

B Yi Yf' ? Ud]hÅb '8 Ub]Y`F]W\ hYf'ØVYfb]a a h
XUg'? ca a UbXc 'XYf'5 =8 5ghY`U°

8 Ub]Y`F]W\ hYf'ØVYfb]a a h'Ua ' &"'A U] &\$&) 'Yfgha U`g'XUg
'?ca a UbXc 'XYf'5 =8 5ghY`U°]b'Dcfh'@ci]gž'A Ui f]hji g''9]bY
bYi Y`ÿfU`VY[]bbh"



Dcfh'@ci]gž'A Ui f]hji g!'5a ' &"'A U] &\$&) 'hfUh'8 Ub]Y`F]W\ hYf
gY]bYb 'YfghYb '9]bgUhn'U`g' ? Ud]hÅb 'Ui ZXYf'5 =8 5ghY`U`Ub''9f
ØVYfbU\ a 'XUg'?ca a UbXc'j cb'? Ud]hÅb' ðb!DYhYf'@]bXbYf']a
< UZYb'j cb'Dcfh'@ci]gž'A Ui f]hji gž'i bX'a Uf_]YfhY'XUa]h'Y]bYb
k]W\ h[Yb'GWf]h]b'gY]bYf'bUi h]gW\ Yb'@Ui ZVU\b''Jcf'gY]bYf
9fbYbbi b['ni a ' ? Ud]hÅb 'UfVY]hYhY'F]W\ hYf'UW\ h' ð\ fY`U`b['U`g
GhUZZI? Ud]hÅb 'ZØf'5 =8 5'7fi]gYgž'k c'Yf'i a ZUggYbXY'9fZU\ fi b[Yb
gUa a Y`hY"

F]W\ hYfg'? Uff]YfY`VY[Ubb']a ' ð\ f' &\$%&'VY]'XYf'F cghcW_Yf
FYYXYfY]ž'U`g'Yf'U`g'Xf]hhYf'C Z]n]Yf'Ub\Yi YfhY''GW\ cb'VU`X
Xi fW`jYZYf'j YfgW\]YXYbY'Dcg]h]cbYb']bbYf\U`V'XYf'6fØW_YbWfYk
i bX'k i fXY'&\$%+'gW`jY»`jW`ni a 'GhUZZI? Ud]hÅb 'YfbUbbh''Ni `Yhnh

k Uf`Yf`Ui ZXYf`5=85Wcga U`ja`9]bgUhnz`VYj cf`Yf`bi b`XUg
?ca a UbXc`Ui ZXYf`5=85ghY``U`ØVYfbU\ a "

5_hi Y``Yf`F Y]gYj Yf`Ui Z`XYf`5=85ghY``U

8]Y`5=85ghY``U`VYZ]bXYh`g]W\`XYfnY]h]a`F U\ a Yb`] \fYf`HfUbgfY]gYb
j cb`Hc_]cž`dUbž`bUW\`DU`a U`XY`A U``cfWU``GY]h`A]hhY`5df]`&\$&)
]gh`XUg`GW\]ZZ]b`X]YgYf`F ci hY`i bhYfk Y[g" `a` < UZYb`j cb`Dcfh`@ci]g
ZUbX`_Øfn`]W\`Y]b`; ÅghYk YW\gY`ghUhnz`XYf`XYb`DUggU[]YfYb`bYi Y
FY]gYa Ò[`]W\`_Y]hYb`Vch`8]Y`YfghYb`FY]gYb`i bhYf`F]W\`hYfg
?ca a UbXc`k YfXYb`V]g`ni a`%-`" `ž b]`&\$&) `UbXUi Yfbž`k Ybb`X]Y
5=85ghY``U`Yfgha U`g`]b`X]YgYa`ž\`f`]b`DU`a U`XY`A U``cfWU`Yfk UfhYh
k]fX"

