgW`]YXYbYb`C`fhYbž
XUfi bhYf`Y]b`<cZ[i h i bX`XYf`?`0W`Yb[UfhYbž`k]fX`XUg`Di V`_]i a
Y]b[Y`UXYbž`C`fd`Yi g`Ui ZgY]bYf`Ya`ch]cbU`Yb`FY]gY`ni`VY[`Y]hYb`
j cb`<`O`YbZ0[Yb`]bg` ; `0W`_`V]g`_]b`ni`XYb`H]YZYb`XYf`HfUi Yf" 8 Yf
K Y[`XYg`C`fd`Yi g`j YfY]bh`b]W`h`bi`fi`bhYfgW`]YX`]W`Y
H`YUhYf`_`0bghYž`gcbXYfb`h`Ya`Uh]g]Yfh`Ui W`i`b]j YfgY`Y
a YbgW`]W`Y`<`YfUi gZcfXYfi b[Yb`k]Y`A`i`hž`Nk`Y]ZY`i`bX`X]Y
J Yf[`Ab[`]W`_`Y]h`XYg`8`UgY]bg"

9]b`Y]bn][Ufh][Yg`9f`YVb]g

8 Ug`H`YUhYf`5`hYbVi f[` ; YfU`^`Uh]g]W`a`]h`X]YgYa`^`Dfc`Y`_`h`Yhk`Ug
[Ubn`6YgcbXYfYg`Ui`g[YXUW`h`NY`^`b`gnYb]gW`!`a`i`g]_`U`]gW`Y
GhUh]cbYb`Yfk`UfhYb`X]Y`Ni`gW`Ui`Yfž`X]Y`]b`Y]bYf`VYei`Ya`Yb
K UbXYfi b[`j`cb`Yhk`U`-`\$`\$`A`YhYfb`X]Y`8`UfV]Yhi`b[Yb`Yf`YVYb"8]Y
[YgUa`hY`^`gnYb]Yfi b[`]gh`VUff]YfY`ZfY]i`bX`gca`]h`Z0f`U`Y
ni [`Ab[`]W`"i`a`XYb`6Ygi`W`bcW`Ub[YbY`a`Yf`ni`[`YghU`hYbž
k YfXYb`VYfY]hg`UV`%-`.'`\$`i`^`f[`Ya`Y]bgUa`Y`J`cfZfYi`XYb`VY]Y]bYa
6i`ZYhj`cf`C`fh`Ub[YVchYbž`i`bX`gc[Uf`VY]`FY[Yb`g]bX`X]Y
Ni`gW`Ui`Yf[`Yk`UddbYh`^`_`cghYbZfY]Y`FY[Ybdc`bW`cg`ghY`Yb
VYfY]h`

A`i`g]_`U`]gW`k`]fX`XUg`Di`V`_]i`a`^`Ui`ZY]bY`NY]hfY]gY`a`]h[Ybca`a`Yb.
8]Y`8`UfV]Yhi`b[Yb`i`a`ZUggYb`Gh`0W`_`Y`j`cb`Y[YbX`A`fYb
?`ca`dcb]ghYb`k`]Y`7`Ui`X]c`A`cbhYj`YfX]ž`7`f]ghcd`d`k`]`]VU`X` ; `i`W`ž
x`gYd`^`<`Um`Xbž`U`W`ei`Yg`C`ZYbVUW`g`ck`]Y`a`cXYfbYb`?`^`Ab[Yb`j`cb
D`^]`d` ; `Ugg`i`bX`<`YUj`mi`A`YhU`"8]YgY`a`i`g]_`U`]gW`Y`J`]Y`ZU`h
[UfUbh]Yfh`Y]b`9f`YVb]gž`XUg`Y]bYb`h]YZYb`9]bXfi`W`_`^]bhYf`^`ggh"

HYfa`]bY`i`bX`^`bZcfa`Uh]cbYb

B`UW`XYf`DfYa`]YfY`Ua`^`&`"5i`[`i`gh`[`]Vh`Yg`nU`^`fY]W`Y`k`Y]hYfY
HYfa`]bY`]b`XYb`XUfUi`Zc`[`YbXYb`HU[Yb`V]g`ni`a`^`%`5i`[`i`ghž
[YZc`[`hj`cb`ni`g`A`hn`]W`Yb`J`cfghY`i`b[Yb`]a`^`ž`b]i`bX`ž`^]`&\$`&`*`"8]Y
[YbUi`Yb`HYfa`]bY`g]bX.

