

5 WX hi b [`5i hc ZU\ fYf° `A cV]`Y `6`]hnYf gWX bUddYb ` \ Yi hY `]b `< Ua Vi f[`ni

<c\Y` ; YgWXk]bX][_Y]hg_cbhfc`Yb`Yfk UfhYb`5i hc ZU\ fYf
\Yi hY `]b`Fch\YfVUi a ž`< Ua Vi f[" `žcfa]YfYb`G]Y`g]WX`ØVYf
6`]hnYfghUbXcfhY`i bX`a`Ò[`]WX`Y`GhfUZYb"



Fch\YfVUi a ž`8Yi hgWX`UbX`!`<Yi hYž`Ua`'&"'ž`]'&\$&) ž`gc`hYb
5i hc ZU\ fYf`]b`< Ua Vi f[`VYgcbXYfg`UWXhgUa`'gY]b" `8]Y`GhUXh`\Uh
Y]bY`FY`\Y`j`cb`a`cV]`Yb`6`]hnYfb`U_hj`]Yfhž`X]Y`XUni`X]YbYbž
; YgWXk]bX][_Y]hgØVYfhfYhi b[Yb`ni`U\ bXYb" `5b`]bg[YgUa`higYWXg
GhUbXcfhYb`k`YfXYb`J`Yf`_Y\fggØbXYf`Ui`Z`X]Y`DfcVY`[`YghY`hž`i`bX
\c\Y`GhfUZYb`gck`]Y`hYa`dcf`ÅfY`:`U\`fj`YfVchY`g]bX`_Y]bY
GY`hYb\Y]hž`k`Ybb`a`Ub`X]Y`ni``Ägg][`Yb` ; YgWXk]bX][_Y]hYb
ØVYfgWXfY]hYh`@Ui`h`bYk`g`"XY`g]bX`X]Y`6`]hnYfghUbXcfhY` \Yi hY
i`bhYf`UbXYfYa`X]Y`9`VWXUi`ggYY`]b`5`hcbU`i`bX`XYf`A`]hhY`k`Y`[`]b
Fch\YfVUi a "

8]Y`Y`Z`Ä\`f][`Y`9`fZU\`fi`b[`nY][`hž`XUgg`a`cV]`Y`6`]hnYf`j`cf`U`Y`a`]b
gh`Ä`Xh]gWX`Yb` ; YV]YhYb`U_hj`]g]bXž`XU`g]Y`ZYI`]VY`i`bX`Ub

[YZÀ\f]WXYb`GhY`Yb`Y]b[YgYhnhk YfXYb`_ÒbbYb"G]Y`_ca a Yb
b]W`h`bi`f`ni`f` ; YgW`k`]bX][_Y]hgØVYfk UW`i` b[`ni`a` `9]bgUhnž
gcbXYfb`YfZUggYb`Ui` W` `5VghUbXg!`i` bX`F`ch]W`hj` YfghÒ»Y``8]Y
HYW`bc`c` []Y` \]bhYf`X]YgYb`6`]hnYfb`j` Uf]]Yfh`J`cb`F`UXUfhYW`b]_
ØVYf`@UgYfhYW`b]_`V]g` \]b`ni` `]bbcj`Uhj]Yb`D]YncgYbgcfYb" `>Øb[ghY
9bhk`]W`_i` b[Ybžk`]Y`XYf`9bZcfW`a` Ybh`HfU]Yf`j`cb`J`]hfc]b]Wž
UfVY]hYb`Ui` hUf`_i` bX`j` YfgdfYW`Yb`Y]bY`bcW`i` [YbUi` YfY`9fZUggi` b[
XYf`J`Yf`_Y`fgj` YfghÒ»YžYf`_`Àfh`Vi`gg[Y`X`_UhU`c` ["cf["

GhUbXcfhY`XYf`a`cV]`Yb`6`]hnYf`

- 9`VW`Ui`ggYY`f&&*\$`-`5`hcbUŁ`'`\$`_a`#ž[Ya`Y`XYhi`a`
\$+.`(-`i` \f`
- 9fX`_Ua`dgk`Y[`f&&'`'`)`<`Ua`Vi`f[!BcfXŁ`'`\$`_a`#ž
[Ya`Y`XYhi`a` '\$+.`*`i` \f`
- A`]hY`k`Y[`f&\$\$`(`,` `F`ch`YfVUi`a`Ł`')`\$`_a`#ž[Ya`Y`XYhi`a`
\$*.`) -`i` \f`
- A`ccfVi`f[Yf`9`VXY]W` `f&%\$+`-`<`UfVi`f[Ł`'`\$`_a`#ž
[Ya`Y`XYhi`a` '\$+.`%`i` \f`
- Fi` [YbVYf[Yf`8`Ua`a` `f&%%&-`K`U`hYfg`cZŁ`')`\$`_a`#ž
[Ya`Y`XYhi`a` '\$+.`%`i` \f`
- GW`Y``]b[ghfU»Y`f&&\$` ,` -`K`UbXgVY`_Ł`'`\$`_a`#ž[Ya`Y`XYh
i`a` '\$` ,`.\$) `i` \f`