ž`XYf`Gca a YfgU]gcb`&\$&) `]gh[Yd`Ubhž`XUgg`XUg`GW\]ZZ`V]g`A]hhY
C`_hcVYf`j YfgW\]YXYbY`?fYi nZU`fhYb`]a`k Ygh`]W\`Yb`A]hhY`a YYf`UV
i bX`V]g`DU`a U`XY`A U``cfWU`Xi fW\ZØ`fYb`k]fX" `9bXY`XYf`GU]gcb
g]bX`ni XYa`Y]b][Y`?fYi nZU`fhYb`]a`Ògh`]W\`Yb`A]hhY`a YYf`
j cf[YgY\Yb" `5V`A]hhY`C`_hcVYf`&\$&) `k]fX`X]Y`5=85ghY``U`Ui ZY]bY
HfUbgfY]gY`Ui g`XYa`A]hhY`a YYf`ØVYf`GØXUZf`_U`]bg`: U\fh[YV]Yh
žX]gW\Yf`C nYUb`ghUfhYb" `K Å\`fYbX`XYf`K]bhYfgU]gcb`&\$&) #&\$&`*
g]bX`j YfgW\]YXYbY`?fYi nZU`fhYb`fi bX`i a`X]Y`GYmW\Y`Ybž
A Ui f]h]i g`i bX`GØXUZf`_U`[Yd`Ubh"

8]Y`F Y]gYn]Y`Y`]a`8YhU`

8Yf`FY]gYj Yf`Ui Z`XYf`5=85ghY``U`j ca`&%"`A U]`V]g`%-`" `ž b]`&\$&)
[YghU`hYh`g]W\`k]Y`Zc`[h

- Dcfh`@ci]g`fA Ui f]h]i gŁ
- Dcfh`@ci]g`fA Ui f]h]i gŁ
- @Y`Dcfh`f@U`F Åi b]cbŁ
- GYYhU[
- GYYhU[
- GYYhU[
- GYYhU[
- ; eYVYf\U
- GYYhU[

- ? UdghUXh
- ? UdghUXh
- ? UdghUXh
- GYYhU[
- @ØXYf]hn
- K U`j]g`6Um
- GYYhU[
- DfU]U`fGUbh]U[cŁ
- GYYhU[
- GYYhU[
- @Ug`DU`a Ug
- GYYhU[
- ;]VfU`hUf
- GYYhU[
- DU`a U`XY`A U``cfWU

8]Y`F`YYXYfY]`5`8`5`7fi]gYg`]gh`VY`_Ubbh`XUZØfž`\fY`?Ud]h`AbY
 [Y`Y[Ybh]W`a`]h`VYgcbXYfYb`5i Z[UVYb`ni` VYhfUi Yb``Gc
 ØVYfbU`a` Yb`VY]gd]Y`gk Y]gY`?Ud]h`Ab`Hca` a`m`A`Ø`Yf`i`bX`?Ud]h`Ab
 J]bW`bh`7cZU`_U[Ya`Y]bgUa`X]Y`HUi Z`i`bX`bX]YbghghY``i`b[`XYf
 5`8`5Wcga`U``A`Ø`Yf`VY[`Y]hYhY`XYb`6Ui`XYg`GW`]Zg`i`bX`ØVYf[UV
 XUg`?ca`a`UbXc`j`cf`XYf`HUi ZY`Ub`7cZU`_U``Gc`W`Y
 JYfUbhk`cfhi`b[Yb`g]bX`ZØf`?Ud]h`AbY`k`]Y`F`]W`hYf`b]W`hi`bØV`]W`ž
 k`]Y`X]Y`9fZU`fi`b[Yb`gY]bYf`J`cf[`Ab[Yf`nY][Yb`

A`]h`8`Ub]Y`F`]W`hYf`Ub`XYf`Gd]hnY`Yf`c`Zh`g]W`X]Y`5`8`5`7fi]gYgž
 bYi`Y`a`di`gY`i`bX`Zf]gW`Yb`K`]bX`]b`XYf`GW`]ZgZØ`fi`b[`XYf
 5`8`5ghY``U`ni`Yf`U`hYb``8]Y`DUggU[]YfY`XØfZYb`[YgdUbbh`Ui`Z`Y]bY
 gdUbbYbXY`GU]gcb`a`]h`nU`fY]W`Yb`F`Y]gYf`YVb]ggYb`i`bX`bYi`Yb
 N]Y`Yb`gY]b`

K`Y]hYfY`bZcfa`Uh]cbYb`Z]bXYb`g]W`i`bhYf`?`fYi`nZU`fh`5`_hi`Y``Yg
 i`bX`A`Y]bY`?`fYi`nZU`fh`@ci`b[`Y`

8YhU]`g	
C fh	Dc fh`@ci]gž`A Ui f]h]i g
E i Y``Yb	<ul style="list-style-type: none"> • k k k "_fYi nZU\ fh!U_hi Y``Yg"XY • k k k "a Y]bY!_fYi nZU\ fh`ci b[Y"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY