

J Yfc '6YUW 'A Ub 'Ghf]_Yg'; c`X. 'K]bg'~)
A]`]cb '@chYfm'>UW_dch°

8Uj]X'6fUX`YmZfca 'JYfc'6YUW 'k]bg'~) 'a]`]cb']b':`cf]XU
@chYfm' , \$' - /g'gWfUhW!cZZ[Ua YžWU]a]b['\]g'df]nY'cb
† bY'%) ž&\$&) "



, (%, ' & \$ h \ ' GhfYYhž'J Yfc '6YUW ž':`cf]XUž'I G5 '!5'J Yfc '6YUW
a Ub]g'W`YVfUh]b['\]g[ccX'Zcfhi bY'UZhYf'WU]a]b['U'k \cdd]b[
~) 'a]`]cb'hcd'df]nY'Zfca 'h\Y':`cf]XU'@chYfm'g'gWfUhW!cZZ[Ua Yž
H\Y'DYfZYWh;]Zh''8Uj]X'6fUX`Ymg'k]bb]b['h]W_Yh'k Ug'di fW UgYX
Uh'h\Y'Gi bcWc'ghUh]cb'`cWUhYX'Uh', (%, ' & \$ h \ ' GhfYYhž'J Yfc '6YUW ž
UbX'\Y'\Ug'cdhYX'Zcf'U'cbY!h]a Y'i a d!gi a 'dUma Ybh'cZ
~ &ž-, - ž\$* & " H\Y'Vi nn'gi ffc i bX]b['h\Y'k]b']g'dU'dUV`Yž'Ug']h
\['\][\hg'h\Y'U'i fY'UbX'YI W]hYa Ybh'cZ'gWfUhW!cZZ[Ua Yg']b'h\Y
Gi bg\]bY'GhUhY"

H\Y':`cf]XU'@chYfm'g'gWfUhW!cZZ[Ua Ygž'Ug'K Ygh'Cf`UbXc
BYk g'fYdcfhgž'UWWci bh'Zcf'Ub']a dfYgg]j Y'+(i 'cZh]W_Yh'gU`Yg
Xi f]b['h\Y'Z]gWU`mYUf'&\$&'!&\$&(" 'K]h\ 'U'ghU[[Yf]b['hchU'`cZ

H\ Y ' =a dUWh'cZ'GWfUhW\!C ZZ'; Ua Yg

K \Uh'UVci h'h\Y'cXXg3'H\Y'cXXg'cZ'k]bb]b[']b'H\Y'DYfZYWh';]Zh
gWfUhW\!cZZ[Ua Y'ghUbX'Uh'%']b!&"+- ž'a U_]b[']h'U'hUbhU']n]b[
W\c]W'Zcf'h\cgY'hfm]b['h\Y]f'i W_"'6i h'c hhYfm'Ybh\i g]Ughg'WUb
YI d'cfY'U'j Uf]YhmcZ'ch\Yf' [Ua Ygž'k \]W\ 'WUb'U'gc 'YUX'hc '']ZY!
W\Ub[]b['df]nYg'' : cf']bghUbW'ž'h\Y' : 'cf]XU'@chYfm'c ZYfg'gWfUhW\!
cZZ[Ua Yg'k]h\ 'hcd'df]nYg'fYUW\]b['i d'hc '~ &) 'a]''cbž'k]h\ 'h]W_Yh
df]W'g'fUb[]b['Zfca '~ %'hc '~ &) "'5'Wca d'YhY'hUV'Y'']ghg'h\Y'cXXgž
hcd'df]nYg'Uj U]'UV'Yž'UbX'h]W_Yh'Wc ghg'UW'fcgg'j Uf]ci g' [Ua Ygž
Zi fh\Yf'U]X]b['d'UmYfg']b'a U_]b[']bZcfa YX'W\c]W'g"

7i ffYbh': Uj cf]hYg']b`h\Y'; Ua Y'DcfhZc`]c

5`WcgYf`cc_`Uh h\Y`W ffYbh`Wfd`cZ'gWfUhW\!cZZ[Ua`Yg`fYj`YU`g
gca`Y`bchUV`Y`WcbhYbXYfg``H\Y`hUV`Y`VY`ck`ci`h)bYg`YI`W]h)b[
cdh]cbq`W`ffYbh`micb`cZZyf.

; Ua Y	Df]WV	Hc d`Df]nY	F Y a U]b]b[C XXg`c Z
B Ua Y			Df]nYg	K]bb]b[
%\$L f`H\Y	~ %	~ %\$Z\$ \$\$	-	%]b`(" , ,

7 Ug\				
A mghYfm A i`h]d`Yf	~ %\$	~ %ž\$ \$ \$ž\$ \$ \$	&	%]b`' "' %
6cbi g`7 Ug\	~ &	~) \$ž\$ \$ \$	'	%]b` ("' +
) \$L`H\Y 7 Ug\	~)	~ %ž\$ \$ \$ž\$ \$ \$	\$	%]b`' "-
:`cf]XU ' \$ \$L`H\Y 7 Ug\	~ ' \$	~ %) ž\$ \$ \$ž\$ \$ \$ \$	&	%]b`&"- '
; c`X`Fi g\ @Y[UWm	~ &\$	~ %ž\$ \$ \$ž\$ \$ \$ \$	&	%]b`&"- +
~) ž\$ \$ \$ž\$ \$ \$ 7 U` < A cbYm	~ &\$	~) ž\$ \$ \$ž\$ \$ \$	&	%]b`&"- '

D`UmYfg`k \c`k]g\`hc`_YYd`i d`k]h\`h\Y`ghUh]Wg`UbX`cXXg`WJb`YUg]`m
Z]bX`i dXUhYX`]bZcfa Uh]cb`cb`h\Y`**GWfUhWx Yf`GhUhg`k** YVg]hYž
k \]Wx`VfYU_g`Xck b`h\Y`Uj U]`UV`Y`df]nYg`UbX`k]bb]b[`dchYbh]U`cZ
YUWx `[Ua Y"

⊖`U`bi hg\Y`ž`6fUX`Ymg`V][`k]b`]g`U`gbUdg\chicZ`h\Y`YI W]hYa Ybh
h\UhigWfUhWx!cZZ[Ua Yg`Vf]b[`hc`h\Y`Wca a i b]hm"5g: `cf]X]Ubg
Wcbh]bi Y`hc`hfmi`h\Y]f`i W_ž`cbY`h\]b[`]g`WYUf.`h\Y`h\f]``cZ`h\Y
[Ua Y`UbX`h\Y`dcgg]V]`]hmicZ`U`]ZY!WxUb[]b[`k]b`]g`k \Uh`_YYdg
h\Ya `Wca]b[`VUW_`Zcf`a cfY"

8 YhU]`g	
C fh	, (%, `&\$h\`GhfYYhž`J Yfc`6YUWx ž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"> • k Yghc`f`UbX`cbYk g"Wca • k k k ``c`hhYfm"bYh • k k k "gWfUhWx YfghUhg"Wca

6Ygi WxYb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh