

J Yf_Y\fgWX Ucg']b'GhfU\`i b[Yb.'5+% k Y[Yb'6Ui ghY``Y'[YgdYffh°

JYf_Y\fgVYY]bhfÀW\h][ib[Yb'UiZ'XYf'5+%']b'GhfU\`ib[YbUa'%* "\$*"&\$&) 'UiZ[fibX'jcb'6UighY``YbUfVY]hYb"

GhUi[YZU\f'VYUW\hYb'



I a `XYb`JYf_Y\f`ni `ghYi Yfb`i bX`X]Y`5i gk]f_i b[Yb`XYf`6Ui ghY``Y gc`[Yf]b[`k]Y`a Ò[`]W\`ni `\U`hYbž`gYhnh`X]Y`5i hcVU\b`; a V<a href="mailto:acXYfbY`5fVY]hga Yh\cXYb`Y]b"`8]YgY`gc``Yb`XUni `VY]hfU[Ybž

XUgg`X]Y`6YY]bhfÀW\h][ib[Yb`ZØf`X]Y`BihnYf`XYf`5ihcVU\ba]b]a]Yfh`kYfXYb"`Gc`k]fX`[`Y]W\nY]h][`g]W\Yf[YghY``hž`XUgg`X]Y ±bZfUghfi_hif`]b`6UmYfb`UiW\`ni_ØbZh][`XYb`5bZcfXYfib[Yb`XYf JYf_Y\fgbUW\ZfU[Y`[YfYW\h`k]fXž`Yf`ÀihYfh`ghaV"VUmYfb"XY"

5_hi Y``Y 6Ui ghY``Yb]bZcfa Uh]cbYb

±0.X]YgYa Ni gUa a Yb\Ub[']gh'Yg'b]W\h'bi f'X]Y'6Ui ghY``Y'Ui Z'XYf 5+%ž'X]Y'6YUW\hi b['Z]bXYb'gc``hY"'5i W\'Ui Z'UbXYfYb'5VgW\b]hhYb XYf'5i hcVU\b'[]Vh'Yg'XYfnY]h'9]bgW\fàb_i b[Yb"'Gc'g]bX VY]gd]Y`gk Y]gY'nk]gW\Yb'8fY]YW_'Gi \``i bX'Gi \`#NY``U!A Y\`]g K Ufhi b[gUfVY]hYb']a '; Ub[Yž'X]Y'A cbhU['i bX'8]YbghU['Yk Y]`g j cb'%-.\$\$'I \f'V]g'\$*.\$\$'I \f'ni 'GdYffi b[Yb'ZØ\fYb"'Ÿ\b`]W\Y 9]bgW\fàb_i b[Yb'[]Vh'Yg'Ui Z'XYf'Fci hY'j cb'9fZi fh'bUW\GW\k Y]bZi fhž'k c'X]Y'GhfYW_Y']b'XYf'BUW\h'j cb'A]hhk cW\'Ui Z 8cbbYfghU['ZØf'K Ufhi b[gUfVY]hYb'[YgdYffh']ghž'k]Y'X]Y'K YVgY]hY' j Yf_Y\fg`U[Y"XY'j Yfa Y`XYh"

B c hk Y b X] [$_{Y}$] h $_{j}$ c b $_{9}$ f \ U $_{hi}$ b [$_{g}$! $_{i}$ b X B Y i V U i U f V Y] h Y b

8]Y; fØbXY; ZØf; X]YgY;]Y; Yb; 6Ui ghY; Yb; g]bX; j]Y; ZÀ; h][ž; Xc; W; Y]bYg ghY\h; ZYgh; 9f\U; hi b[ga U» bU\a Yb; g]bX; i bi a [Àb[`]W; ži a `XUg GhfU» YbbYhn;]b; Y]bYa `[i hYb; Ni ghUbX; ni `\U; hYb; BYi; VUi !; i bX 9fk; Y]hYfi b[ga U» bU\a Yb; g]bX; VY]; ghY][YbXYb; JYf_Y\fgnU\; Yb cZh; bchk; YbX][ž; i a `XYf; ?UdUn]hÀhg[fYbnY; XYf; VYghY\YbXYb GhfU» Yb; [YfYW; h; ni ;k; YfXYb; 8]Yg; YfZc; [h;]b; 5Vgh]a a i b[;a]h; XYf 5i hcVU\b; a V< `XYg; 6i bXYgž; X]Y; gY]h; XYa `%; Jbi Uf; &\$&%; ZØf; X]Y 6Ui ghY; Yb; Ui Z; XYi hgW; Yb; 5i hcVU\bYb; ni ghÀbX][;]gh"

Bi hnYb'G]Y'U'gc'X]Y'ni f'JYfZØ[i b['ghY\YbXYb
I a 'Y]hi b[gVYgW\]'XYfi b[Ybži a ']b'XYf'FY[]cb'i b[Y\]bXYfh
i bhYfk Y[g'ni 'gY]b'i bX'gY]Yb'G]Y'[Yk Ufbh '8 Ug
JYf_Y\fgUi Z_ca a Yb'_ObbhY'\Yi hY'\O\Yf'gY]b'U'g'[Yk c\bh"'9g
'c\bh'g]W\ž']a 'JcfUi g'ni 'd`UbYb'

8 YhU]`g	
Cfh	GhfU\`ib[Ybž'8YihgW\`UbX
EiY``Yb	• k k k "bYk g"XY
	• k k k "j Yf_Y\fg`U[Y"XY
	k k k "gha V"VUmYfb"XY

6Ygi WXYb G]Y i bg Ui Z. bU[!VUmYfb"XY