

K]bhYfW Ucg]b`6Yf`]b. `BYi gW bYY`gcf[h
ZØf`nU\`fY]W Y`I bZÄ`Y`

K]bhYfY]bVfi W]b`6Yf`]b. `5a` `%("\$&"&\$&) `gcf[h`BYi gW bYY
ZØf`nU\`fY]W Y`I bZÄ`Y`i bX`W Uch]gW Y`J Yf`Y\fgj Yf`Ä`hb]ggY`

6Yf`]bž`8Yi hgW`UbX`!`5a` `%("': YVfi Uf'&\$&) `Vf]b[h`Y]b
K]bhYfY]bVfi W]b`6Yf`]b`a` Y\fyfy`NYbh]a` Yhf`BYi gW bYY`i bX
j`YfY]ghY`GhfU»`Yb`a`]hg]W`"8]Y`:`Yi`Yfk`Y\f`]gh`a`]h`nU\`fY]W`Yb
9]bgÄ`hnYb`VYgW`ÄZh][`hi`bX`a` Y`XYh]b`XYf`BUW`h`ni`:`fY]hU[`(`&)
I`bZÄ`Y`"Nk`Y]`DYfgcbYb`Yf`]hhYb`VY]`nk`Y]`X]YgYf`J`cfZÄ`Y`gW`k`YfY
J`Yf`Y`hni`b[`Yb`i`bX`a` i`gghYb`]bg`?`fUb`_Yb`U`i`g`[`YVfUW`h`k`YfXYb`"
6YgcbXYfg`gW`k`Yfk`]Y[`YbX`k`Uf`Y]b`I`bZU`ž`VY]`XYa``Y]b`@`_k`a`]h
Y]bYa``D`_k``Ub`Y]bYf`?`fYi`ni`b[`]b`GdUbXUi``_c`X]YfhYž`k`Ug`Ui`W
ni`Y]bYf`6YgW`ÄX][`i`b[`Y]bYf`GhfU»`Yb`UhYfbY`ZØ`fhY`"8]Y
:`Yi`Yfk`Y\f`g]W`YfhY`XUfUi`Z`]b`XYb`@Ja`dYb`_cdZ`a`]h`Y]bYf
8fY\`Y]hYf`"

8]Y`BYi`gW`bYYa`Yb[`Yb`ZØ`fhYb`b]W`h`bi`f`ni`[`U`hhYb`GhfU»`Ybž
gcbXYfb`Ui`W`ni`W`Uch]gW`Yb`J`Yf`Y\fgg]hi`Uh]cbYb`]b`XYf
[`YgUa`hYb`GhUXh`J`Yf`Y\fg]bZcfa`Uh]cbgnYbhfU`Yb`VYf]W`hYhYb`j`cb
,`VYf`Ughi`b[`Yb`Ui`Z`XYf`GhUXhUi`hcVU\`b`5%\$\$`i`bX`j`cb`Ä`b[`YfYb
GhUi`g`]bZc`[`Y`a`Y\fyfyf`I`bZÄ`Y`"5i`W`Ui`Z`XYf`5%)`k`i`fXY`j`cf
;`Ä`hhY[`Yk`U\fgUa`[`Yk`Ufbh`"8]Y`Dc`nY]`VYcVUW`hYhY`_Y]bY
i`b[`Yk`Ø\`b`]W`c\`Y`NU\`Ub`I`bZÄ`Ybž`YXcW`k`Uf`X]Y`@U[`Y`ZØf
5i`hcZU\`fYf`Äi`»`Yfgh`YfUi`gZc`fXYfbX`"9VYbgc`Yf`YVhYb
GhfU»`YbVU\`bYb`Ui`Z[`fi`bX`j`cb`i`a`[`YghØfnhYb`6Äi`a`Ybž`X]Y;`Y]gY
V`cW_]YfhYbž`9]bgW`fÄb`_i`b[`Yb`]a``6Yhf]YV`"

K]bhYfX]Ybgh`i`bX`J`YfU`b`hk`c`f`h`]W`_Y]hYb

8]Y`6Yf`]bYf`GhUXhfY]b][`i`b[`f`b`GF`É`\`Uh`ZØf`X]Y`GW`bYYfÄi`a`i`b[

i bX`XUg`GhfYi Yb`XYf`k]W\h[Yb`GhfU»Yb`i bX`F UXk Y[Y`[Ygcf[h`
F i bX`&"" \$ \$`6YgW\ÀZh[hY`i bX`) (\$`F`Ài a`!`i bX`GhfYi ZU\fnYi [Y
ghY\Yb`XUZØf`ni f`J YfZØ[i b[" `8]Y`6GF` \Uh`]b`]\fYb`GhfYi [i h`U[Yfb
Ui gfY]W\YbX`J cff`ÀhY`VYfY]h[YghY`h`%` "\$\$\$`HcbbYb`GU`n`i bX
) "\$\$\$`HcbbYb`Gd`]h`g]bX`ZØf`X]Y`6Y`_Aa`dZ` b[`j`cb`;` `ÀhY
j YfZØ[VUF`" `8]Y`GhfU»Yb`fY]b][i b[g[YgYhmY`]b`6Yf`]b`gW\fY]VYb`j`cfž
XUgg`5b`]Y[Yf`ZØf`XYb`K`]bhYfX]Ybgh`Ui`Z;` Y\k`Y[Yb`j`cf`]\fYb
; fi bXghØW`_Yb`j`YfUbhk`cfh`]W`g]bX"

