

C ghYfb '&\$&) . 'HJ !<][\`][\ hg'cXYf Zfi ghf]YfYbXY`K]YXYf\c`i b[Yb3

9fZU\ fYb`G]Y`U`Yg`ØVYf`XUg`HJ !Dfc[fUa a`ni`C ghYfb '&\$&) `]b
: f]Yg`UbXž]b_`i`g] Y`K]YXYf\c`i b[Yb`i bX`<][\`][\ hg`VY]
5F8`i bX`N8: "

: f]Yg`UbXž`8Yi hgW\`UbX`!`5a`'&%"5df]"&\$&) ` _ØbX][hYb`X]Y`5F8
i bX`XUg`N8: `ZØf`X]Y`C ghYfZY]YfhU[Y`&\$&) `ØVYfk]Y[YbX
K]YXYf\c`i b[Yb`i bX`fY[i`ÀfYg`Dfc[fUa a`Ub`"K`À\ fYbX`XUg`N8:
a]h`XYa`?`Ugg]_Yf`K]bbYhci`Ui`Zk`UfhYhYž[UV`Yg`]bg[YgUa`h`bi`f
k`Yb][Y`<][\`][\ hg`]a`Dfc[fUa a`"

5a`?`UfZfY]hU[ž`XYa`'%,`"5df]"ž`ghY`hY`X]Y`5F8`Zc`[YbXY
GYbXi b[Yb`]`cf.

`&\$.%)`i` \f.`DfUI]g`a`]h`A`YYfV`]W_`'J`Yf`cVi b[`a`]h`<]bXYfb]ggYb
`&%.())`i` \f.`8`Ug`K`i bXYf`]`cb`?`UdghUXh`fK]YXYf\c`i b[Ł
8`Ug`N8: `gYbXYhY`Ub`X]YgYa`5VYbX.
`&\$.%)`i` \f.`8`Yf`5`hY`a`]h`H\ca`Ug`<Y]bnY
`&%.%)`i` \f.`8`Ug`[`ÀgYfbY`?]bX`fGd]Y`Z`]a`Ł
`&.%)`i` \f.`: fØ`]\b[`a`]h`G]a`cbY`H\ca`U`U`fK]YXYf\c`i b[Ł"

5a`C ghYfgUa`ghU[ž`XYa`'%-`"5df]"ž`]YZ]b`XYf`5F8.

`&\$.%)`i` \f.`8]Y`6YUhf]W`9[`]`G\ck`a`]h`dfca`]bYbhYb`;`ÀghYb`"
8Yf`N8: `VfUW`hY.

`%-.&)`i` \f.`8]Y`6Yf[fYhhYf`fK]YXYf\c`i b[Ł

`&\$.%)`i` \f.`: f]Yg`UbX`5VXf]Zh

`&%.())`i` \f.`8Yf`GhUUhgUbK`U`h`fK]YXYf\c`i b[Ł"

Dfc [fUa a`Ub`C ghYfgcbbhU[`i bX C ghYfa`cbhU[

5a`C ghYfgcbbhU[ž`XYa`'&\$%"5df]"ž`Vch`X]Y`5F8`Zc`[YbXY

<][\][\ hg.

'%+. \$) 'l \ f.' F cb'U'F Ài VYfhcW hYf 'fl c`[Y '%ž'GhUZZY''&Ł
'%+.() 'l \ f.' F cb'U'F Ài VYfhcW hYf 'fl c`[Y '&ž'GhUZZY''&Ł
'%, .&) 'l \ f.' F cb'U'F Ài VYfhcW hYf 'fl c`[Y 'ž'GhUZZY''&Ł
'&\$.%) 'l \ f.' HUhc fh' '5VVfi W _UbhY 'fK]YXYf\c`i b['j cb'&\$&' Ł
'&%() 'l \ f.' A cfX'Ui ZG\Yh'UbX' '6ØgYg'6`i h 'fGd]Y`Z]`a Ł"
8 Ug'N8: 'gYbXYhY'Ub`X]YgYa '5VYbX.
'&\$.%) 'l \ f.' 8 Ug'HfUi a gW]ZZ `a]h'Gj Yb`A Ufh]bY`_"

5a `CghYfa cbhU[ž'XYa '&%"`5df]ž'nY][hY`X]Y`5F 8 `XUg`Zc`[YbXY
Dfc[fUa a .

