

6Yf`]b`_ØbX][h`l %&!9bXY`Ub.`5VgWk]YX
j cb`XYf`5i g\]`Zg`]b]Y°

5V`) " ' ð b] & \$ &) `YbXYh`X]Y`l %&`]b`6Yf`]b`bUWk`6Ui UfVY]hYb`"
FY[Y``]b]Yb`l %ž`l &`i bX`l ` `bY\`a Yb`]\fYb`6Yhf]YV`k]YXYf
Ui Z`



6Yf`]bž`8Yi hgWk`UbX`!`5a`8cbbYfghU[ž`XYb`) " ' ð b] & \$ &) ž`k]fX
X]Y`hYa dcf`ÅfY`l !6U\`b!@]b]Y`l %&`]b`6Yf`]b`Y]b[YghY`h`8]YgY
5i g\]`Zg`]b]Y`k i fXY`k `À`fYbX`XYf`6Ui UfVY]hYb`Ua`6U\`b\`cZ
6Ø`ck ghfU»Y`U_`h]]Yfhž`i a`XYb` : U\`f[`ÀghYb`k `À`fYbX`XYf
GdYffi b[Yb`Ub`K]hhYbVYf[d`Uhn`cXYf` ; `Y]gXfY]YW`_`Y]b
_ca ZcfhUV`YfYg`FY]gYb`ni`Yfa`Ò[`]WkYb`"BUWk`5VgWk`i gg`XYf
5fVY]hYb`k]fX`X]Y`l %&`b]Wk`h`a Y\`f`]b`6Yhf]YV`gY]b`i bX`X]Y
fY[i `ÀfYb`@]b]Yb`l %ž`l &`i bX`l ` `bY\`a Yb`]\fYb`6Yhf]YV`k]YXYf
Ui Z`ž`k]Y`fVV`&(`VYf]Wk`hYh`"

8]Y`l %&`Z` \`f`gY]h`XYa` `&(`"A`Åfn`&\$&)`nk]gWkYb`Fi` \`YVYb`i bX
K UfgWkUi Yf`GhfU»Y`i bX`YfgYhnhY`]a`5VgWk`b]h]j`cb`K UfgWkUi Yf
GhfU»Y`V]g`K]hhYbVYf[d`Uhn`X]Y`@]b]Yb`l %`i bX`l ` `gck]Y`]a

k Ygh]WXYb'5VgW.b]h'V]g'Fi \`YVYb'X]Y'@]b]Y'I &"'5V': fY]hU[ž'XYb
*"'ž b] &\$&) ž'k YfXYb'X]Y'@]b]Yb'I %ž'I &i bX'I ' 'bcfa [YfYW.h
j Yf_Y\fyb.

- I %.'nk]gWXYb'K UfgWUi Yf'GhfU»Y'i bX'I \`UbXghfU»Y
- I &.j cb'DUb_ck 'bUW'Fi \`YVYb
- I ' .nk]gWXYb'K UfgWUi Yf'GhfU»Y'i bX'?fi a a Y'@Ub_Y

K]W.h][Y'<]bhYf[fi bX]bZcfa Uh]cbYb'ni f'I %&

8]Y'I %&]gh'Y]bY'hYa dcfÅfY'6YnY]W.bi b['ZØf'Y]bY
@]b]YbU'hYfbUh]j Yž'X]Y'nk]gWXYb'K UfgWUi Yf'GhfU»Y'i bX'Fi \`YVYb
j Yf_Y\fh"iG]Y'bi hnh'X]Y'\]ghc f]gWY'GhfYW_Y'XYf'Y\Ya U'] [Yb'@]b]Y
I %ž'X]Y'%- '* 'U'g' @]b]Y'% 'VY_Ubbh'k Uf'i bX'%- , ('b'X]Y'Ym][Y
I %'i a VYbUbbh'k i fXY"8]YgY'@]b]Y'\Uh]b'XYf'J Yf[Ub[Yb\Y]h
VYfY]hg'a Y\ fZUW'U'g'9fgUhn`b]Y' [YX]Ybž'Yhk U'VYfY]hg'&\$*\$ ž
&\$%i bX'&\$%) "'5a '%, "'5i [i gh'&\$*\$'k i fXY'X]Y'I %&'U'g'9fgUhn
ZØf'X]Y'I &'nk]gWXYb'; 'Y]gXfY]YW' i bX'Fi \`YVYb'Y]b[Yf]W.hYh"5`g
X]Y'6Yf'j]bYf'A Ui Yf'Z]Y'ž'k i fXY'X]Y'J YfV]bXi b['ni a 'GW'Yg]gWXYb
Hcf'ja 'C_hcVYf'%- -) 'k]YXYfYfÖZbYhž'k Ug'X]Y'Bi hni b['XYf'I %&
k]YXYf'Yfk Y]hYfhYž'k]Y'X]Y'K]_]dYX]U'Yf[Åbnh"

8]Y'YfbYi hY'5_h]j]Yfi b['XYf'I %&'k i fXY'U'g'bch'k YbX]['YfUW.hYhž
XU'X]Y'6Yf'j]bYf'J Yf_Y\fgVYhf]YVY'f'6J ; Ě]a 'ž\ f'&\$&)
i a ZUb[fY]WY'6Ui UfVY]hYb'Ub'XYf'I !6U\ b!ž ZfUghfi _hi f
Xi fW.ZØ\ fYb"NJY'X]YgYf'A U» bU\ a Yb'j]gh'Ygž'XUg'ØVYf'%&\$'ž\ fY
U'hY'I !6U\bbYhn'ni _i bZhgZÅ\ ['ni '[YghU'hYb"8]YgY'5fVY]hYb
VYhfYZYb'a Y\ fYfY'I !6U\ b!@]b]Yb'gck]Y'; 'Y]gYž'Hi bbY'i bX
6fØW_Ybž'i bX'ZØ\ fYb'fY[Y'a Å»]['ni 'GdYffi b[Ybž'k]Y'fVV&(VYf]W.hYhY"

8]Y'I %&'k]fX'j]b'VYgcbXYfYb'G]hi Uh]cbYbž'k]Y'VY]
; fc»j YfUbghU'hi b[Ybž'i bX'k Å\ fYbX'ni _ØbZh][Yf'6Ui UfVY]hYb
YfbYi h'Y]b[YgYmhž'i a 'X]Y'A cV']hÅh]b'6Yf'j]b'g]WXYfni ghY'Yb" 'A]h
XYf'VYj c fghY\YbXYb'9]bghY'i b['XYf'I %&'_Y\fh'YXcW' bUW'Y]bYf
i a ZUggYbXYb'6Ui d\ UgY'Ui W'Y]bY' [Yk]ggY' Bcfa U']hÅh'ni fØW'_ja
6Yf'j]bYf'I !6U\bbYhn"

8YhU]`g	
C fh	6Yf`]bž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • XY"a "k]_]dYX]U"cf[• k k k "fVV&("XY

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