

? cghYb`cgYf`G\i hh`Y!6i g`ni a `6Øf[YfZYgh.
6Yei Ya `Ubg`N]Y``]b`A UI \ØhhY`°

? cghYb`cgYf`6i gg\i hh`Y`ni a `6Øf[YfZYgh`]b`A UI \ØhhY!
<U]X\cZ`Ua `%"`"i bX`%+"`5i [i gh`&\$&) "`A Y\`f`< U`hYghY``Yb`ZØf
VYei Ya Y`5bfY]gY`°



A UI \ØhhY!<U]X\cZ`8Yi hgW\`UbX`!`#`A UI \ØhhY!<U]X\cZ`Y]» h
Yg`ja `5i [i gh`k]YXYf.`: Y]Yfb`i bX`; Yb]Y» Yb`5a `%"`"i bX`%+"`
5i [i gh`&\$&) `Z]bXYh`XUg`X]Yg`Å\`f][Y`6Øf[YfZYgh`ghUhh`ž`i bX`XUa]h
XUg`: Y]Yfb`ZØf`U`Y`a`Ò[`]W\gh`gcf[YbZFY]`VY[]bbh`ž`k]fX`Ui W\`]b
X]YgYa `]X\`f`Y]b`_cghYb`cgYf`6i gg\i hh`Y`Ub[YVchYb`"8 Ug
VYgcbXYfY`GYfj]W\Ub[YVch`YfZFYi h`g]W\`k UW\gYbXYf`6Y`]YVh`Y]hž
bUW\XYa `VYfY]hg`ja `Jcf`U\`f`Y]b`9j Yb`hVi`g`]b`HYi V`]h`VYghY`bg
Ub[Ybca`a`Yb`k`i`fXY`"8Yf`Nk YW`_j YfVUbX`Gh`Å`X`h`Y`X`fY]YW`_ž`X`Y`f`X`Y
#]h]Uh]j Y`&\$&(`]bg`@YVYb`f]YZ`a`ÒW`h`Y`X`Y`b`6Øf[Yfb`XUa]h`Y]bY
VYei Ya Y`5bfY]gY`ni`X`Y`b`: Ygh]W\`_Y]hYb`Yfa`Ò[`]W\Yb`"

K]f`\UVYb`i bgYf`5b[YVchj YfVYggYfh`i bX`X]Y`< U`hYghY``Yb
Yf\`Ò`h`ž`Yf`_`Å`fh`; YgW\`Å`zhgZØ`fYf`7`f]ghc`d`\`F`]YX`" `HUhg`Å`W\`]W\`

k YfXYb`ni f': Y]Yf'[`Y]W\`nk Y]'6i ggY`Ui Z`XFY]'i bhYfgW\]YX`]W\Ybž
ZUfV`]W\`WcX]YfhYb`@]b]Yb`Y]b[YgYhnhž'i a `X]Y`GhAXhY
6i f[`Yb[YbZY`Xž`A UI \ØhhY!<U]X\cZi bX`HYi V`]hn`ni `j YfV]bXYb"
8]Y`fchY`@]b]Y`VYX]Ybh`6i f[`Yb[YbZY`Xž`X]Y`[fØbY`@]b]Y`A UI \ØhhY!
<U]X\cZi bX`X]Y`[Y`VY`@]b]Y`HYi V`]hn`"8UXi fW\`g]bX`X]Y
A Ø[`]W\`_Y]hYb`ni f`5bfY]gY`VY]a `6Øf[YfZYgh'gc`[i h'k]Y`b]Y`ni j cf"

8 YhU]`g`ni a `6i ggYfj]W\

8 Yf`YfghY`9]bgUhn`XYg`9j Ybh!6i ggYg`ghUfhYhiUa`%*`"5i [i ghi bX
gYfj]W\j c`Yg: U\fyb`ghY\h[UbncVYb`Ui Z`XYf`5[YbXU`"5b`VY]XYb
HU[Yb`g]bX`X]Y`6i gZU\fhYb`_cghYb`cgž`k Ug`XUg: Y]Yfb`i bX`XYb
; Ybi gg`j cb`?Øgh]W\`_Y]hYb`bi f`bcW\`Y]bZUW\Yf`a UW\h`"9]b
[YbUi Yf': U\fd`Ub`]ghVYfY]hg`cb`]bY`i bhYf`k k k "nj!
ghUYXhYXfY]YW`"XY`j YfZØ[VUf`i bX`k]fX`Ui W\`Ub`XYb
<U`hYghY`Yb`ni f`9]bg]W\h`Ui Z[Y\`Àb[h"

