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GWXcc``cZA]bYfU`g`UbX`9bYf[mF Ygci fWg
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 I BGK `GMBB9MBGK `&\$) &`5I GHF 5@5

[9b\[\]bYYf\]b\[`Gh XYbhGYfj \]Wg`](#)
 9. [a Yfy`hYUW\]b\[4 i bgk "YXi "Ui](#)
 K . [k k k "Yb\[\]bYYf\]b\["i bgk "YXi "Ui #a \]bYfU`g!YbYf\[mfygci fWg](#)

7ci fgY'8YHJ]g

7fYX]hDc]bqg '*

Gi a a UfmicZ\Y'7ci fgY

F YWcj YfmZUWc fgz'a cV]]gUhc bZ'X]gd'UW'a YbhUbX'gk YYd'YZWYbWYg": fUW]cbU'Zck 'UbUm]g]UbX X]gd'UW'a YbhYZWYbW'< YH'fc[YbY]ImUbX'[fUj]Im]gY[fY[Uh]cb'UbX'hY]f'YZYW'cb'fYWcj Yfn'K UH'f'UbX [Ug'W'cb]b["'I bgh'UXm]ghU'Z'Y'X'k UH'f'j'bzI I 'WU'W'Uh]cbg''8YH'fa]bUh]cb'cZUei]Z'f'dUfUa YH'fg'Z'ca \]g'c'f'ma UH'X]b["'DgYi Xc'f'Y'Uh]j Y'dYfa YUV]]ImUbX'j Yfh]WU'Yei]]Vf]i a "'8YW]bY'W'fj Y'UbU'm]g]"

7ci fgY '@YUfb]b['Ci hW'ca Yg

5Z'Y'f]gi W'W'ggZ 'mW'ca d'Y]b['h]g'W'ci fgY'z'mci 'g\ci 'X'VY'UV'Y'hc.

@YUfb]b['Ci hW'ca Y	95'GHJ[Y'%7ca dYH'bWYg
%'I bXYfghUbX'Z bXUa YbhU'a YW'Ub]ga g'fYgdcbg]V'Y'Z'f'Zi]X X]gd'UW'a Ybhcb'U'dcfY'gWY'Y]b'U'fYgYfj c]f'fcW'Z'gi W'Ug]bH'fZUW]U'h'bg]cbz'k YH]U]]mz'WUd]'UfmdfYggi fY'UbX'hY]f a YUgi fYa Ybh'W'X]b]ei Yg	D9%%
&'I bXYfghUbX'Z bXUa YbhU'a YW'Ub]ga g'fYgdcbg]V'Y'Z'f]a V]V]h]cb'UbX'XfU]bU[Y'X]gd'UW'a Ybhq	D9%%
' "'I bXYfghUbX'Z bXUa YbhU'a YW'Ub]ga g'fYgdcbg]V'Y'Z'f'j Yfh]WU' YeI]]Vf]i a 'UbX'Zi]X'X]gh]Vi h]cb']b'fYgYfj c]f'fcW'	D9%'&Z'D9%)
(' "I bXYfghUbX'Z bXUa YbhU'a YW'Ub]ga g'fYgdcbg]V'Y'Z'f'Zi]X fY'Uh]j Y'dYfa YUV]]m]b' h'c!d\UgY'UbX'h'fY'd\UgY'gmg'h'a g	D9%'%Z'D9&%"
) "'I bXYfghUbX'VUg]Wa]W'cgW'cd]WU'UbX'a UW'fcgW'cd]WfYW'cj Yfm YZ]WYbWYg'Z'f'hY'fYgYfj c]f'g'dfcXi W'X'i bXYf'bUhi fU'cf'Z'c'f'W'X k UH'f'Zi I 'UbX'hY']bZi YbW'c'Za cV]]m]fUh]c'Z'YH'fc[YbY]ImUbX [fUj]Im]cb'hY'c] YfU'c] fYW'cj Yfm	D9%' 'Z'D9&'&Z'D9&%"
*"'8YH'fa]bY'dgYi Xc!Z bW]cbg'UbX'Udd'm'hYa 'hc'fYgYfj c]f'UbX Zi]X'dfcdYfh]Yg	D9&'&
+' '5dd'mbUhi fU'k UH'f'Zi I 'a cXY'g	D9&'&Z'D9' "(
, "'I bXYfghUbX'hmdYg'cZk Y'XYW]bY'fUH'g'UbX'i bXYfghUbX'hY]f fc'Y]b'Z'Y'X'dfcXi W]cb'Z'c'fYWUgh]b['UbX'fYgYfj Yg'Ygh]a Uh]cb	D9&' 'Z'D9' "'

