

< Yfn_`cdZYb`i bX` ; Y\Y]a b]ggY. `K Ug
dUgg]Yfh`\Yi hY `]b `8 U\c Ua 3

9bhXYW_Yb`G]Y`X]Y`gdUbbYbXYb`9bhk]W_`i b[Yb`]b`XYf
U_hi Y``Yb`9d]gcXY`j cb / ei ch/8U\cUa `]g`8U\cUa / ei ch/
@]YVYž`5b[ghi bX`FY]gYZ]YVYf`Ua `&' "\$) "&\$&)"



I bVY_Ubbhž`8Yi hgW\`UbX`!`5a ` \Yi h][Yb`HU[ž`XYa `&' "'A U]
&\$&) ž`ghY\Yb`]b`XYf`VY`]YVhYb`GYf]Y` 8U\cUa `]g`8U\cUa `Y]b][Y
dYfgÒb`]W\Y`<YfUi gZcfXYfi b[Yb`i bX`gdUbbYbXY`9bhk]W_`i b[Yb
]a `A]hY`di b_h`XYf`<UbX`i b[""8]Y`Ni gW\Ui Yf`XØfZYb`g]W\Ui Z
Ya ch]cbU`Y`A ca YbhY`i bX`i bYfk UfhYhY`K YbXi b[Yb`ZYi Ybž`X]Y
XYb`5`hU[`XYf`7\UfU_hYfY`dfÄ[Yb"

5b`j cfXYfghYf` : fcb`hghY`h`j fcb]ž`X]Y`Y]bYb`k]W\h][Yb`6f]YZ
UV[YgW]W_h`\Uh`i bX`bi b` [YgdUbbh`Ui Z`Y]bY`5bhk cfh`k UfhYh`
8]YgY`i bg]W\Yf\Y]h`_ÒbbhY`VYXYi hYbXY`5i gk]f_`i b[Yb`Ui Z`]\f
@YVYb`\UVYb"; `Y]W\hY]h][`k]fX`X]Y`6Yn]Y\i b[`nk]gW\Yb`Hf]i]i bX
A]_Y`Ui Z`Y]bY`\UfhY`DfcVY` [YghY`h`Hfchn`Y]bYg`Y]XYbgW`UZh]W\Yb
?i ggYg`YbhgW\Y]XYh`g]W\`Hf]i]ž`YfbYi h`Ui Z`8]ghUb`n`ni `A]_Y`ni

[Y\Ybž'k Ug'X]Y'8 mbUa]_]\fYg'J Yf\À'hb]ggYg'XYi h]W\ VY`UghYh"

: Ua]`]ÄfY`Gcf[Yb`i bX`5VYbhYi Yf`i gh

9]b`k Y]hYfYg'nYbhfU`Yg`H\Ya U`]b`X]YgYf'9d]gcXY`]gh]M`cbbYž`X]Y
a`]h`XYf`gW`cW_]YfYbXYb`B UW`f]W`h`_cbZfcbh]Yfh`k`]fXž`XUgg`]\fY
A`i`hhYf`Ui`g[Ync[Yb`]gh`'8]YgY`B UW`f]W`h`k`]fZh`VY`]M`cbbY
gW`]a`a`Y`6YZ0fW`hi`b[Yb`Ui`Zi`bX`'Äggh'g]Y`0VYf`X]Y`Ni`_i`bZh`]\fYf
: Ua]`]Y`bUW`XYb`_Yb"

6Y]`DZUffYf`BYi`bYf`i`bX`gY]bYa`'6Y[`Y]hYf`L`Uj`Yf`\]b[Y[Yb`gW`Y]bh
XUg`FY]gYZ]YVYf`ni`ni`bY`a`Ybž`[YdUUfh`a`]h`Y]bYf`[Yk`]ggYb
GW`i`ggY`[_Y]h`'8]YgY`?`ca`V]bUh]cb`j`Yfgdf]W`hž`X]Y`VY]XYb`]b
Y]b][Y`Ua`0gUbhY`i`bX`a`0[`]W`Yfk`Y]gY`W`Uch]gW`Y`G]hi`Uh]cbYb`ni
Vf]b[Ybž`X]Y`Z0f`I`bhYf`U`hi`b[`gcf[Yb`k`YfXYb"

