

B chfi Z'fYhhYb '@YVYb. 'Gc 'fYU[]YfYb 'G]Y f]W\ h][']a 'B chZU``°

5_hi Y`Y`A Y`Xi b[Yb`Ui g'<Ua Y`b!Dmfa cbh`l bZ`Yž
J YfvfYWYb`i bX`Bchfi Zbi a a Yfb`ZØf`XYb`' %"%"&"&\$&(`X]fY_h
YfZU\ fYb"

< Ua Y`bž'8Yi hgW\`UbX`!`5a`' %"8YnYa VYf'&\$&(`VYf]W\hYh`X]Y`
**8Yk YnYh`ØVYf`X]Y`U_hi Y`Y`G]hi Uh]cb`]b`< Ua Y`bž`]bgVYgcbXYfY`ni
l bZ`Ybž`J c`gdYffi b[Ybž`J YfvfYWYb`i bX`j Yfa`]gghYb`DYfgcbYb
]b`XYf`FY[]cb`" `ϕ`Y]bYa`'BchZU``]gh`Yg`YbhgW\Y]XYbXž`X]Y`f]W\h][Yb
GW\f]hhY`ni`_YbbYb`i bX`ni`VYZc`[Yb"**

8]Y`Bchfi Zbi a a Yf`]b`8Yi hgW\`UbX``Ui hYh`%%&`ZØf`XYb
FYhi b[gX]Ybghi bX`X]Y` : Yi Yfk Y`f`"6Y]`Y]bYa`'BchZU``]gh`Yg
fUhgUa ž`9fghY`<`]ZY`ni`"Y]ghYbž`gcZYfb`X]Yg`g]W\Yf`a` Ò[`]W\`]gh"
K`]W\h][`]ghž`Ua`'Cfh`XYg` ; YgW\Y\Ybg`ni`'V`Y]VYbž`Ui » Yf`Yg`VYghY\h
Y]bY`i ba`]hhY`VUFY` ; YZU`f`"6YhfcZYbY`gc`"hYb`]\fY`l a [YVi b[
UbU`mg]YfYb`i bX`k`]W\h][Y`ϕ`Zcfa` Uh]cbYb`k`]Y`X]Y`5bnU`"XYf
DYfgcbYbž`X]Y`j Yf`Yhnh`g]bXž`XYb`[YbUi Yb`'Cfh`XYg` ; YgW\Y\Ybg
i bX`UbXYfY`fY`Yj UbhY`8YhU]`g`gUa` a Y`b`"5b[Y\`Øf][Y`gc`"hYb`bi f
XUbb`VYbUW\f]W\h][h`k`YfXYbž`k`Ybb`Yg`g]W\Yf`]gh`"9g`]gh`k`]W\h][ž
XYb`5bk`Y]gi b[Yb`XYf`FYhi b[g`f`ÄZhY` : c`[Y`ni`"Y]ghYb`i bX`]b
GhfYggg]hi Uh]cbYb`fi` \][`i bX`i bhYfghØhnYbX`ni`'V`Y]VYb`"BUW
Y]bYa`'BchZU``]gh`Yg`fUhgUa` ž`Äfnh`]W\Y`<`]ZY`i bX`dgmW\c`c`[]gW\Y
l bhYfghØhni b[`]b`5bgdfi W\`ni`'bY`a` Yb"

B chfi Zbi a a Yfb`i bX`k`]W\h][Y`<`]bk`Y]gY

Ni gÄhn`]W\`]bZcfa`]YfYb`X]Y`@ZY`]bY`ØVYf`X]Y`j YfgW\]YXYbYb
Bchfi Zbi a a Yfb`]b`8Yi hgW\`UbX`"BYVYb`XYf`Bi a a Yf`%%\$`ZØf
Dc`]nY]i bX`GhfUZhUhYb`]gh`X]Y`Bi a a Yf`%%&`Ui W\`ZØf`l bZ`Y`i bX`

YVYbgVYXfc\]WY`G]hi Uh]cbYb`ni `k Å\`Yb"8]Y`Bchfi ZnYbhfU`Yb
 ZfU[Yb`VY]`Y]bYa `5bfi Zk]W]h[Y`ϕZcfa Uh]cbYb`UVž`i a `Y]bYb
 gWbY`Yb`F Yhi b[gY]bgUhn`Y]bni `Y]hYb"5`Y`Bchfi Zbi a a Yfb`g]bX
 Vi bXYgk Y]h`Y]b\Y]h]W`i bX`_ÖbbYb`c\`bY`J cfk U\`Ui`g: YghbYhn
 i bX`A cV]`Z b_[Yk Å\`h`k YfXYb"

6Y]`6YXfc\i b[Ybž; Yk U`hhUhYb`cXYf`]b; YZU\`fYbg]hi Uh]cbYb`]gh
 X]Y`Bi a a Yf`%%\$`ni `k Å\`Ybž`k Å\`fYbX`%%&`ZØf`i bZÅ`Yž`6fÅbXY
 i bX`UbXYfY`YVYbgVYXfc\]WY`BchZÅ`Y`ni ghÅbX][`]gh"ϕ`XYf
 [YgUa hYb`9I`]gh`XYf`9i fcbchfi Z`%%&`_cghYbZfY]`YffY]WVUf`i bX
 j YfV]bXYh`5bfi ZYf`a]h`XYb`Öfh]WYb`Bchfi ZX]YbghYb"6Y]`Y]bYa
 Bchfi Z`gc`hYb`i bhYf`UbXYfYa `Cfhž`5fh`XYg`BchZU`gž`X]Y`5bnU\`XYf
 VYhfcZYbYb`DYfgcbYb`gck]Y`XYfYb`J Yf`Ymi b[Yb`[YbUbbh
 k YfXYb"

- Bchfi Zbi a a Yfb`]a `; VYfV`]W_.
- %%&. `F Yhi b[gX]Ybghi bX`: Yi Yfk Y\`f
- %%\$. `Dc`]nY]
- %`*`%`%+. `Äfnh`]WYf`6YfY]hgWUZhGX]Ybgh
- %`*`%`%`%`<`ch]bY`ZØf`?`]bXYf`i bX`ϕ`[YbX`]WY
- \$, \$\$`\$\$`&`, ```. `5dch\Y`_Yb!BchX]Ybgh
- \$, \$\$`%`%`%`\$`%`%`%`#`\$, \$\$`%`%`%`\$`&&&`#`%`%`*`%`&`.
- HY`YZcbgYY`gcf[Y
- %-`&&&. `?fUb`_YbhfUb`gd`c`fh`f`Öfh]WY`J`c`fk`U\`Y`f`Z`c`f`XYf`]W`Ł

6YgcbXYf\Y]h; Y\`Öf`c`gY`cXYf`gd`f`UWVY\]bXYfhY`DYfgcbYb
 _ÖbbYb`Bchfi ZY`dYf: Ul`UVgYhnYb"5`Y`5bfi ZYf`gc`hYb`g]W`XYf
 ghfUZfYW]h]WYb`?`cbgYei YbnYb`VYk`i`ggh`gY]b/Bchfi Z!A`]ggVfUi`W
]gh`ghfUZVUf`i bX`_Ubb`a`]h; Y`X!`cXYf: fY]\Y]hgghfUZYb`[YU\`bXYh
 k YfXYb"

8YhU]`g	
C fh	<Ua Y`bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYk YnYh"XY • k k k "`]ZY`]bY"XY

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