

5GJ '7\Ua ']b 'bYi Yf'CVYf`][U. 'GdUbbi b [
i bX 'bYi Y'; Y[bYf'Yfk UfhYb 'X]Y': Ubg°

5GJ '7\Ua 'k YWgY'h'&\$&) ']b 'X]Y' < UbXVU`'!CVYf`][U'GØXž
hf]Zh'Ui Z'bYi Y'; Y[bYfž'V'Y]Vh'YXcW']a '8YfVm[Y[Yb '9GJ
FY[YbgVi f["



7\Ua ž'8Yi hgW'UbX '!8]Y'GdUbbi b[']b 'XYf' < UbXVU`'k Y'hghY][h'
8]Y'; fi ddYbY]bhY]i b['ZØf'X]Y' _ca a YbXY'GU]gcb'&\$&) #&* ']b 'XYf
< UbXVU`'!CVYf`][U'ghY\h'ZYghž'i bX'Yg[]Vh'Y]b][Y'YbXYfi b[Yb'ZØf
X]Y' < UbXVU`'Yf'XYg'5GJ '7\Ua "'5_hi Y''U[]Yfh'XUg'HYUa 'b]W'h
a Y\ f']b 'XYf'V]g\Yf'[Yk c\bhYb 'GhUZZY`'BcfXž'gcbXYfb 'k]fX' _ØbZh][
]b 'XYf'GØX!; fi ddY'Ui ZUi ZYb"'8]YgY'bYi Y'9]bhY]i b['Vf]b[h
nU\ fY]WY'gdUbbYbXY'6Y[Y[bi b[Yb'a]h'g]W'ž'k Å\ fYbX'Y]b][Y
U'hY'F]j U']hÅhYb'VYghY\Yb'V'Y]VYb"

8]Y'7\Ua Yf' < UbXVU`'Yf'XØfZYb'g]W'Ui Zj]Y'Y'bYi Y'; Y[bYf
žYi Ybž'XUfi bhYf'HYUa g'k]Y'XYb'HGJ' < YffgW']b['i bX'X]Y' < G;
8]Yha Ubbgf]YX#5'hi gf]YX"'9]b'8YfVm'V'Y]Vh'YXcW'Yf\U'hYb.'8Yf
5GJ '7\Ua 'k]fX'Ui W']b 'XYf'bYi Yb'GU]gcb'Ui ZXYb'9GJ ' &+

F Y[YbgVi f['hfYZZYbž'XYf'YVYbZU`g]b'XYf'GØX!; fi ddY'gd]Y'h"
8]YgY'6Y[Y[bi b['j Yfgdf]W'h'g]W'Yf'W'Y'Y_hf]g]YfYbXY'A ca YbhYž
X]Y'X]Y': Ub'g]b'6Y[Y]ghYfi b['j YfgYhnYb'k YfXYb"

8]Y' bYi Yb'; Y[bYf']a '8YhU]`

8]Y'_ØbZh][Yb'; Y[bYf'XYg'5GJ '7\Ua 'i]b'XYf'< UbXVU`!CVYf'] [U
g]bX.

- HGJ ' < YffgW]b[
- <G; '8]Yha Ubbgf]YX#5`hi gf]YX
- HGJ 'GUi Yf'UW
- 9]WYbUi Yf'GJ
- G7' l bhYfdZUZYb\cZYb!; Yfa Yf]b[
- HGJ 'C hrcVYi fYb
- HGJ ': f]YXVYf[
- HGJ 'G]a VUW
- HGJ '5]WUW
- GJ K '6i f[\Ui gYb
- 9GJ 'FY[YbgVi f[

8]Y'CVYf'] [U]gh`Ui hi'K]_]dYX]UŁ'X]Y'ZØbZh[fØ» hY'Gd]Y'_`UggY'ja
XYi hgWYb' < UbXVU`'i bX'gd]Y'hY]bY'YbhgWY]XYbXY'F c`Y
i bhYf\U'V'XYf'6i bXYg][U'i bX'XYfYb'i bhYfYb'@[Yb" " ð'X]YgYf
GU]gcb'k]fX'X]Y'U'hY'Gd]Y'cfXbi b['Xi fW'Y]bY'bYi Y'FY []cbU`][U
YfgYhnhž'X]Y'bi b'X]Y'j]Yfh\ØW'ghY'Gd]Y'_`UggY'XUfghY`h"8]Yg
VYXYi hYhž'XUgg'X]Y'CVYf'] [U]b'XYf' <]YfUfW]Y'UVghY][hž'k Ug'X]Y
6YXYi hi b['XYf'_ca a YbXYb'Gd]Y'Y'bi f'bcW'j YfghÅf_h"

8Yf'5GJ '7\Ua 'i\Uh]b'XYf'j Yf[Ub[Yb'GU]gcb'9]b][Yg[Y'Y]ghYhi bX
k]fX'Ui W'j]b'XYf'_ca a YbXYb'Gd]Y'nY]hi bhYf'XYf'@Y]hi b['j cb
A UbbgWUZhj YfUbhk cfh]WYa '5fh\i f'GWYi fYf'U`Yg'XUfUb
gYhnYbž'i a 'i]b'XYf'bYi Yb'?cbghY`Uh]cb'YVYbZU`g'YfZc`[fY]W
UVni gW'bY]XYb" " ð'XYf'V]g\Yf][Yb'GU]gcb'&\$&(#&) 'gd]Y'hY'X]Y
A UbbgWUZh]b'XYf'CVYf'] [U'BcfXž'k c'g]Y'a]h" +Di b_hYb'XYb
nk Y]hYb'D'Uhn'VY'Y[hY"6<J 'VYf]W'hYhž'XUgg'X]Y'A UbbgWUZh]g]W
gca]h[i h'dcg]h]cb]Yfh\Uhž'i a 'Ui W'j]b'XYf'bYi Yb'; fi ddY'ghUf_Y
@Y]ghi b[Yb'ni 'nY][Yb"

9]b'gdUbbYbXYg'>\f'gc`hY'j cf'XYb'<UbXVU`ZUbg'XYg'5GJ'7\Ua
`Y[Yb" 'A]h'XYb' bYi Yb'; Y[bYfb' []Vh'Yg'j cf'U`Ya 'j]Y`Y'Zf]gWXY
6Y[Y[bi b[Ybž'X]Y' [fc» Yg'DchYbn]U`ZØf'Ui ZFY[YbXYb
< UbXVU`gdcfhj YfgdfYWXYb" '8U'V`Y]Vh'bi f'ni ' \cZZYbž'XUgg'Gd]Y`Yf
i bX'HfU]bYf'XUg'VYghY'Ui g'XYf'G]hi Uh]cb'\YfUi g\c`Yb'i bX'XUg
HYUa 'gY]bY': Ubg'a]h'hc`Yb'@Y]ghi b[Yb'VY[Y]ghYfh"

8YhU]`g	
C fh	7\Ua ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a]hhY`VUmYf]gWXY"XY • V\j !\UbXVU`""][U"bi • XY"k]_]dYX]U"cf[

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