

6Yf`]b`ZY]Yfh`J]Y`ZU`h. `A][fUbh]gWx Y I bhYfbY\ a Yb`]a `F Ua dYb`]Wx h°

5a`%, "\$* "&\$&) `Y\fhY`6Yf`]b`a][fUbh]gWx Y
I bhYfbY\ a Yf.]bbYb`Z0f`]\fY`6Y]hfÄ[Y`ni f`K]fhgWxUZh`i bX
; YgY`gWxUZh`iVY]`XYf`DfY]gj Yf`Y]\i b[` J]Y`ZU`hi bhYfb]a a h`"



6Yf`]bž`8Yi hgWx`UbX`!`5a`%, " ' ð b] ' & \$ &) `ZUbX`]a `F chYb`F Uh\Ui g
]b`6Yf`]b`X]Y`DfY]gj Yf`Y]\i b[` J]Y`ZU`hi bhYfb]a a h` `6Yf`]b
k 0fX][h`a][fUbh]gWxY`I bhYfbY\ a Yb` `ghUhh`8]YgY`J YfUbghU`hi b[
n]Y`h`XUfUi ZUVž`X]Y`@Y]ghi b[Yb`j`cb`I bhYfbY\ a Yf]bbYb`i bX
I bhYfbY\ a Yfb`a]h`A][fUh]cbg\]bhYf[fi bX`Ubni Yf`_YbbYb`"@Ui h`
**VYf`]b`"XY`VYk YfhYhY`Y]bY`ð fm`Ui g`9I dYfhYb`Ui g`K]fhgWxUZh`
K]ggYbgWxUZh`i bX`N]j]`[YgY`gWxUZh`a Y\ f`U`g`+\$`6Yk YfVi b[Yb`]b
XfY]`?UhY[cf]Yb`"**

8Yf`K YhhVYk Yfvž`XYf`&\$&) `VYfY]hg`ni a`j]YfhYb`A U`ghUhhZUbXž
\cbc]YfhY`X]Y`DfY]ghfÄ[Yf`]b`XYb`?UhY[cf]Yb`Z0f`I bhYfbY\ a Yb
a]h`a Y\ f`U`g` ` \$`6YgWxÄZh][hYbž`I bhYfbY\ a Yb`a]h`k Yb][Yf`U`g` ` \$
6YgWxÄZh][hYb`gck]Y`Z0f`; f0bXYf.]bbYb`"Ni gÄhm`]Wx`k i fXY`Y]b

GcbXYfdFY]g`Z0f'I bhYfbY\`a YbgbUWkZc`[Y'j Yf[YVYb"

8]Y'; Yk]bbYf`XYg`5VYbXg

⊕`XYf'? UhY[cf]Y`5`Z0f'I bhYfbY\`a Yb`a]h`a Y\`f`U`g`' \$
6YgWk`Z]h[hYb`ghUbXYb`Zc`[YbXY'; Yk]bbYf`]a`JcfXYf[fi bX.

- GUZ]mY`9f[0b`p`8cghY`]; a V<.`9]b`_i`hi`fgYbg]V`Yf`
DZY[YX]Ybghz`XYf`Ua`Vi`UbhY`DZY[Yz`Y]b`GYb]cfYbWUZA`i`bX`
8Ya`Ybn!K` ; g`]b`6Yf`]b`UbV]YhYh`A`]h`-`-`i`k`Y]V`]WkYf`
6Y`Y[gWkUZh`z`0VYfk`]Y[YbX`a`]h`A`][fUh]cbg\]bhYf[fi bXz`[]`h`
8cghY`]U`g`[f0» hYf`_i`hi`fgdYn]Z]gWkYf`DZY[YX]Ybgh`
8Yi`hgWk`UbXg"
- 5a`]b`; i`Y`]pi`7UghA`Y.`9]b`DYfgcbU`X]YbghY]ghYfz`XYf`
g]Wk`Ui`Z`ghi`XYbh]gWkYg`DYfgcbU`gdYn]U`]g]Yfh`U`h"
- 5mbi`f`^2`nXYa`]f`p`i`cfYj`Yf`7`YUb.`9]b`
FY]b][i`b[gi`bhYfbY\`a`Yb`z`XUg`5fVY]hgd`AhY`Z0f`A`Yb`gWkYb`
a`]h`6Y\]bXYfi`b[`gWkUZh"