- 5VZU\fhgnY]hYb`Ua`GUa`ghU[ž`%*`"5i [i gh.
 - %) .` \$`I` \f`]b`DchhYbghYhhYb
 - %* .`\$\$`I` \f`Ua`6U\`b\`cZ]b`A UI \ØhhY!<U]X\cZ
 - %* .`\$) `I` \f`]b`@]gb]hn
- 5VZU\fhgnY]hYb`Ua`GcbbhU[ž`%+`"5i [i gh.
 - %% .` \$`I` \f`]b`DchhYbghYhhYb
 - %& .`\$\$`I` \f`Ua`6U\`b\`cZ]b`A UI \ØhhY!<U]X\cZ
 - %& .`\$) `I` \f`]b`@]gb]hn

6Y]`XYf`D`Ubi b[`XYg: U\fd`Ubg`k i fXY`XUfUi Z[YUW\hYhž`Ni [Àb[Y
ni `a Ø[`]W\`ghj]Y`Yb`<U`hYghY`Yb`]bYf`U`V`XYg`GhAXhYXfY]YW`g`ni
gW\UZZYbž`XUa`]h`a Ø[`]W\`ghj]Y`Y`6Øf[Yf`i bX`6Øf[Yf]bYb`Ub`XYa
: Ygh`hY]`bY\`a Yb`_ØbbYb"8Yf`9j Ybh!6i g`gYhnhgca`]h`b]W\h`bi f`Ui Z
HfUbgdcfž`gcbXYfb`Ui W\`Ui ZY]bYb`VYbi hnYfZfYi bX`]W\Yb`GYfj]W\`"

: Øf`U`Y`YbYž`X]Y`ØVYf`X]Y`GhUXh[fYbnYb`\]bUi g`fY]gYbž`_ØbbhY`XYf
6i ggYfj]W\`Ui W\`Y]bY`]bhYfYggUbhY`J Uf]UbhY`XUfghY`Ybž`X]Y`Yg
Y]bZUW\Yf`a UW\hž`nU\`fY]W\Yb`J YfUbgHU`hi b[Yb`]b`XYf`fY[]cb`ni
Zc`[Yb`"A Ub`a i gg`_Y]b`5i hc`a Y\`f`bi hnYbž`i bX`_Ubb`i a gc`a Y\`f
X]Y: YghY`i bX`J YfUbgHU`hi b[Yb`[Yb]Y» Yb`i bX`X]Y`fY[]cbU`Yb
?Øgh]W\`_Y]hYb`dfcV]YfYb"

8 Ug'6Øf[YfZYghj Yfgdf]W\h'Y]b`Vi bhYgž'i bhYf\U`hgUa Yg
 K cW\YbYbXY`ZØf`š b[`i bX`5`h"8]Y`J cfVYfY]hi b[Yb``Ui ZYb`Ui Z
 <cW\hci fYb`i bX`Yg`k]fX`a]h'nU\`fY]W\Yb`5hhfU_h]cbYb`i bX
 _i`]bUf]gW\Yb`<][\`][\hg`[YfYW\ bYh"5`gcž`X]Y`VYghYb`D`ÀhnY
 g]W\Yfb` `a]h`XYa` _cghYb`cgYb`9j Ybh!6i g`]gh`X]Y`5bfY]gY`ni a
 : Ygh[UfUbh]Yfh`i b_ca`d`]n]Yfh`

8YhU]`g	
Cfh	A UI \ØhhY!<U]X\cZ`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a]hhY`VUmYf]gW\Y`XY • k k k "Vi f[`Yb[YbZY`X"XY • k k k "`j Yf][U"WŁa

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