9g`]ghk`]W`hj[`ni` `VYUW`hYbž`XUgg`g]W`X`Y`GhUbXcfhY`]a` `J`Yf`Ui`Z
XYg`HU[Yg`ÀbXYfb`_ÒbbYb" `5i` hcZU`fYf`gc`hYb`XU`Yf`Ui`W`
k`Y]hYf` \]b`k` UW`gUa` `gY]b" ; `ØW`_]W`Yfk`Y]gY`[]Vh`Yg`Hc`YfUbnYb`.
6Y]; YgW`k`]bX][_Y]hYb`V]g`%\$\$\$`_a`#` `]Y[h`XYf`5Vni` [`VY]`'`_a`#ž
k`À`fYbX`ØVYf`%\$\$\$`_a`#`'`i` `UV[Ync[Yb`k`YfXYb" `Hfch`nXYa`
gc`hYb`J`Yf`_Y`fghY]`bY` \a`Yf`]a`a`Yf`X]Y`[Y`hYbXYb`
; YgW`k`]bX][_Y]hgVY[fYbni`b[Yb`]a` `5i` [Y`VY`U`hYbž`i`a`
i`bUb[YbY` \a`Y`?`cbgYei`YbnYb`ni` `j`Yfa`Y]XYb"

J`Yf`_Y` \f`gg]W`Yf` \Y]h`i`b`X`
; YgYhnYg`ÀbXYfi`b[Yb`

8]Y`ghfYb[Yb` ,` VYfk` UW`i` b[ga`U»`bU` \a`Yb`ghY` \Yb`]a` `9]b`_`Ub[`ia`]h`

XYb'6YghfYVi b[Yb'XYf'6i bXYgfY[]Yfi b[ž'X]Y'J Yf_Y\fgg]WXYf\Y]h
]b'8Yi hgW'UbX'ni 'j YfVYggYfb"'5V'&\$&('g)bX'k YgYbh]WXY
 BYi Yfi b[Yb'j]b'XYf'; YgW'k]bX][_Y]hgØVYfk UW'i b['[Yd'Ubh"'8 Uni
 nÅ\`Yb'i bhYf'UbXYfYa 'X]Y'9]bZØ\fi b['XYf
 8i fW'gW'k]hg[YgW'k]bX][_Y]hga Yggi b['i bX'_ca V]b]YfhYb
 Fch]W'h'gck]Y'; YgW'k]bX][_Y]hgV']hnYfb"'8]YgY'HYW'bc'c[]Yb
 n]Y'Yb'XUfUi Z'UVž'X]Y'9]b\U'hi b['XYf'J Yf_Y\fgfY[Y'b'ni 'ghÅf_Yb
 i bX'X]Y'G]WXYf\Y]h'Ui Z'XYb'GhfU» Yb'ni 'Yf\Ø\Ybž'k]Y'
 XYfVi gg[Y`X_UhU`c["cf['VYf]W'hYh"

8]Y'J YfUbhk cfhi b[''Y[h''Ymh]W'VY]'YXYa 'Y]bnY`bYb
 J Yf_Y\fghY]'bY\`a Yf"'K Yf'Ui Z'X]Y'GhfU» Y'a ØW'hYž'a i gg'g]W'Ub
 X]Y'FY[Y'b'\U'hYb'i bX'gc`hY'[Y[YVYbYbZU`g'5gg]ghYbngmghYa Y']b
 gY]bYb': U\fnYi [Yb'bi hnYbž'i a 'ghfYb[Yb'6i » [Y'XYfb'cXYf
 : U\ fj YfVchYb'ni 'Ybh[Y\Yb"'CV'a]h'cXYf'c\bY'6']hnYf' 'X]Y
 G]WXYf\Y]h'U`Yf'J Yf_Y\fghY]'bY\`a Yf'gc`hY']a a Yf'cVYfghY
 Df]cf]hÅh'\UVYb"

8YhU]`g	
Cfh	Fch\YfVUi a ž'8Yi hgW'UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "Vi gg[Y`X_UhU`c["cf[• k k k "XYfVi gg[Y`X_UhU`c["cf[

6Ygi WXYb'G]Y'i bg'Ui Z.'bU[!\Ua Vi f["XY