

9]bVfi Wk `]b`F ch\ . `l b[Yk Ò\ b`]Wk Y`6Yi hY`
8fY] : YfbgY\Yf`i bX`Y]bY`@Y]hYf`

9]bVfØWk Y`]b`F ch\ . `l bVY_UbbhY`ghY\`Yb` : YfbgY\Yf`i bX
5b[Y`ni VY\Øf`"Dc`]nY]`gi Wk h`NYi [Yb`"GWk ÅXYb`ØVYf`%\$"\$\$\$
9i fc"



F ch\ ž`8Yi hgWk`UbX`!`đ`F ch\`gWk`i [`Y]b`i b[YVYhYbYf` ; Ugh
k Å\fybX`l a VUi a U» bU\`a Yb`ni ""đ`XYf`NY]hj ca` `%"`"đ b]ž`%` `l \f
V]g`%&`"đ b]ž`%*`.' \$`l \f`k Uf`Y]bY`HUb`_ghY``Y`N]`Y`Y]bYg`XfY]ghYb
9]bVfi Wk g`"K]Y`X]Y`**B ØfbVYf [Yf`B UWk f]Wk hYb`VYf]Wk hYbž**
Ybhk YbXYhYb`X]Y`HÅhYf`XfY] : YfbgY\Yf`i bX`Y]bY`@Y]hYf`Ui g`XYa
VYhfcZYbYb`@U[YffUi a ž`k Ug`ni `Y]bYa` `9bhk YbXi b[ggWk UXYb`j cb
fi bX`+) \$`9i fc`ZØ\fhY`"8]Y`Dc`]nY]]bgdY`_h]cb`F ch\` \Uh`X]Y
9fa]h`i b[Yb`Ui Z[Ybca` a Yb`i bX`gi Wk h`NYi [Ybž`X]Y
gUWk X]Yb`]Wk Y`<]bk Y]gY`[YVYb`_ØbbYb`"8]YgY`_ØbbYb`i bhYf`XYf
HY`YZcbbi a a Yf`\$`-`%+`%#` + ((!\$`[Ya` Y`XYh`k YfXYb`"

Gc`Wk Y`J cfZÅ`Y`g]bX`nk Uf`VYXUi Yf`]Wk ž`UVYf`]b`XYf`FY []cb`b]Wk h
i b[Yk Ò\ b`]Wk`"8]Y`**6UmYf]gWk Y`Dc`]nY]**`\YVh`Yfj cfž`XUgg

9]bVfØW\Y`]b`XYf`FY[]cb`ni [Ybca`a`Yb`\UVYbž`i`bX`Y]b`À\b`]W\Yf
 J`cfZU``YfY][`bYhY`g]W\`]a`j`Yf[Ub[YbYb`đ\`f`]b`Y]bYa
 : UW [YgW\ÀZh`ZØf`5b[Y`VYXUfZ]a`F`ch\Yf`bXi`ghf]Y[YV]Yh`<]Yf
 VfUW\Yb`i`bVY`Ub`bhY`nk`]gW\Yb`XYa`i`)`"i`bX`+"`C`_hcVYf`Y]bž`k`cVY]
 Y]b`GUW\gW\UXYb`j`cb`fi`bX`%\$"\$\$\$`9i`fc`Yb`hghUbX`"5i`W\`]\Yf
 k`i`fXYb`k`Yfhj`c``Y`5fh]_Y`ž`k`]Y`5b[Y`fi`hYb`i`bX`Ni`VY\Øf`]a`K`Yfh
 j`cb`a`Y`fYfYb`nY`bhUi`gYbX`9i`fc`ž[Yghc`\`Yb`"BUW\`X]YgYa`J`cfZU``
]gh`X]Y`?`f]a`]bU`dc`nY]`GW\k`UVUW\`U`_hj`i`Ui`Z`Gdi`fYbgi`W\Y`"

9]bVfi`W\g`_f]a`]bU`]h`Àh`]a`Vi`bXYgk`Y]hYb
 J`Yf[`Y]W\

8YhU]`g	
C`fh	F`ch\ž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"b`b`"XY • k`k`k`"d`c`nY]"VUmYfb`"XY • XY"ghUh]ghU"Ŧ`a

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