

DZUbb_i WXYb`bYi`YfZi bXYb.`Gc`[Y`]b[Yb
CZYb`YW_YfY]Yb`]a`< UbXi a XfY\Yb`°

9bhXYW_Yb`G]Yžk Ufi a`CZYbdZUbb_i WXYb`X]Y`gW`bY`YfY
i bX`Y]bZUW`YfY`5`hYfbUh]j Y`g]bX"; Yb]Y»Yb`G]Y`Zi ZZ[Y
F YnYdhY`ZØf`YXYb`; YgW`a UW`°

_Y]bY`5XfYggY`cXYf`Cfh]j YfZØ[VUf`!`b`XYf`K Y`h`XYg
: fØ\ghØW_g`YfZfYi Yb`g]W`DZUbb_i WXYb`[fc»Yf`6Y`]YVh`Y]h`G]Y
_ØbbYb`gØ»`cXYf`\Yfn`UZhini VYfY]hY`h`k YfXYb`i bX`g]bX`Y]b`YW`hYf
; Ybi`gg"8cW`X]Y`hfUX]h]cbY`Y`Ni VYfY]hi b[]b`XYf`DZUbbY`_Ubb
g]W`U`g`nY]hUi Zk YbX][`Yfk`Y]gYbž`XU`XUg`gh`ÅbX][`Y`K`YbXYb`XYf
DZUbb_i WXYb`j]Y`5i Za`Yf_gUa`_Y]h`YfZcfXYfh`9]bY`dfU`h]gW`Y
5`hYfbUh]j Y`V]YhY`h`XUg`F YnYdhY`ZØf`CZYbdZUbb_i WXYb`ž`XUg`k Yb][`Yf
5i Zk UbX`YfZcfXYfh`i bX`nY]h]W`ZYI]V`Yf`]gh"@Ui`h: cW`g`_Ubb
a Ub`g]W`VY]a`6UW_Yb`]a`CZYb`[Ub`n`UbXYfYb`5_h]j]h`hYb
k]Xa`Yb"

CZYbdZUbb_i WXYb`nY]W`bYb`g]W`Xi fW`Y]bY`[`Y]W`a`Å»][`Y
6UW_k`Y]gY`i bX`]fY`Zi ZZ[Y`HYI`hi`f`Ui`g`9]b`Y]bZUW`Yg
; fi bXfYnYdh`VYgh`h`Ui`g.

- %\$`\$`[`A`Y`\`
- &`9]Yf`
- WU`"%\$`\$`a`A`]`W`
- %`Df]gY`GU`n`

8]YgY`Ni`hUhYb`k`YfXYb`ni`Y]bYa`[`U`h`hYb`HY][`j`YffØ`f`hi`bX
UbgW`]Y»YbX`Ui`ZY]b`Y]W`h`Y]b[`YZ`h`hY`hY`g`6UW_V`Y`W`[`Y[`YVYb`"
8Yf`6UW_cZYb`k`]fX`Ui`Z`&\$`\$`;`fUX`j`cf[`Y`Y]nhž`i`bX`X]Y
DZUbb_i WXYb`VUW_Yb`XUbb`&\$`V]g`" `\$A`]bi`hYb`ž`V]g`g]Y`[`c`XVfUi`b
g]bX"8]YgY`A`Yh`cXY`Yfa`Ø[`]W`h`Ygž`XUg`: fØ\ghØW`_a`]h`k`Yb][`

5i Zk UbX'ni ni VYfY]hYb'i bX' [`Y]W nY]h][`NY]h'ZØf'UbXYfY
5_h]j]hÅhYb'ni '[Yk]bbYb"

