

=b hY bg]j Y 'Gca a Yfj cfVYfY]hi b [.
7 \ Ya b]hnYf': 7 'j cf'gdUbbYbXYa
GU]gcbghUfh°

8 Yf'7 \ Ya b]hnYf': 7 'ghUfhYhiUa ' & + " ' & \$ &) # & * ž ' a]h'Y]bYa 'HYghgd]Y'' [Y [Yb 'GdJ [['6UmfYi h\ 'Ua
% * " ' & \$ &)



6UmfYi h\ ž'8Yi hgW\ `UbX '!8]Y'Gca a Yfj cfVYfY]hi b ['XYg
7 \ Ya b]hnYf': 7 'j]gh'VYfY]hg']b'j c''Ya ' ; Ub [Yž'i bX'X]Y'ZØbZhY'K cWXY
Vf]b [h'gck c\ 'gdUbbYbXY 'HfU]b]b [gY]b\Y]hYb 'U'g'Ui W\ 'Y]b '\c\Yg
A U» 'Ub 'J cfZfYi XY'Ui Z'X]Y'bYi Y'GU]gcb''6YfY]hg'Ua ' & + " ' & \$ &) # & * ž ' a]h'Y]bYa 'HYghgd]Y'' [Y [Yb 'GdJ [['6UmfYi h\ 'Ua
XYf'5i ZhU_h]b'XYf'FY []cbU'' [U'BcfXcgh [Y [Yb'XYb' ; fY]Zgk U'XYf
: 7 'Ub''5bghc»]gh'i a '('l \ f']a 'GhUX]cb'Ub'XYf' ; Y''YfghfU» Yž'i bX
X]Y'J cfVYfY]hi b [Yb 'Ui ZYb'Ui Z'<cW\ hci fYb''7 \ YZhFU]bYf'6Yb'Ua]b
8 i XU'gYmhi]b'X]YgYf'D\UgY'VYgcbXYfg'Ui Z'Z » VU''hU_h]gWXYb
: Y]bgW\]Z'i bX'X]Y'J Yf]bbYf'W]i b ['j cb'5i hca Uh]ga Ybž'i a 'XUg
HYUa 'Z]h'ZØf'X]Y'_ca a YbXY'GU]gcb'ni 'a UWXYb''7 \ Ya b]hnYf': 7
VYf]W\ hYhž'XUgg'X]Y'Gd]Y'Yf']b'XYb'YfghYb'K cWXYb'bUW\ ']\fYf

FØW__Y\`f`Ui g`XYa `Gca a Yfi f`Ui V`]\fY` :]hbYgg`Xi fW
]bX]j]Xi Y`Yg`HfU]b]b[`ghY][Yfb`_ccbhYbž`VYj cf`X]Y
; fi ddYbY]b\Y]hYb`]a `GdcfhZcfi a `7\Ya b]m`ghUfhYhYb"

I a `Ui W`XYb`gd]f]hi Y`Yb`5gdY`_h`b]W`h`ni `j YfbUW`Àgg][Ybž`Z]bXYh
Ua `A cbhU[ž`XYa `%("`>` `]. `%("` \$`I` \f`Y]bY`fY[YbYfUh]j Y`M`c[U!
GYgg]cb`i bhYf`XYf`@Y]hi b[`j`cb`?`Uh`U`?`Ui Za`Ubb`ghUh`"8]YgY
9]b\Y]h`gc`""\Y`ZYbž`X]Y`6U`UbW`nk`]gW`Yb`?`ØfdYfž` ; Y]gh`i bX`GY`Y`Y`
ni`ZØfXYfb`i`bUhØf`]W`]gh`X]Y`8`i`fW`ZØ\fi b[`k`YhhYfUV\`Àb[]["9]b
Vi bhYg`Dfc[fUa a `Yfk`UfhYh`X]Y`Gd]Y`Yf`gUa`h`XYa` [Ya`Y]bgUa`Yb
; f]`UVYbX`Ua`8]YbghU[`5VYbX`i`a`%, "\$`\$`I` \f`a`]h`XYa
FYghUi`fUbh`A`U`i`@ci`]g`"8]YgY`HYUa`Yj`Ybhg`g]bX`VYgcbXYfg
k`]W`h][ž`i`a`X]Y`BYi`ni`[`Àb[Y`VYggYf`ni`i`bhY[f]YfYb"

HfU]b]b[gk`c`W`Y`b`]a` ,`V`Y`f`V`]W`_

8]Y`_ca`a`YbXYb`HU[Y`g]bX`YVYbgc`j`c``[YdUW`h`<]Yf`Y]b
,`V`Y`f`V`]W`_XYf`fY`Yj`UbhYb`HYfa`]bY.

- A`c`b`h`U[ž`%("`>` `]. `%("` \$`I` \f`M`c[U
- 8]Y`b`g`h`U[ž`%) "`>` `]. `%%`"\$`\$`/`%)`"\$`\$`I` \f`HfU]b]b[ž`%, "\$`\$`
I` \f` ; f]`UVYbX
- A`]h`h`k`c`W`ž`%* "`>` `]. `%+`" ` \$`I` \f`HYghgd]Y`VY]`GdJ`[[
6Umfi`h`h`f`b`Ł
- 8`c`b`b`Y`f`g`h`U[ž`%+ "`>` `]. `%%`"\$`\$`I` \f`HfU]b]b[`Ua
BYi`VUi`Yfbk`Y[
- :`fY]hU[ž`%, "`>` `]. `%("\$`\$`I` \f`HfU]b]b[
- GUa`ghU[ž`%- "`>` `]. `%*`"\$`\$`I` \f`HYghgd]Y``[Y[Yb`%`":`7
A`U[XYVi`f[`fk`Ł`i`bX`GU]gcbYfØZbi`b[`a`]h` :`Ua`]`YbZYgh
- G`c`b`b`h`U[ž`&`\$`" `>` `]. `hfU]b]b[gZfY]

⊕g[YgUa`h`g]bX`UW`h`J`cfVYfY]hi`b[`ggd]Y`Y`Ub[YgYmhž`k`]Y`X]Y`
:`fY]Y`DfYggY`VYf]W`h`Y`h`"8`U`XYf`7`Y`ZhfU]bYf`8`i`XU`X]Y`K`]W`h][`_Y]h
j`cb`⊕`h`Y`bg]h`h`ž`_`UfYb`5V`Ài`ZYb`i`bX`Y]bYf`[Ya`Y]bgUa`Yb
Gd]Y`]XYY`VYhc`b`h`ž`]gh`Y]bY`Xi`fW`XUW`h`Y`HfU]b]b[`gghYi`Yfi`b[
i`bYf`Àgg]W`"8`UVY]`k`]fX`XYf` :`c`_i`g`k`À`f`Y`b`X`XYf`GU]gcb`a`Y]gh`Ui`Z
h`Y`W`b]gW`Y`b`i`bX`hU`_h]gW`Y`b`5gdY`_h`Y`b`i`Y[Ybž`k`Yg`U`V`X`Ug`HYUa
Ui`W`i`b`XYb`J`cfVYfY]hi`b[Yb`Ui`ZY]b`c`Y`g`A`U`»`Ub`9Z]n]Ybn

UWxhYb'a i gg" -a '5a UhYi fVYfY]Wx`]gh`Y]bY`gc`WxY`[Yn]Y`hY
 D`Ubi b[`VYgcbXYfg`YbhgWxY]XYbXž'i a `X]Y`_ÖfdYf`]WxY
 @Y]ghi b[gZÄ`][_Y]h`bUWx`U`h][`ni`ghY][Yfb" '<]YfVY]'gd]Y`Yb`Ui Wx
 Ži » VU`gdYn]Z]gWxY`5h`Yh]_i bX`_cbh]bi]Yf`]WxYg`A`cb]hcf]b[`XYf
 Gd]Y`Yf`Y]bY`[fc» Y`F`c`Y"

8]Y`HfU]bYf`g]bX`[YZcfXYfhž`Y]bYb`D`Ub`ZØf`X]Y`cdh]a U`Y`6Y`Ughi b[
 XYf`Gd]Y`Yf`ni`Ybhk]W_Y`bž`XU`i bgUWx[Ya`Ä» Y`HfU]b]b[gd`Ubi b[
 cZini`J`Yf`Ymi b[Yb`i bX`@Y]ghi b[gY]bVfØWxYb`ZØ`fhž`k]Y`XYf`6`c[
 j`cb`GdcfhgYbgY`j`YfXYi`h]Wx`h`A`]h`X]YgYb`5gdY`_hYb`]a
 <]bhYf`_cdZž`[Y`h`Yg`b]Wx`h`bi`fi`a`XYb`GdU`VY]a`i`» VU`gd]Y`Ybž
 gcbXYfb`Ui Wx`i`a`X]Y`bhY`][YbhY`GhYi`Yfi`b[`XYf`U`Yf`
 HfU]b]b[gY]b`Y]hYb"

8YhU]`g	
Cfh	6UmfYi`h`ž`8Yi`hgWx`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "WxYa`b]hnYfZWXY • k k k "ZfY]YdfYggY"XY • k k k "gdcfhgYbgY"Uh

6Ygi WxYb`G]Y`i`bg`Ui`Z.`b!U["XY