HYUW'X]b['G'hfUH'Y[]Yg'

D'YUgY'fY'Z'f'hc'hY']bZ'c'fa Uh]cb']b'A ccX'Y

5ggYgga Ybh

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:]bU`9I Ua`) \$i	9I Ua`hja YHUV`Y	%ž'&ž' ž(ž) ž*ž+ž,
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5gg][ba Ybh`7 UgY`cZGh Xm`%:	% i	' \$/\$+#&\$&%\$).\$\$'DA	(ž)

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8YHU]`g.

Wcb]b[`UbX`dYHfc`Yi a`fYgYfj Yg

5ggYgga Ybh(.`5gg][ba Ybh`7 UgY`cZGh Xm`%

8YHU]`g.

C]`fYWcj YfmWU`W`U]cbg

F Ygci fWg

F YWca a YbXYX'F Ygci fWg

7ci fgY'9j U'i Uh]cb'UbX'8Yj Y`cda Ybh

Gi Va]gg]cb`cZ5ggYgga YbhiHUg_g

H\Y`GWcc`Ug`XYj`Y`cdYX`U`[i]XY`]b`Y`fc`Y`d`mci`k`Y`b`gi`Va`]h]b[`U`Wci`fgY`Ugg][`ba`Ybh`

K`Y`YbWci`fU[`Y`mci`fc`fYh]b`U`WcdmciZy`YfmUgg][`ba`Ybhgi`Va`]hYX`Zcf`UggYgga`YbhZcf`mci`f`ck`b`fYWcfX`Y`]hYf`]b`U`fXWcdmci`f`Y`YWfcb]WZcf`a`"

5`UggYgga`Ybh]a`i`gh`Uj`Y`Ub`UggYgga`YbhWcj`Yf`g`Y`YhU`hUW`YX`"

7ci fgY`Wca`d`Yh]cb

7ci`fgY`Wca`d`Yh]cb`fYei`]fYg`gi`Va`]gg]cb`cZU`UggYgga`Ybh]hYa`g":`U]i`fY`fc`gi`Va`]hU`UggYgga`Ybh]hYa`g`a`UmfYgi`h]b`hY`Uk`UfX`cZUb`i`bgUhgZUWcfm:`U]i`fY`fl`:`E[`fUXY`Zcf`hY`7ci`fgY`i`b`Ygg`gdYW]U`Wcbg]XYfU]cb`Ug`VYb`gi`Va`]hYX`UbX`Uddfcj`YX`D`YUgY`bchY`Z`U`Wca`dYh]bWni`i`fX`Y`cZ)`\$i`]g`Udd`]YX`fc`hY`Z]bU`UggYgga`Ybh`

@UH`Gi`Va`]gg]cb`cZUb`5gg][`ba`Ybh

:`i`a`Uf_g`Zcf`Ub`Ugg][`ba`YbhUfY`cb`mdcgg]V`Y`k`Y`b`Ub`Ugg][`ba`Ybh]g`fYW]j`YX`Vm`hY`Xi`Y`XUH`"

K`Y`i`bXYfg]h]b`h`U`h]h]a`Yg`mci`a`UmbchVY`UV`Y`fc`gi`Va`]hU`b`Ugg][`ba`Ybh]cb`h]a`Y`Z`UbX`hY`GWcc`k`]`UW`Wca`a`cXUH`UbmZ]f`UbX`fYUgcbUV`Y`I`h]bg]cb`"K`Y`k`ci`X`fYWca`a`YbX`mci`fYj`]k`hY`I`BGK`GdYW]U`7`cbg]XYfU]cb`[`i`]XY`]bYg`-`gYY`gYW]cb`VY`ck`"

@UH`gi`Va`]gg]cb`k`]`bchVY`UW`WdhYX`UbX`k`]`VY`Wcbg]XYfYX`Ug`bc`gi`Va`]gg]cb`"

GdYW]U`7`cbg]XYfU]cb

Mci`W]b`Udd`miZcf`gdYW]U`Wcbg]XYfU]cb`h]fci`[`H`Y`Bi`WYi`g`Gh`XYbh<i`V`k`Y`b`]`bYgg`cf`chYf`W]fW`a`ghUbW]g`]bhYfZfY`k`]h`mci`f`UggYgga`YbhdfZcf`a`UbW`"G]W_bYggza`]gUXj`Ybh`fY`cf`chYf`W]fW`a`ghUbW]g`VYmcbX`mci`f`Wcbf`c`a`Um`

