



7ci fgY`Cj Yfj]Yk

GHJZ7cbHJW`8YHJ]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]`UV]`]m	@cW]h]cb	D\cbY
DYmā Ub A cgfU[\]a]	dYmā Ub4 i bgk "YXi "Ui			

@YW`i fYfg

B Ua Y	9a U]`	5j U]`UV]`]m	@cW]h]cb	D\cbY
A c\Ua a UX`9VUX]	a "YVUX]4 i bgk "YXi "Ui			

7ci fgY'8YHJ]`g

I b]hg'cZ7fYX]h*`

Gi a a UfmcZ\hY'7ci fgY

7ca dcbYb]g'cZ\hY'dYf'c'Yi a`dfcXi W]cb'gmg]Ya g"K Y""bZck`dYfZcfa UbVW`UbX'XY`]j YfUV]']mUbU'mg]g"
DfcXi W]cb`Zca`Vch`gUhi fUH'X'UbX'i bXYfgUhi fUH'X'c]`fYgYfj c]fg"DfcXi W]cb`Zca`k c`d\UgY`fYgYfj c]fg"
DfcXi W]cb`Zca`[Ug`fYgYfj c]fg"DgYi Xc`W]h]W`dfcdYf]Yg'cZbUhi fU`[UgYg"; Ug`k Y""XY`]j YfUV]']mZcf'bcbl
85fW]iZck`"H\Y`bYUf]k Y`VcfY`WcbX]h]cb`UbX'k Y`VcfY`g_]b`W`UfUW]f]gU]h]cb`"K Y""\YUX`gi fZUW`[UH`Yf]b[
gmg]Ya g"5fh]Z]W]U`"]Zhgmg]Ya g"<cf]ncb]U`k Y`dfcXi W]cb`"DfcXi W]cb`WYa`]ghfmVUg]W]g`fk Ul`žgWU`Yž
W`ffcg]cbžYa i`g]cbgł`

7ci fgY'5]a g

H\Y`U]a`cZ\h]g`W`i fgY`]g`h`c`dfc]j`XY`]bg][`h]cb`dfcXi W]cb`Yb[`]bYYf]b[`]bWi`X]b[`]h`Y`VUg]Wd\mg]W]g`h`Uh
[`cj`Yfbg`h`Y`dfcW]gg`UbX`W`ca`a`cb`dfcV`Ya`g`UggcW]U]h`X`k`]h`c`]`UbX`[`Ug`dfcXi W]cb`

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

5Z]Yf`gi`W]W]ggZ`m`W`ca`d`Y`h]b[`]h`]g`W`i fgYžmci`g`l`ci`X`V`Y`UV`Y`h`c`.

@YUfb]b[`]Ci`hW`ca`Y	95`GHU[`Y`%7ca`dYHbW]Yg
%`H\Y`dfcXi W]cb`Zck`gmg]Ya`Zca`fYgYfj c]f`h`c`gi`fZUW]	D9%"`žD9%"`(`žD9%"`)`žD9%"`*`žD9%`%žD9%`&žD9%`&žD9%`"
&`"H\Y`a`YWX`Ub]W]`YbYf[`mVU`UbW]`Yei`U]h]cb`UggcW]U]h`X`k`]h`dfcXi W]cb`Yb[`]bYYf]b[`	D9%"`%žD9%"`&žD9%"`žD9%`%žD9%`&žD9%`"
'`"5fh]Z]W]U`"]Zif[`Ug`"]ZiUbX`j`Uf]ci`g`di`a`d]b[`]a`Y`h`c`Xgł`	D9%"`žD9%"`(`žD9%"`)`žD9%"`*`žD9%`%žD9%`&žD9%`&žD9%`"
("`DfcV`Ya`g`UggcW]U]h`X`k`]h`dfcXi W]cb`cZcfa`U]h]cb`Zi`]Xg	D9%"`žD9%"`(`žD9%"`)`žD9%"`*`žD9%`%žD9%`&žD9%`&žD9%`"
)`":`cfa`U]h]cb`XUa`U[`Y`#dfcXi W]cb`]a`dU]fa`Ybhd]fYX]W]cbž`dfYj`Yb]h]cb`UbX`fYa`cj`U`	D9%"`žD9%"`(`žD9%"`)`žD9%"`*`žD9%`%žD9%`&žD9%`&žD9%`"
`"DfcV`Ya`8]U[`bcg]g`UbX`k`cf_cj`Yf`	D9%"`žD9%"`(`žD9%"`)`žD9%"``žD9%`%žD9%`&žD9%`&žD9%`"

HYUWX]b[`]G]fUH]Y[`]Yg`

D`YUgY`fYZ]f`h`h`Y`]bZcfa`U]h]cb`]b`A`ccX`Y`

5ggYgga Ybh

5ggYgga YbhUg_	K Y][\h	8i Y'8UHŸ	7ci fgY'@YUfb]b[Ci hWta Yg'5ggYggYX
%"E i]n`%	&\$!	&(#*\$ #&\$&' '\$' .\$\$'DA	%ž&ž'
&"E i]n`&	()	9I Ua 'GYgg]cb	%ž&ž' ž'(ž) ž`*
' "'<K	&\$!	Bch5dd`]WUVY	(ž) ž`*
("DfYgYbhU]cb	%)	Bch5dd`]WUVY	