⊕`XYf'? UhY[cf]Y`6`Z0f'I bhYfbY\`a Yb`a]h`V]g`ni`' '\$`6YgWk`Z]h[hYb`
k`i`fXYb`Zc`[YbXY`DfY]gY`j`Yf[YVYb.

- GYbY]h`8YVYgY`p; fYhU`/`GhUf`_g`5ddg; a V<.`5fVY]h[YVYf`
XYf`5dd` ; fYhU`z`X]Y`Y]b`VUff]YfYzFY]Yg`?]bcYf`YVb]g`Z0f`
gY\!`i`bX`\0fVY\]bXYfhY`A`Yb`gWkYb`Yfa`0[`]Wk`h"
- :]\a`]A`ci`gU`i`bX`Gi`Y]V`A`ci`gU`p`A`7G`8UhU`@UVg; a V<.`
: c`_i`g`Ui`Z`X]Y`9b`hk`]W`_i`b[`j`cb`? ≠VUg]YfhYb`
; Ygi`bX\Y]hghYWk`bc`c[]Yb"
- Cn`6Yb`8Uj`]X`/`^U`]`8UV]h`p`?UbUUb`; a V<.`9]b`]gfUY`]gWk`!
dU`Ah]bYbg]gWkYg`FYghUi`fUbh`]b`6Yf`]b"

8Yf`; f0bXYf.]bbYbdFY]g`Z0f'I bhYfbY\`a Yb`z`X]Y`gY]h`0VYf`Y]bYa`
^Y\`f`i`bX`k`Yb][Yf`U`g`Z0bZ`^Y\`fYb`hAh][`g]bXz`[]b[`Ub.

- 5`]5VXYffU\`a`UbY`/`6i`fU`_9f`_cj`Ub`p`k`<`≠; a V<.`9]bY`
D`UhhZcfa`z`X]Y`5`hU[g\]Z`Y`Z0f`DZY[YVYX0fZ]h][Y`j`Yfa`]hhY`h"
- 5a`]f`6Ug\Uf`]Yh`U`"p`D5BHC`YU`h\.`@0gi`b[Yb`ni`f`
X][]hU`Yb`, VYfk`UWk`i`b[`j`cb`6U\`b]bZfUghfi`_hi`f"

- 8]a]hf]`6]`mUfWk_m_ / `5`YI UbXYf`DYhfck `p`9j Yfm`<YU`h\ ; a V<.`9]bY`hY`Ya YX]n]b]gWkY`D`UhhZcfa ž`X]Y`g]Wk`Ub`X]Y @ 6HE 5Ž !7ca a i b]hmif]Wk hYh"

8Yf`GcbXYfdfY]g`Z0f`i bhYfbY\`a YbgbUWkZc`[Y`k i fXY`Ub`5nUXY\ : Ufg\]XZUf`Z0f`X]Y` , VYfbU\`a Y`i bX`9fk Y]hYfi b[`]\`fYf d\mg]ch\YfUdYi h]gWkYb`DfUI]g`j Yf`]Y\`Yb``8]YgY`5i gnY]Wkbi b[Yb g]bX`a]h`Y`%\$`\$\$`\$`9i fc`i bX`Y]bYa `Z]`a]gWkYb l bhYfbY\`a YbgdcfhfU]h`j YfVi bXYb``5i g[Y`cVh`k i fXYb`X]Y`DfY]gY j cb` : fUb]n]g_U` ;]ZZYmž`XYf`60f[Yfa Y]ghYf]b`i bX`GYbUhc]b]Z0f K]fhgWkUZhž`9bYf[]Y`i bX`6Yhf]YVY"