- DfYj`Ybh]mci`Zca`Wca`d`Yh]b[`U`Wci`fgY`fYei`]fYa`Ybh`
- ?`YYd`mci`Zca`U`h]bX]b[`Ub`UggYggUV`Y`UW]j`]m`
- G`hd`mci`gi`Va`]h]b[`UggYggUV`Y`k`cf`_`Zcf`U`Wci`fgY`
- G][`b]Z]W]b]h]m]UZZYW]h]mci`f`dYfZcf`a`UbW`]b`UggYggUV`Y`k`cf`_`Z`VY`]h]U`Zcf`a`U`YbX]cZ]gYa`YghYf`YI`Ua`]bU]cbZ`U`WUgg`h]g]h]U`UV`cfU`h]f]h]g]h]U`gYa`]bUf`dfYgYbh]h]cb`cf`UbmchYf`Zcf`a`cZ`UggYgga`Ybh`

K`Y`Ug`_`h]U]h]mci`d`YUgY`WcbhUW]h]hY`7ci`fgY`7`cbj`Ybcf]a`a`YX]UH`mcbW`mci`Uj`Y`Wca`d`Yh]X`hY`gdYW]U`Wcbg]XYfU]cb`Udd`]W]h]cbZ`bc`U`h]f`h]Ub`cbY`k`YY`_`Zca`gi`Va`]gg]cb`"

A` `W]` `hYb` `%` `%` `%` `%` ` ` `%`

- I BGK '@YUfb]b['7YbfY!' [k k k "Wi bgk "YXi "Ui](#)
- 7 ci bgY``b['gi ddcfh! [k k k "Wci bgY``\]b\["i bgk "YXi "Ui](#)

9ei]hUV`Y`@YUfb]b[`GYfj]Wg`U]a g`rc`dfcj]XY`U``ghi XYbhg`k]h`U`ZYY`UbX`WcbZ]XYbh]U`gYfj]W`h`Uh`dfcj]XYg`dfUW]W]`gi ddcfhrc`Ybgi fY`h`Uhmci f`Y`U`h`WcbX]hcb`XcYgbffiUXj YfgY`mUZZYWimci f`ghi X]Yg`
[\ftdg.#gh XYbhi bgk "YXi "Ui #/g](#)

5 WUXYa]W#Zcfa Uh]cb

7 ci fgY`F Ygi `hg

: cf`XYHU]g]cb`I BGK `UggYgga Ybhdc`]Wzd`YUgY`j]g]h [k k k "gh XYbhi bgk "YXi "Ui #UggYgga Ybh](#)

#`gca Y`]bghUbWg`mci f`Z]bU`Wci fgY`fYgi `ha UmVY`k]h`Y`X`UbX`bchfY`YUgYX`cb`hY`I BGK `d`UbbYX`XUHY`H\]g`]g`]bX]WUHYX`VmiU`Wci fgY`[fUXY`fYgi `hcZY]hYf.

- @9`-`]bX]WUHYg`mci `Uj Y`bchWca d`YHY`X`cbY`cf`a cfY`]h`a g`cZUggYgga Ybh`cf
- K 8`-`]bX]WUHYg`hYfY`]g`Ub`]ggi Y`k]h`cbY`cf`a cfY`Ugg][ba Ybh`cf
- K 7`-`k`]W\]bX]WUHYg`mci `Uj Y`Udd`]YX`Zc`GdYW]U`7`cbg]XYfUH]cb`Xi Y`h`c`]`bYgg`cf`a]gUX] Ybh`fY`UbX`hY`Wci fgY`fYgi `hg`Uj Y`bchVYYb`Z]bU`]gYX"

