



; Y\Y]a Y'I f`Ui Vg[`ØW_gc fhY]b
8Yi hgWX`UbX. '8]YgY? `Y]bcXY'n]Y\Yb
A UggYb 'Ub °

9bhXYW_Yb 'G]Y 'X]Y 'U_hi Y``Yb 'HfYbXg]a 'XYi hgWX Yb
Hci f]ga i g. '6Y`]YVhY 'F Y]gYn]Y 'Yž'k UWgYbXY '6Ygi WX YfnU\ 'Yb
i bX 'fY[]cbU`Y'<][\`][\hg"



F i ghž'8Yi hgWX`UbX '! I f`Ui V]b '8Yi hgWX`UbX 'Vcca hi bX 'X]Y
\Y]a]gWX Yb 'F Y]gYn]Y 'Y ' \UVYb ']\fYb '[Ub n 'VYgcbXYfYb 'F Y]n" '@Ui h
Y]bYf 'U_hi Y``Yb '5bU'mgY 'j cb 'K Y'h]gh 'X]Y 'Y][YbY'< Y]a Uh'bUWX 'k]Y
j cf 'XUg 'VY`]YVhYghY 'F Y]gYn]Y 'XYf '8Yi hgWX Yb " 'a ' \f'&\$&) ' \UVYb
fi bX ') * 'A]`]cbYb '8Yi hgWX Y 'Y]bY 'F Y]gY ' [Yd 'Ubh'i bX 'X]Y
6Y`]YVh\Y]h'XYf ? i fnfY]gYbž'X]Y '5i ZYbh\U'hY 'j cb 'V]g'ni 'ZØbZH'U[Yb
i a ZUggYbž'nY][h'Y]bYb 'XYi h]WX Yb 'HfYbX. ' : Ugh' '\$ 'A]`]cbYb
8Yi hgWX Y 'i b hYfbU\ a Yb 'VYfY]hg ']a ' \f'&\$&&'Y]bY 'gc 'WX Y 'F Y]gY"

K Ug'n]Y\h'X]Y 'F Y]gYbXYb 'YXcWX 'Ub3'8]Y 'J]Y 'ZU'h'8Yi hgWX`UbXgž
X]Y 'j cb 'HU[YgUi gZØ[Yb ']b 'X]Y '6Yf[Y 'ØVYf 'Yb hgd UbbYbXY

GhfUbXi f`Ui VY `Ub 'XYf`BcfX! 'i bX `C ghgYY _ØghY `V]g`\]b `ni
 Ui ZFY[YbXYb `GhÀXhYfY]gYb `fY]W hž`gh`i bj Yf[`Y]W `]W " 6YgcbXYfg
 _`Y]bY `; Ya Y]bXYb ` \UVYb `g]W U`g `VY `]YVhY `N]Y `Y `YhUV `]Yfh` 9]bY
 5i gk Yfh`i b[`XYg`6i W i b[gdcfhU`g`<c`]XUm7\YW_ ` \Uh`[YnY][hž
 XUgg`X]Y `Hci f]ga i gX]W hY `]b `j]Y `Yb `XYi hgW Yb `; Ya Y]bXYb
 VYY]bXfi W_YbX ` \cW `]gh"

8]Y `VY `]YVhYghYb `F Y]gYn]Y `Y

: ØbZ; Ya Y]bXYb `ghYW Yb `]a ` \Uf`&\$&(` `Yfj cfž`k Ybb `Yg`i a `X]Y
 ; ÀghYnU\ `Yb `dfc`9]bk c\ bYf`[Y\h

- F i gh`f%-, ž &Ł
- C ghgYYVUX `6]bn `fl) ž%* Ł
- C ghgYYVUX `<Yf]b[gXcfZ`f* - ž- \$Ł
- CVYfX]b[`f* *ž (Ł
- K]`]b[Yb `fI d`UbXŁ`f* %ž* +Ł

F i ghž`VY _Ubbh`Xi fW `XYb `9i fcdUdUf _ž`cW_h`À\ f`]W `Yhk U`gYW g
 A]`]cbYb `6Ygi W Yf`Ub `8]Y `C ghgYYVÀXYfž`k]Y `6]bn `i bX
 <Yf]b[gXcfZ`YfZfYi Yb `g]W YVYbZU`g`[fc» Yf`6Y `]YVh\ Y]h` `b]W h
 ni `Yhnh`k Y[Yb `]\fYf`hfu a \UZhYb `@U[Yb `K]`]b[Yb `]gh`\]b[Y[Yb
 VY]`K]bhYfgdcfh`Yfb `gY\ f`[YZFU[h`

