

GWX`Ygk][!< c`ghY]b. `GhYi Yfa]bi g`j cb
ØVYf`* \$\$`A]``]cbYb`Xfc`h°

GWX`Ygk][!< c`ghY]b`a i gg`a]h`* \$+`A]``]cbYb`9i fc`k Yb][Yf`Ub
GhYi YfY]bbU\`a Yb`d`UbYb":]bUbna]b]ghYf]b`GWX`bY]XYf
Yf`Ài hYfh`X]Y`G]hi Uh]cb`i bX`X]Y`5i gk]f`_i b[Yb"



GWX`Ygk][!< c`ghY]b ž`8 Yi hgWX`UbX`!`GWX`Ygk][!< c`ghY]b`ghY`h
j cf`Y]bYf`\YfUi gZcfXYfbXYb`Z]bUbn]Y`Yb`Ni _i bZž`XU`X]Y
Dfc[bcgYb`ZØf`X]Y`GhYi YfY]bbU\`a Yb`]b`XYb`_ca a YbXYb`J\`fYb
XYi h`]WX`[YgYb`_h`k i fXYb`"8]Y`bYi Yb`GWX`Åhni b[Yb`nY][Ybž`XUgg
XUg`@UbX`a]h`* \$+`A]``]cbYb`9i fc`k Yb][Yf`Ub`ghY][YbXYb
GhYi YfY]bbU\`a Yb`fYWX`bYb`a i ggž`U`g`i fgd`fØb[`]WX`Ub[Ybca a Yb`
8]Yg`VYf]WX`hYh`X]Y` : 5N"

:]bUbna]b]ghYf]b`G`_Y`GWX`bY]XYf`fi fØbYŁ`VYnY]WX`bYh`X]Y`Yhn][Y
G]hi Uh]cb`U`g`GhU[bUh]cb`Ui Zb]YXf][Ya`B]j YUi ž`b]WX`hi bVYX]b[h
U`g`k]fhgWX`Užh]WX`Yb`F`ØW_[Ub["9]b`k YgYb`h]WX`Yf`; fi bX`ZØf`X]Y
A]bXYfY]bbU\`a Yb`g]bX`Y`bXYfi b[Yb`]a`GhYi YffYWX`hž`X]Y
9bhUghi b[Yb`VY]`XYf`@c`\bghYi Yf`ni f`: c`[Y`\UVYb`"GWX`bY]XYf

k Y]gh'XUfUi Z\'bž'XUgg'XUg'@UbX'&\$&) 'hfc hn'XYf
gWÅhni b[gk Y]gYb'A]bXYfY]bbU\ a Yb'Y]bYb'[Yf]b[YfYb
?cb↑ b_hi f_fYX]h'Ui ZbY\ a Yb'a i ggž'k Ug'Ui Z\Ò\YfY
GhYi YfY]bbU\ a Yb'i bX'X]Y'5i ZÒgi b['j cb'FØW_U[Yb
ni fØW_ni ZØ\ fYb']gh"

GhYi YfY]bbU\ a Yb']a '8YhU)`

8]Y'9]bbU\ a Ydfc[bcgY'ZØf'GW\`Ygk][!<c`ghY]b'nY][hi: c`[YbXYg.

- &\$&). 'ž *%A]``cbYb'9i fc']a 'J Yf[`Y]W\ ni f'GWÅhni b[j ca 'C_hcVYf'&\$&(
- &\$&*. '!%+) 'A]``cbYb'9i fc
- &\$&+. '!%, %A]``cbYb'9i fc
- &\$&, . '!%(('A]``cbYb'9i fc
- &\$&- . '!%*, 'A]``cbYb'9i fc

8 Ug'GhYi YfUi Z_ca a Yb'gc``&\$&- 'VY]'Yhk U'%) ž('A]``UfXYb'9i fc
`Y[Ybž'k Ug'&ž* 'A]``UfXYb'9i fc' a Y\ f'U`g'&\$&('Ybhgdf]W'h"

8]Y'?ca a i bYb']b'GW\`Ygk][!<c`ghY]b'_ÒbbYb'ZØf'&\$&) 'a]h
Y][YbYb'GhYi YfY]bbU\ a Yb'j cb'fi bX' (ž+ 'A]``UfXYb'9i fc' d`UbYbž
k Ug'Y]bYa 'FØW_[Ub['j cb'%(- 'A]``cbYb'9i fc']a 'J Yf[`Y]W\ ni f
j cf\Yf][Yb'GWÅhni b['Ybhgdf]W'h" ð`XYb'Zc`[YbXYb' ÷\ fYb'g]bX
k Y]hYfY'FØW_[Åb[Y'ni 'Yfk UfhYb.