#`Y]hYf`Yj Ybh]hik ci `X`VY`mci f`fYgdcbg]V]]mhc`WcbhUWh`hY`7`ci fgY`7`cbj YbYf`Ug`gccb`Ug`dfUW]WUV`Y`Vi`h`bc`UHYf`h`Ub`Z] Y`f] EXUm]UZf`fY`YUgY`cZ`hY`Wci fgY`fYgi `h`Z`mci `Xcb`h`WcbhUWh`hY`Wcbj YbYf`cb`h]a Yz`mci `a`UmVY`fYei]fYX`h`fY]gi Va]h`Ub`Ugg][ba Ybhcf`fY]g]h`hY`Z]bU`Yi Ua `UbX`a`UmfYgi `h]b`mci `Z]]b[`hY`Wci fgY`"Mci `k`ci `X`U`gc`Uj Y`U`B`7`f`Wci fgY`bchWca d`YHY`X`Ea`Uf`_`cb`mci f`hfUbgW]dh`UbX`k`ci `X`bY`YX`h`fY`Ybfc`"]b`hY`Wci fgY"

Gh Xm]b[`U`Wci fgY`]b`h`Y`GW`cc`c`ZA]bYfU`g`UbX`9`bYf[mF Ygci fW`g`9`b[]bYf]b[`Uh] BGK

F Ydcfhk f]h]b[`i]XY

H`Y`GW`cc`U`Ug`U`[F Ydcfhk f\]h\]b\[`i \]XY`f`K`:`Uj`U\]`UV`Y`"5`W`dmcZ`h`\]g`\]g`Uj`U\]`UV`Y`cb`h`Y`Wci fgY`A`cc`X`Y`g\]h`"](#)

7 ca di h]b[`F Ygci fW`g`UbX`#`hYfbYh5`W`W`gg`F`Yei]fYa Ybhg

I BGK `A]bYfU`g`UbX`9`bYf[mF Ygci fW`g`9`b[]bYf]b[`dfcj]XYg`V`YbXYX`YUfb]b[`i`g]b[`hY`cb!]`bY`A`cc`X`Y`@`A`G`f`@YUfb]b[`A`UbU[`Ya`YbhGmg]h`a`E`"5`gc`g`Y`Y`!`HfUbg]h]cb]b[`h`c`b`]bY`@YUfb]b[.`[k k k "Wcj \]X%- gh Xmc\]bY"i bgk "YXi "Ui](#)

#]g`YggYbh]U`h`Uhmc] `Uj Y`UW`W`gg`h`c`U`D`7`cf`bchVcc`_`Wca`di`h`f`"A`cV]Y`XYj]W`g`gi`W`Ug`ga`Ufid`cb`Yg`UbX`hUV`Yhg`a`Um`Wca`d`]a`Ybh`YUfb]b[`z`Vi`h`UW`W`gg`h`c`U`D`7`cf`bchVcc`_`Wca`di`h`f`]g`U`gc`f`Yei]fYX`"B`chY`h`Uhigca`Y`gd`Y`W]U]gh`Yb[]bYf]b[`gc`Zk`UfY`]g`bchUj`U]UV`Y`Zc`f`A`UW`Wca`di`h`f`g"

- A]b]b[`9`b[]bYf]b[`Gh XYbhg. `CA`6`:`(,
- DYf`c`Yi`a` `9`b[]bYf]b[`Gh XYbhg. `H9`H6`@` ` (/ `@` ` ")

#]g`fY`Wca`a`YbXYX`h`Uhmc] `Uj Y`fY[`i`Uf`]b`h`Y`fb`Y`h`UW`W`gg`h`c`d`U`f`h`W`d`U`h`]b`Zc`fi`a`X`]g`W`gg]cb`UbX`[`fci`d`k`cf`_`"Hc`fi`b`A`cc`X`Y`a`cgh`Y`Z`Y`W]j`Y`n`z`mci`g`l`ci`X`Uj`Y.

- VfcUXVUbX`WcbbYWjcb`f&) *`_V]hgYWcf`ZJgYfŁ
- UV]`]mhc`j`]Yk`ghfYUa`]b[`j`]XYc`f\][` \`cf`ck`XYZ]b]hcb`I`BGK`HJ`cdh]cbgŁ

A cfY`]bZcfa`Uhcb`UVci`hgmgHya`fYei`]fYa`Ybhg`]g`Uj`U]`UV`Y`
Uh`k`k`k`"gh`XYbhi`bgk`"YXi`"Ui`#a`ccX`Y!gmghYa`!fYei`]fYa`Ybhg`

5W_bck`YX[Ya YbhcZ'7ci bHfm

K Y`UW_bck`YX[Y`hY`6YXY[U`dYcd`Y`k`c`UfY`hY`hfUX]hcbU`W`gfcX]Ubg`cZ`hY`UbXg`cb`k`\\W`I`BGK
?Ybg]b[hcb`Wla`di`g]g`cW`hYX"