'%+.) \$ 'l \ f.' F cb'U'F Ài VYfhcW hYf 'fl c`[Y '(ž'GhUZZY''&Ł
'%, .' \$ 'l \ f.' F cb'U'F Ài VYfhcW hYf 'fl c`[Y ') ž'GhUZZY''&Ł
'%- .%) 'l \ f.' F cb'U'F Ài VYfhcW hYf 'fl c`[Y '* ž'GhUZZY''&Ł
'&\$.%) 'l \ f.' HUhc fh' `a `K U\ b `fbYi Ł
'&%() 'l \ f.' A cfX'Ui ZG\Yh'UbX' '8 Ug: Ua `]Yb[Y\Y]a b]g " `a
N8: ``]YZ
'&\$.%) 'l \ f.' BcfX`BcfX`A cfX' `G]Yj Yfg`i bX`XYf`[fc»Y`?bU`
fK]YXYf\c`i b[Ł"

8]Y`5F 8 `YbhgW]YX`g]W `ni XYa ž`Ua `GcbbhU[UVYbX`Y]bY
K]YXYf\c`i b[`XYg` HUhc fh' `ni `nY][Ybž`UbghUhh`Y]bY`bYi Y: c`[Y
Ui gni ghfU\`Yb" `9g`\UbXY`hY`g]W `i a `XYb`?f]a `]` HUhc fh.
5VVfi W _UbhY ž`]b`XYa `X]Y`?Ø`bYf`9fa]hh`Yf`A UI `6U`Ui Zi bX
: fYXXm`GW`Yb`_Yfa]hh`Y`b" `b`XYf`9d]gcXY`k]fX`XYf`A cfX`Ub`8f"
7\ f]gh]Ub: fUbnYb`]b`XYa `ZUgh`a YbgW`Yb`YYfYb`8cfZ`5`h!
6ØhnYb]W`Ui Z[Y`_`Àfh"

8 Yf`?f]a]ž`XYf`VYfY]hg`]a `A`Àfn`&\$&' `Ui g[YghfU\`h`k i fXYž
YffY]W`hY`ZUgh`nY`b`A `]]cbYb`Ni gW`Ui Yf" `8]Y`9bhgW`Y]Xi b[`ZØf
X]Y`K]YXYf\c`i b[`Z]Y`Ui Z[fi bX`XYf`C ghYfZY]Yfhu[Yž`XU`j]Y`Y
Ni gW`Ui Yf`XYb` HUhc fh' `Ua `GcbbhU[UVYbX`U`g
K cW`YbYbXUVgW`i gg`UbgY`Yb"

9]bY`bYi Y: c`[Y`k]fX`Ua `C ghYfa cbhU[`[YgYbXYhž]b`XYf`X]Y
9fa]hh`Yf`H\cfghYb: U`_Y`i bX`5bUĚ`GW`a]m`]b`< Ubbcj Yf`Y]bYb
8cddY`a cfX`Ui Z`_`ÀfYb`a ØggYbž`VY]`XYa `nk Y]`A`ÀbbYf`]b`Y]bYf
A YbgW`Yba Yb[Y`a]h`A YggYfgh]W`Yb`[YhØhY`h`k i fXYbž`c`bY`XUgg
Yg`NYi [Yb`[]Vh" `<]YfVY]`gYhnh`X]Y`Dc`]nY]? Øbgh]W`Y`b`hY`][Ybn
fP`Ł`Y]bž`i a `XYb`HÀ`hYf`ni `]XYbh]Z]n]YfYb"

8YhU]`g	
J c fZU``	A c fX#Hc hgW`U[
I fgUW`Y	8 c d d Y`a c fXž`A YggYfgh]W`Y
C fh	: f]Yg`UbXž`8Yi hgW`UbX
J Yf`YhnhY	&
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fi \f&("XY • k k k "h!c b`]bY"XY

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