6YgYhni b[`i`bX`A`]hk`]f`_YbXY

8]Y`9d]gcXY`Vf]b[h`Y]b`YfZU`fYbXYg`9bgYa`V`Y`Ui`ZX]Y
6]`XgW`]fa`Y`'8]Y`<Ui`dhfc`Yb`k`YfXYb`j`cb`Zc`[YbXYb
GW`Ui`gd]Y`Yfb`j`Yf`_0fdYfh

- H\YfYgU`6fi`bbYf.`I`fgi`U`9fVYf
- 5bbU`YbU`6fi`bbYf.`<Y]Xfi`b`];`ÄfhbYf
- JYfcb]_U`6fi`bbYf.`GYbhU`5i`h\
- Fcg]`6fi`bbYf.`6f][`]hhY`K`U`Vfi`b
- A`Ufh]b`?]fW`Y]hbYf.`<Yfa`Ubb`];`]YZYf
- <i`VYfh`?]fW`Y]hbYf.`6Yfb`UfX`I`f]W`
- @`Xk`][`6fi`bbYf.`A`Ufh]b`K`Ybn`
- :`cf]Ub`6fi`bbYf.`Hca`a`m`GW`k`]a`a`Yf
- A`Uf]U`?]fW`Y]hbYf.`8`Ub]Y`U`A`Äfn
- 7Ufc`]bY`9fh.`HYfYgU`F`]ncg
- A`_]Y`DfY]gg]b[Yf.`<Uffm`6`Ub`_
- Hf]I`]DfY]gg]b[Yf.`8`cfYYb`8]YhY`
- DZUffYf`BYi`bYf.`DYhYf`F`UddYb[`0W`_
- Fc`UbX`6Ua`VYf[Yf.`<cfgh`?`i`a`a`Yh\
- @cfYbn`GW`UhhYb`cZYf.`K`YfbYf`F`ca
- L`Uj`Yf.`A`]W`UY`G`W`fY]bYf

- 5`c]g`DfY]gg]b[Yf. `9f]W\ `< U``\i VYf
- B]bU`?fYi hmYf. `5bXfYU`GW\ a]hh
- ; fY[cf`6fi bbYf. `<c`[Yf`A Uhh\]Ug`K]`\Y`a
- 8f``GYVUgh]Ub`K]`XbYf. `<YfVYfh`I `f]W\
- I gW\]. `G]`_Y`Dcdd
- M] cbbY`DfY]gg]b[Yf. `5`YI U`9]`Yfg
- ægYd\`6fi bbYf. `K]`\Y`a `A Ubg_Y

8]Y`F Y[]Y`ZØ\fh`æW\Yb`A Ø`Yfž`k Å\fybX`X]Y`6]`X[YghU`hi b[`j cb
 A UfW\`Cf`UbXc`D]W\`Yf`ØVYfbca a Yb`k]fX``8]Y`i a ZUb[fY]W\Y
 6YgYhmi b[`Vf]b[h`Y]bY`J]Y`nU\``Ub`7\UfU_hYfYb`a]hg]W\ž`X]Y`X]Y
 ; YgW\]W\hYb`ja `Z]_hj Yb`VUmYf]gW\Yb`8cfZ`YVYbX][`k YfXYb
 `UggYb``: Øf`: Ubg]j cb` 8U\cUa `]g`8U\cUa `V`Y]Vh`XUg`Yi hY
 ; YnY][hY`gdUbbYbX`i bX`i bhYf\U`hgUa "

: Øf`a Y\f`8YhU]`g`i bX`i a `Y]bY`9d]gcXY`ni `j YfdUggYbž`VYgi W\Yb
 G]Y`V]hhY`5F8`A YX]Uh\Y_`i bX`HJ `A cj]Y"

8YhU]`g	
C fh	I bVY`_Ubbhž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "UfXa YX]Uh\Y_"XY • k k k "hj a cj]Y"XY

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