- &\$&*. '!&&\$'A]``cbYb'9i fc
- &\$&+. '!&' ('A]``cbYb'9i fc
- &\$&, . '!&(%A]``cbYb'9i fc
- &\$&- . '!&*) 'A]``cbYb'9i fc

8 UfØVYf'\]bUi g'k]fX'XYf'_ca a i bU`Y':]bUbnUi g[`Y]W\`ZØf'&\$&)
Ui Z]bg[YgUa h'g]YVYb'A]``UfXYb'9i fc'[YgWÅhnhž'k Ug'%)
A]``cbYb'9i fc' k Yb][Yf'U`g'ni j cf'j cf[YgY\Yb'g]bX"

9b hk]W_`i b['XYf'GhYi YfY]bbU\ a Yb

ð`XYb'j cf\Yf[Y\YbXYb'GWÅhni b[Yb'k Uf'X]Y'9b hk]W_`i b['XYf

GhYi YfY]bbU\ a Yb`YXcW`k YWgY`UZh" Gc`[UV`Yg`j]b`XYf
 GW`Åhni b[`j ca `A U]`&\$&(`Y]b`F ØW_[Ub[`j cb`]bg[YgUa h`%ž%
 A]`]UfXYb`9i fc`ZØf`X]Y`đ\fy`&\$&(`V]g`&\$&, `ja `J Yf[`Y]W`ni `XYb
 j cf\Yf][Yb`Dfc[bcgYb"8UVY]`k i fXY`X]Y`9]bbU\ a Ydfc[bcgY`ZØf
 &\$&(`i a `%+) `A]`]cbYb`9i fc`[YgYb_hž`k Ug`YVYbZU`g`j] cb`
 GW`Ygk][!<c`ghY]bg`F Y []Yfi b [`VYf]W`hYh`k i fXY"

8]Y`GhYi YfY]bbU\ a Yb`XYg`@UbXYg`ghY][Yb`nk]gW`Yb`&\$&(`i bX
 &\$&, `i a `fi bX`&*&`A]`]cbYb`9i fc`ja `J Yf[`Y]W`ni f
 GhYi YfgW`Åhni b[`j cb`C`_hcVYf`&\$&` ž`k Ug`Ui Z`9f[YVb]ggY`XYg
 NYbgi g`&\$&&`ni fØW_[`Y`h"8]YgYf`NYbgi g`ZØ\fhY`ni `Y]bYf`\Ø\YfYb
 9]bk c`bYfnU\`b`GW`Ygk][!<c`ghY]bž`k Ug`dcg]hj`Y`5i`gk]f`_i b [Yb
 Ui Z`X]Y`GhYi YfY]bbU\ a Yb`\UhhY"

8]Y`@UbXYgfY []Yfi b [`a i gg`hfc`m`XYf`A Y`fY]bbU\ a Yb`k Y]hYf\]b
 _cbgc`]X]YfYbž`XU`\UbX`i b [gVYXUfZ`V`Y]Vh`i bX`X]Y`ni _ØbZh][Yb
 9]bbU\ a Yb`i b [Yk]gg`g]bX" :]bUbna]b]ghYf]b`GW`bY]XYf`VYhc`bž
 XUgg`hfc`m`XYf`g][b]Z]_UbhYb`<YfUi`gZc`fXYfi b [Yb`XUg`N]Y`XYf
 Z]bUbn]Y`Yb`?cbgc`]X]Yfi b [`cVYfghYg` ; YVch`V`Y]Vh"8]Y
 9bhk]W`_i b [`XYf`GhYi YfY]bbU\ a Yb`k]fX`k Y]hYf\]b [YbUi
 VYcVUW`hYh`i bX`ghfUhY []gW` [Yd`Ubhž`i a `X]Y`Z]bUbn]Y`Y`GhUV`]hÅh
 GW`Ygk][!<c`ghY]bg`ni `g]W`Yfb"

8YhU]`g	
J cfZU``	:]bUbna Uf_h
I fgUW`Y	GhYi YffYW`hgÅbXYfi b [Yb
C fh	GW`Ygk][!<c`ghY]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZUn"bYh • k k k "gW`Ygk][!\c`ghY]b"XY • k k k "gW`Ygk][!\c`ghY]b"XY

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