- 8]Y`6GF`gcf[h`ZØf`X]Y`F`Ài`a`i`b[`i`bX`XUg`GhfYi`Yb`Ui`Z
 - : U\fvU\`bYb
 - F UXZU\`fghfY]ZYb
 - : i`»`[`Àb[YfØVYfk`Y[Yb
 - 5i`g[Yk`]YgYbYb`F UXk`Y[Yb
 - <U`hYghY`Yb`XYg`²`DBJ
 - 6Ygh]a`a`hYb`i`i`»`[`Àb[YfncbYb`i`bX`D`ÀhmYb
 - ;`Y\k`Y[Yb`c`\bY`5b`]Y[Yf

8Ya`bUW` ``Ygh`g]W\`X]Y`F`Y[Y`i`b[`gc.`5b`]Y[Yf`g]bX
; fi bXghØW`_gY][YbhØa`Yf`cXYf`A`]YhYf`i`bX`a`ØggYb`XYb
K`]bhYfX]Ybgh`i`bj`YfnØ[`]W\`bUW`GW\`bYYZU`Xi`fW\`ZØ\`fYb`"6Y]
VYfi`Z]W\Ya`5i`gZU`cXYf`5V`k`YgYb`\Y]h`_ØbbYb`g]Y`B`UW`VUfb`cXYf`
dfcZYgg]cbY`Y`8]Ybgh`Y]ghYf`VYUi`ZhFU[Ybž`V`Y]VYb`Y`XcW\`ghYhg`ZØf`
X]Y`cfXbi`b[g[Ya`À»Y`8i`fW\`ZØ\`fi`b[`j`YfUbhk`cfh`]W`":`Øf`XUg
J`Yfg`Ài`a`b]g`_Ubb`Y]bY`A`Y`Xi`b[`VY]a`C`fXbi`b[gUa`h`Y]b[YfY]W\`h
k`YfXYbž`i`bX`J`YfghØ»Y`[Y[Yb`X]Y`K`]bhYfX]YbghdZ]W\`hYb`_ØbbYb
a`]h`6i`»`[Y`XYfb`[YU\`bXYh`k`YfXYb"

≠g[YgUa`h`j`YfXYi`h`]W\`Yb`X]Y`U`_hi`Y`Yb`9fY][b]ggY`]b`6Yf`]b`X]Y
<YfUi`gZc`fXYfi`b[Ybž`X]Y`Y]b`K`]bhYfY]bVfi`W\`a`]h`g]W\`Vf]b[hž
gck`c`\`ZØf`X]Y`J`Yf`_Y\`fghY]`bY\`a`Yf`U`g`Ui`W\`ZØf`X]Y
J`YfUbhk`cfh`]W\`Yb`]a`6YfY]W\`XYg`K`]bhYfX]YbghYg`"8]Y`6GF
fYU[]Yfh`Ui`Z`X]Y`gW\`k`]Yf][Yb`K`Y`hYfVYX]b[i`b[Ybž`i`a`X]Y`GhfU»Yb
gW\`bY`gha`Ø[`]W\`k`]YXYf`VYZU\`fVUf`ni`a`UW\`Ybž`k`À\`fYbX`X]Y
6Øf[Yf`Ui`Z[YZc`fXYfh`k`YfXYbž`]\fY`DZ]W\`hYb`]a`K`]bhYfX]Ybgh
k`U\`fni`bY\`a`Yb"

: Øf`k`Y]hYfY`≠Zcfa`Uh]cbYb`ØVYf`X]Y`F`Y[Y`i`b[Yb`XYg

K]bhYfX]YbghYg'_ÖbbYb'g]W\ :bhYfYgg]YfhY'Ui Z'XYf':bhYfbYhgY]hY
 XYf'GYbUhgj Yfk U`hi b['ZØf'A cV]`hÀhž'J Yf_Y\ fž'?`]a UgW\i hn'i bX
 l a k Y`hgck]Y'Ui Z'XYf'K YVg]hY'XYf'6GF`]bZcfa]YfYb"

8YhU]`g	
J c fZU``	J Yf_Y\ fgi bZU``
I fgUW\Y	K]bhYfY]bVfi W\ž; `ÀhY
C fh	6Yf`]bž'8Yi hgW\`UbX
J Yf`Y hnhY	&
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "h!c b`]bY"XY • k k k "VYf`]b"XY

6Ygi W\Yb'G]Y`i bg'Ui Z.`b!U["XY