K UW ghi a `XYg `Hci f]ga i g

=a ` \Uf`&\$&(` `Yf`YVhY `8Yi hgW `UbX `Y]bYb `5bgh]Y[`j cb `+ž `DfcnYbh
 VY]`]bhYfbUh]cbU`Yb `6Ygi W YfnU\ `Yb ``bg[YgUa h`fY]ghYb ` +ž)
 A]`]cbYb `; ÀghY `]b `X]Y `6i bXYgfYdi V`_ž`k Ug`8Yi hgW `UbX `XYb
 bYi bhYb `D`Uhn`a `]bhYfbUh]cbU`Yb `]Yf[`Y]W XYf`5b _ØbZhY `g]W Yfh`
 8]Y `K Y `h`ci f]ga i gcf[Ub]gUh]cb `l B `Hci f]ga ` \YVh\ Yfj cfž`XUgg
 XUg`J cf! 7cfcbU!B]j YUi `j cb `&\$%- `bcW `b]W h`[Ub n`YffY]W h`]ghž
 XYf`HfYbX `nY][h`YXcW `XYi h`]W `bUW `cVYb `8]Y `VYghYb
 5h`fU _h]cbYbž`k]Y `XUg`C _hcVYfZYgh`]b `A ØbW Yb `cXYf`XUg`GW `cgg
 BYi gW k UbghY]bž`n]Y\ Yb `nU\ `fY]W Y `?i `hi fhci f]ghYb `Ubž`VYf]W h`h
 NY]h`

Ni `XYb `VY `]YVhYghYb `]bbYfXYi hgW Yb `F Y]gYn]Y `Yb `nÀ\ `Yb `6UmYfb

i bX`GW\`Ygk][!<c`ghY]b``K \fYbX`X]Y`?ØghYbcfhY`]b`XYb
 Gca a Yfa cbUhYb`j]Y`Y`6UXY[\aghY`Ub`cW\Ybžg]bX`X]Y
 VUmYf]gW\Yb`G_][YV]YhY`]a`K]bhYf`\Y]»`VY[Y\fh`-bg[YgUa h
 \UVYb`X]Y`F Y]gYbXYb`Ui g`8Yi hgW\`UbX]a`J\`f`&\$&(`ZUgh`%&
 A]`]UfXYb`I G!8c``Uf`ZØf`Hci f]ga i g`Ui g[Y[YVYbžk Ug
 8Yi hgW\`UbX`XYb`Xf]hhYb`D`Uhn`\]bhYf`XYb`I G5`i bX`7\]bU
 Y]bVf]b[h`Dfc`?cdZ`U[`X]Y`Xi fW\gW\b]hh]W\Y`5i g[UVYb\Ø\Y`VY]
 Yhk U`%"" \$\$`9i fc"

F Y]gYj Yf\ U`hYb`XYf`8Yi hgW\Yb

K Ug`a UW\Yb`X]Y`8Yi hgW\Yb`Ua`"]YVghYb`]a`I f`Ui V3`8]Y`a`Y]ghYb
 j cb`]\bYb`VYj cfni [Yb`Y]bYb`YbhgdUbbhYb`6UXY!`cXYf
 GhfUbXi f`Ui V`5i W\`_i`hi fY`Y`9f`YVb]ggY`i bX`X]Y`9f_i bXi b[`XYf
 BUhi f`g]bX`ZØf`j]Y`Y`k]W\h][``8Ug`J Yf`Y\fga]hhY`XYf`K`U\`gh
 a`Y]gh`XUg`:`i [nYi [`f()`i`Lž`[Yz`[h`j ca`Y][YbYb`U\fnYi [`f`&ž&
 i`Lž`8]Y`I bhYf_i bZhgZcfa`Yb`g]bX`YVYbZU`g`j]Y`ZÀ`h][.`<chY`gž
 ;`Ugh\ØZY`i bX`ni bY\`a`YbX`Yf]Ybk c\bi b[Yb`ghY`Yb`cW\`a
 ?i fg`8Ug`nY][hž`k]Y`UVk`Y\`g`i b[gfY]W\`XUg`F Y]gYj`Yf\`U`hYb`XYf`
 8Yi hgW\Yb`]ghž`gc`X]Y`NU\`Yb`j cb`**GhUh]ghU**""

8]Y`9bhk]W_i b[`XYg`XYi hgW\Yb`Hci f]ga i g`]ghj`]Y`j`YfgdfY\W\YbX"
 A]h`Y]bYa`k UW\gYbXYb`bhYfYggY`Ub`?i fnfY]gYb`i bX`Y]bYf
 j]Y`ZÀ`h][Yb`5i gk`U\`Ub`F Y]gY`Ø[`]W\`Y]hYb`k`fX`X]Y`Y]a`]gW\Y
 F Y]gYk`Y`h`a`a`Yf`UhhfU_h]j`Yf"

8YhU]`g	
Cfh	F i ghž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k`Y`h"XY • k k k "nY]h"XY • XY"ghUh]ghU"W\`a

6Ygi W\Yb`G]Y`i`bg`Ui`Z`i`bgYfY!`chY`g"XY