<]bhYf[fi bX`i bX`6YXYi hi b[`XYf 5i gnY]Wkbi b[

8]Y`6Yf`]bYf`GYbUhgj Yfk U`hi b[`Z0f`K]fhgWkUZh`\YVh`\Yfj cfž`XUgg X]Y`DfY]ghf`[Yf.]bbYb`a]h`A] [fUh]cbg\]bhYf[fi bX`b]Wk`h`bi f`XUg GhUXhV`]Xž`gcbXYfb`Ui Wk`X]Y`6Yf`]bYf`K]fhgWkUZh`Yb]hgWkY]XYbX df`[Yb``9g`k i fXY`ZYgh[YghY``hž`XUgg`A YbgWkYb`a]h A] [fUh]cbg\]bhYf[fi bX`\`Ai Z[Yf`i bhYfbY\`a Yb`[f0bXYb`U`g`gc`WkY c`bY`Ni k UbXYfi b[g[YgWk]Wk hY``8]Y` ; f0bXY`\`YfZ0f`g]bX`cZh]b GWk]Yf[[_Y]hYb`Ui Z`XYa`fY[i`ÀfYb`5fVY]hga Uf`h`ni`Z]bXYbž`k]Y Yhk U`b]WkhiUbYf`UbbhY`5VgWk`0ggY`i bX`8]g_f]a]b]Yfi b[ž`k]Y`XYf HU[Yggd]Y[Y`VYf]Wk hYh"

≠`8Yi hgWk`UbX`hfU[Yb`A YbgWkYb`a]h`Ni k UbXYfi b[g[YgWk]Wk hY Yf\YV`]Wk`ni f`≠bcj Uh]cbg_fUZh`i bX`6YgWk`ÀZh][i b[gXmbUa]_`VY]" 8]Y`6YfhY`ga Ubb!Gh]Zhi b[`j YfXYi h]Wk hž`XUgg`c`bY`X]Y`k UWk gYbXY NU\`Ub`GY`Vghgh`bX][Yb`a]h`A] [fUh]cbg\]bhYf[fi bX`XYf k]fhgWkUZh]WkY`8fi W_`]b`8Yi hgWk`UbX`bcWk`gh`f`_Yf`Ub[Ygh]Y[Yb k `ÀfY``8U\Yf`k YfXYb`dc`]h]gWkY`A U» bU\`a Yb`ni f` : 0fXYfi b[`X]YgYf ; fi ddY`YfdfcVh`i bX`XUg`≠hYfYggY`Ub`]fYa`k]fhgWkUZh]WkYb`i bX [YgY`gWkUZh]WkYb`6Y]hfU[`k `ÀWk gh`ghYh][``8]Y`8YVUhY`0VYf`X]Y Ub[Ya YggYbYb`i bhYfgh0hni b[gUb[YVchYž`]bgVYgcbXYfY`Z0f : fUi Yb`i bX`A] [fUbh.]bbYbž`]gh]a` ; Ub[Yž`i a`X]Y`DchYbn]U`Y X]YgYf` ; fi ddY`VYggYf`ni`bi hnYb`/X]Yg`k]fX`YVYbZU`g`]b`Y]bYa U_hi Y`Yb`8]g_i gg]cbgdUd]Yf`VY\UbXY`hž`k Y`WkYg`a Y`f`5bhk cfhYb Ui Z`X]YgY` : fU[Yb`V]YhYhž`k]Y`6YfhY`ga Ubb!Gh]Zhi b[`Yf`Ai hYfh"

8YhU]`g	
C fh	6Yf`]bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "hU[Yggd]Y[Y`"XY • k k k "VYfhY`ga Ubb!gh]Zhi b["XY

6Ygi WXYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh