

5HGJ '?Y`\\Y]a`ghUfhYh'a]h'ink Y]
BYi ni [Àb[Yb`]b`X]Y`J cfVYfY]hi b[°

5HGJ '?Y`\\Y]a`ghUfhYh'a]h'ink Y]`BYi ni [Àb[Yb`]b`X]Y
GU]gcbj cfVYfY]hi b[' & \$ &) # & * ' " ' H Y g h g d] Y ` Y ` i b X ` N] Y ` Y ` Z Ø f ` X] Y
bYi Y`GU]gcb`]a` : c_i`g"



?Y`\\Y]a ž`8Yi hgW`UbX`!`8Yf`5HGJ '?Y`\\Y]a` \\Uh`\\Yi hY`a]h`XYf
J cfVYfY]hi b[`Ui Z`X]Y`GU]gcb`&\$&) #&*`XYf`GhUZZY``B]YXYfVUmYfb
K`Ygh`VY[cbbYb`"5a`A`cbhU[`hfUZYb`g]W`X]Y`Gd]Y`Yf`Ui Z`XYa
D`Umž`i`a`X]Y`K`Y]W`Yb`ZØf`Y]bY`YfZc`[fY]W`Y`Gd]Y`nY]h`ni`ghY`"Yb`"
Gdcfh`]W`Yf`@Y]hYf`7`\\f]gh]Ub` ;`chhgW`U`_`nY][hY`g]W`ni`Zf]YXYb`a`]h
Y]bYa`fi`\\][Yb`GU]gcb`ØVYf[Ub[ž`XU`XUg`HYUa` [fØ»`hYb`hY]`g
ni`gUa`a`Yb[YV`]YVYb`]gh`"Bi`f`Y]b`Gd]Y`Yfž`GYf`_Ub`7`cfU`_W]c[`i`ž`\\Uh
XYb`J`YfY]b`j`Yf`UggYb`i`bX`k`YW`gY`h`ni`a`5!`?`Ugg]ghYb` :`7`?`Y`\\Y]a` "

A]h`Y]bYa`Zf]gW`Yb`K`]bX`]b`XYf`A`UbbgW`UZh[Y`\\Yb`X]Y`?Y`\\Y]a`Yf
]b`X]Y`bYi`Y`GU]gcb`"Nk`Y]BYi`ni`[Àb[Y`ghY`"Yb`g]W`j`cf.`8Yf
YfZU`\\fYbY`5b[fY]ZYf`GhYd`\\Ub`?`Øb][ž`XYf`ni`Y`h`h`U`g`gd]Y`Yb`XYf`7`c!
HfU]bYf`VY]a`G7`9]bhfUW`h` :`fY]g]b[`h`h]h[`k`Ufž`i`bX

A]hhY`ZY`Xgd]Y`Yf`H\ca Ug`F]Y[Y`gVYf[Yfž`XYf`j ca `HGJ
5`ha UbbghY]b`ni f0W__Y`fh"8]YgY`J YfghÅf_i b[Yb`_0bbhYb`g]Wk`U`g
gWk`U[_fÅZh][Y`9f[Åbni b[Yb`Z0f`XUg`HYUa `YfUi gghY`Yb"

J c fVYfY]hi b [ggd]Y`Y

8 Ug`HYghgd]Y`dfc[fUa a `j Yfgdf]Wk`gdUbbYbXY`6Y[Y[bi b[Ybž`XU
XYf`5HGJ `?Y`Y]a `g]Wk`a]h`HYUa g`Ui g`\0YfYb`@[Yb`a YggYb
k]fX.

- &%"`ž b].`GJ`H0[]b[`f0+`l \fł
- &+"`ž b].`GJ` : cfhi bU`FY[YbgVi f[`f6UmYfb`][]ghž`%, "" \$`l \fł
- ' ""`ž `].`HJ`DUfgVYf[`f6Yn]f_g`][U`C VYfdZU`n`G0Xž`%, "" \$
l \fł
- *""`ž `].`GdJ [[`F Ua gdUi `f6Yn]f_g`][U`C VYfdZU`n`G0Xž`%+
l \fł
- %&""`ž `].`GdJ [[`@UbXg`i h`f@UbXYg`][]ghž`%(`l \fł

HfU]bYf`0f[Yb`GWk`a]X`i bX`gd]Y`YbXYf`7c!HfU]bYf`?Ua]`<Y]b
[Y`Yb`]b`]\fY`nk Y]hY`GU]gcb`i bX`k YfXYb`U`Yg`XUfUbgYhnYbž`XYb
Z0bZhYb`D`Uhn`Ui g`XYf`YhnhYb`GU]gcb`ni `VYghÅh][Yb`"9]b`k]Wk]h][Yg
N]Y`]ghYgž`g]Wk`]a `cVYfYb`8f]hY`XYf`HUVY`Y`ni `YhUV`]YfYbž`bUWk
Y]bYf`GU]gcb`a]h`(`, `Di b_hYbž`%`G]Y[Ybž`-`l bYbhgWk]YXYb`i bX`,
B]YXYf`U[Yb`"9fZc`[fY]Wk`ghYf`Hc`fgWk`0hnY`k Uf`B]Wk`Dc`a Ubb`a]h
%`HcfYb`]b`&(`Gd]Y`Yb"

5 HGJ `=i bX`X]Y`5 a UhYi fZi » VU``!

@Y]XYbgWk UZh

5i Wk`X]Y`nk Y]hY`A UbbgWk UZh`XYg`5HGJ`k]fX`]b`XYf`?fY]g`_UggY
?Y`Y]a `gY`VghghÅbX][`U[]YfYbž`bUWkXYa `X]Y`Gd]Y`[Ya Y]bgWk UZh
a]h`XYb`Gdcfhž`Yi bXYb`9gg]b[`Ui Z[Y`0gh`k i fXY`HfU]bYf`GUgWk U
<cZa Ubb` \Uh`g]Wk`XUg`N]Y`[YgYhnhž`XYb`?`UggYbYf`U`h`ni
g]Wk`Yfb`"8]Y`J c fVYfY]hi b [`XYf`nk Y]hYb`A UbbgWk UZh`VY[]bb`h`Ua
GUa ghU[ž`a]h`XYa `YfghYb`HYghgd]Y`Ua `&*"`ž b][Y[Yb`XYb`GJ
6fY]hYbVfi bb`="

æ 'F U\ a Yb 'XYg'8: 6'k]fX'5a UhYi fZi » VU``ni bY\ a YbX' [YZØfXYfh"
 8]Y'J YfVÀbXY'i bX'?'fY]gY'Yb[U[]YfYb'g]W\ 'j b'XYf'C f[Ub]gUh]cb
 XYg'Gd]Y'VYhf]YVgž'V]YhYb'6]Xi b[gUb[YVchY'i bX'i bhYfghØhnYb'X]Y
 HU'YbhZØfXYfi b['ja' ð [YbXVYfY]W\ "8]Y'GW\ UZZi b['j cb'GmbYf[]Yb
 i bX' l bhYfghØhni b['XYf'J YfY]bY'ghY\Yb'XUVY]ja' A]hhY`di b_h"
 Dfc'Y_hY'k]Y'XYf'A UghYfd'Ub'5a UhYi fZi » VU``nY][YbžXUgg'\]Yf
 j]Y'6Yk Y[i b['Xf]b'gh"Gc'k YfXYb'Z]bUbniY``Y'A]hhY`ni f
 9bhk]W_i b['i bX': ØfXYfi b['XYg': i » VU``g'Ub'XYf'6Ug]g'ni f
 J YfZØ[i b['[YghY`hž'i a'XYb'J YfY]bYb'i bhYf'X]Y'5fa Y'ni '[fY]ZYb
 i bX'X]Y'F U\ a YbVYX]b[i b[Yb'ni 'j YfVYggYfb"8Yf'8: 6'\UhigY]b
 'À\ f']W\ Yg'6i X[Yh'ZØf'X]Y' l bhYfghØhni b['j cb'5a UhYi fj YfY]bYb
 Ui Z%' 'A]`]cbYb'9i fc'Ub[Y\cVYbž'i a'YW\hY': cfhgW\ f]hhY'ni
 Yfn]Y'Yb"

ð'X]YgYf'gdUbbYbXYb'GU]gcb'k YfXYb'X]Y': Ubg'XYg'5HGJ '?Y`\Y]a
 g]W\ Yf'[YgdUbbh'gY]bž'k]Y'g]W\ 'X]Y'A UbbgW\ UZh'gW\ 'À[hi bX'cV'X]Y
 bYi Yb'Gd]Y'Yf'\fY'æ di'gY'YfZc'[fY]W\ 'i a gYhnYb'_ØbbYb"
 6'Y]VYb'k]f'U'gc'XfUb'i bX'Z]YVYfb'a]h'

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni a'5HGJ '?Y`\Y]a'VYgi W\ Yb'G]Y'
 A]hhY`VUmYf]gW\ Y'i bX'?']W_Yf"

8 YhU]`g	
C fh	?Y`\Y]a ž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a]hhY`VUmYf]gW\ Y"XY • k k k "_]W_Yf"XY • k k k "XZV"XY

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