- &' "'5i [i gh'&\$&) ž'%'.' \$
- &(' "'5i [i gh'&\$&) ž'&\$.' \$
- &*"'V]g' '\$"'5i [i gh'&\$&) ž'Yk Y]'g'&\$.' \$
- ' %"'5i [i gh'&\$&) ž'&\$.' \$
- &*"'V]g'(' 'ž']'&\$&*ž'Yk Y]'g'&%.\$ \$

8]Y'5`hYfgZfY][UVY']gh'UV', 'ž\ fYbž'i bX'X]Y'? UfhYb'g]bX'Ub'XYb
 H\YUhYf_UggYb'gck]Y'cb']bY'Yf\À'h]Wk"'žbhYfYgg]YfhY'_ÖbbYb'g]Wk
 hY'YZcb]gWk'i bhYf'\$' *)', &+- %\$)' fl YfUŁ'cXYf'\$' ((+) ,) %* \$
 fB'hYbVi f[Ł'a Y'XYb"'8Yf'6Ygi Wk'j Yfgdf]Wk'h'b]Wk'h'bi f'Y]b
 _i`hi fY''Yg'9f'YVb]gž'gcbXYfb'Ui Wk'Y]bYb'[Ybi ggj c''Yb'5VYbX'a]h
 Yfgh_Ugg][Yf'A i g]_i bX'Y]bXfi W_gj c''Yf'8 UfV]Yhi b["

K Yf'Ub'H\YUhYf']bhYfYgg]Yfh']gh'cXYf'Y]bZUW'bi f'Y]bYb'hc''Yb
 5VYbX'i bhYf'ZfY]Ya' '<]a a Y''Yf'YVYb'a ÖWk'hYž'gc''hY'g]Wk' 8Yf
 K Y['XYg'cfd\Yi g']b]Wk'h'Ybh[Y\Yb''UggYb"'9g']gh'Y]bY
 ; Y'Y[Yb\Y]hž'X]Y'X]Y'HfUX]h]cb'XYg'H\YUhYfg'a]h'bi Yb
 9fnÅ\`k Y]gYb'j Yf_bØdž'i bX'Y]bYa' 'XYf'À'hYghYb'A m\Yb'XYf
 A YbgWk\Y]h'bi Yg'@YVYb'Y]b\Ui Wk'h''9]b'<][\`][\hž'XUg'a Ub']b
 XYf'VYj c fghY\YbXYb'GU]gcb']b'5`hYbVi f[; YfU'b]Wk'h'a]ggYb
 a ÖWk'hY"

8]YgY'J YfUbgH'hi b[']gh'b]Wk'h'bi f'Y]b'GhØW' H\YUhYfž'gcbXYfb
 Ui Wk'Y]b'9f'YVb]gž'XUg'U''Y'6YhY']][hYb'h]YZVYfØ\ fYb'k]fX"'@UggYb
 G]Y'g]Wk'j YfZØ\ fYb'j cb'Y]bYa' '5VYbX'j c''Yf'a i g]_U']gWk'Yf
 <Ö\Ydi b_hY'i bX'VYk Y[YbXYf'; YgWk]Wk'hYb' 'Y]bY'h\YUhfU']gWk'Y
 F Y]gYž'X]Y']b'X]Y'H]YZb'XYg'a YbgWk']Wk'Yb'< YfnYbg'ZØ\fh'

8YhU]`g	
C fh	H\YUhYf'5`hYbVi f[; YfUž'\$+) () ; YfUž 8Yi hgWk'UbX
E i Y''Yb	<ul style="list-style-type: none"> • `c_U`_]W`"Yi • h\YUhYf!U'hYbVi f[![YfU"XY • XY"k]_]dYX]U"c f[

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