@YW_YfY `J Uf]Uh]c bYb `a]h'5 dZY`

9]bY`]bhYfYggUbhY`J Uf]UbhY`XYf`C ZYbdZUbb_i WXYb'g]bX'gc`WXY`a]h
ÿdZY`bž`X]Y`g]W`YVYbZU`g`gW`bY`ni VYfY]hYb`UggYb`@Ui h`
A Yf_i f`VYhfÅ[h`X]Y`Ni VYfY]hi b[gnY]h`YX][`]W`) `A]bi hYbž`[YZc`[h
j cb`Y]bYf`6UW_nY]h'j cb`& `A]bi hYb`" ðg[YgUa h`VYb`Øh][h`a Ub`ZØf
X]YgY`_Øgh]WXY`J Uf]UbhY`bi f` \$`A]bi hYb`"8]Y`BÅ\fk YfhY`VY`Ui ZYb
g]W`Ui ZYhk U`) \$`_W`d`f`c`Dcfh]cb"

: Øf`XfY]`Dcfh]cbYb`k YfXYb`Zc`[YbXY`Ni hUhYb`VYb`Øh][h`

- (\$\$`a `A]`W
- %* \$`[`A Y\`
- &`9]Yf
- &`9@`5[Uj YbX]W_gUZh
- ` `9@`bYi hfU`Yg`2 `fh`"6" `?Y]a `Ø`cXYf`GcbbYbV`i a Yb`Ø`Ł
- %`Df]gY`GU`n
- &`ÿdZY`
- A Ufa Y`UXY`bUW`6Y`]YVYb

8]Y`Ni VYfY]hi b[`YfZc`[h]b`a Y\`fYfYb`Y]bZUWXYb`GW`f]hhYb. `BUW
XYa `J cf\Y]nYb`XYg`C ZYbg`k]fX`Y]bY`cZYbZYghY` : cfa `a]h`2 ` `Y
Y]b[YZYhhYh`" ð`Y]bYf`GW`ØggY`k YfXYb`A]`W`ž`A Y\`ž`9]Yfž
5[Uj YbX]W_gUZhž`2 `i bX`GU`n`ni `Y]bYa `[`UhYb`HY][`j YffØ\`fh"
8 UbUW`k YfXYb`X]Y`ÿdZY`[Yk UgWXYbž`Ybh`_Yfb`hi bX`]b`XØbbY
GW`Y]VYb`[YgW`b]hhYbž`VYj cf`g]Y`Ui Z`XYa `HY][`j YfhY]`h`k YfXYb`"
6Y]`&\$`..7`VUW`h`a Ub`X]Y`DZUbb_i WXYb`&\$`V]g`&) `A]bi hYb`Ub[ž
V]g`g]Y`[c`XVfUi b`g]bX`i bX`j YfZY]bYfh`X]YgY`bUW`K i bgW`a]h
A Ufa Y`UXY"

GW`bY`Y`i bX`Y]bZUWXY`F`YnYdhY`ZØf`^YXYb
HU[

C ZYbdZUbb_i WXYb'g]bX`b]W`h`bi f`Y]bY`dfU_h]gWXY`@Øgi b[`ZØf`Y]b

gV\ bY`Yg: fØ\ ghØW_ž'gcbXYfb' _ØbbYb'Ui V\ _fYUhj' Ub[YdUggh
k YfXYb" , VYf: ccXk Yf_ 'Z]bXYh'a Ub'nU\`fY]V\Y']bgd]f]YfYbXY
F YnYdhYž'X]Y`YVYbgc'i b_ca d`n]Yfh'g]bX'i bX'g]V\]XYU`ZØf'X]Y
a cf[YbX`]V\Y'9]Y`Y][bYb"A]h'k Yb][Yb'Ni hUhYb`UggYb'g]V\
gV\ a UW_\UZhY'i bX'bU\ f\UZhY': fØ\ ghØW_gc dh]cbYb'nUi VYfbž'X]Y
gck c\`ZØf'X]Y' [UbnY': Ua]]Y`U'g'Ui V\`ZØf'; ÅghY' [YY][bYh'g]bX"

8YhU]`g	
Cfh	_Y]bY'5XfYggY`cXYf`Cfhj`YfZØ[VUf
EiY`Yb	<ul style="list-style-type: none"> • k k k "ZcW`g"XY • k k k "a Yf_i f"XY • k k k "ZccXk Yf_!V`c["XY

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