5ggYgga Ybh%"E i]n`%

5ggYgga Ybh`Yb[h. ' &'<ci fg
8i Y'XUHŸ. '&(#*\$ #&\$&' '\$' .\$\$'DA

E i]n`dYfU]b]b['hc'a UHYf]U`Wcj YfYX`]b`hY`žfgh`U`ZcZ`hY`Wci fgY"

GdYW]W]bZcfa U]cb`UVci h]g`UggYgga Ybhk]`VY`dfcj]XYX`cb`Wci fgY`A ccX`Y"

5ggYgga Ybh&."E i]n`&

5ggYgga Ybh`Yb[h. ' &'<ci fg
8i Y'XUHŸ. '9I Ua 'GYgg]cb

E i]n`dYfU]b]b['hc`U`a UHYf]U`Wcj YfYX`]b`hY`Wci fgY"

GdYW]W]bZcfa U]cb`UVci h]g`UggYgga Ybhk]`VY`dfcj]XYX`cb`Wci fgY`A ccX`Y"

5ggYgga Ybh'.'<K

Gi Va]gg]cb`bcHŸg. 'GdYW]W]bZcfa U]cb`UVci h]g`UggYgga Ybhk]`VY`dfcj]XYX`cb`Wci fgY`A ccX`Y

: `ck`h]fci [\`d]dYg`ZcW`gYX`cb`a`YWX`Ub]WU`YbYf[mVU`UbWŸ`YeI U]cb`bZck`#i`hZck`dYfZcfa`UbWŸ`UbX`bcXU`UbU`mg]g`8]U[bcgh]g`cZWta`a`cb`dfcXi`W]cb`dfcV`Ya`g`K`Y`g]ha`i`U]cb`UbX`k`cf_cj`Yf`8Yg][b`cZ`5fh]W]U`]Zi`

GdYW]W]bZcfa U]cb`UVci h]g`UggYgga Ybhk]`VY`dfcj]XYX`cb`Wci fgY`A ccX`Y"

5ggYgga Ybh('DfYgYbhU]cb

5ggYgga Ybh`Yb[h. ' '\$`a]bi HŸg

Gh XYbŸg`bYXX`hc`UXXfYgg`UbX`YI`d`U]b`cbY`hmdY`cZdfcV`Ya`YbWci`bhYfYX`Xi`f]b[`dfcXi`W]cb`"H\Ymg\ci`X`YI`d`U]b`h]Y`W]i`gYg`cZ`hY`dfcV`Ya`ž`dfcj`]XY`Ub`UbU`mg]g`cZ`hY`dfYX]W]j`Y`hc`g`Uj`U]`UV`Yž`UbX`YI`d`U]b`a`Yh]cXg`Uj`U]`UV`Y`Zc`f`a`]h[U]cb`cZ`hY`dfcV`Ya`"C`j`YfU`ž`h`YmbYXX`hc`YI`d`U]b`h]Y`hmdYž`W]i`gYž`dfYX]W]cb`UbX`a`]h[U]cb`"DfYgYbhU]cb`g`k`]`VY`&\$`a`]bi`HŸg`d`i`g`Ub`UXX]h]cbU`%\$`a`]bi`HŸg`Zc`f`ei`Ygh]cbg"

9UW dfYgYbhUhc'k]`VY`U`[fci d'dfc`YWicZ' !) 'gh XYbhg"GdYWZ]Wrcd]Mg'k]`VY`dcghX'hc`A ccX`Y"

5ggYgga YbhW]hYf]U

GdYWZ]Wrcd]Mg'k]`VY`dcghX'hc`A ccX`Y"

Gi Va]gg]cb'cZ5ggYgga YbhiHUg_g

H\Y'GWcc`Ug'XYjY'cdYX'U'[i]XY]bY'hc`Y'd'mci`k`Yb'gi Va]h]b['U'Wci fgY'Ugg][ba Ybh'

K Y'YbWci fU[Y'mci`hc`fYh]b'U'WcdmCZYj YfmUgg][ba Ybhgi Va]hYX'Zcf'UggYgga YbhZcf'mci f'ck b'fYWcfX Y]h\Yf'j]b'\UfXWcdmcf'Y'YWfcb]WZcfa "

5`UggYgga Ybhg'a i gh\Uj Y'Ub'UggYgga YbhWcj Yf'g\YYhUHUWXYX"

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'hc'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"

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

: i`a Uf_g'Zcf'Ub'UggYgga YbhUfY'cb'midcgg]VY'k`Yb'Ub'UggYgga Ybh]g'fYW]j YX'VmihY'Xi Y'XUH'"K cf_gi Va]hYX'UH'k]hci hUb'Uddfcj YX'Yi hYbg]cb'VmihY'Wci fgY'WcbfX]bUhc'f'cf'XY'Y[UH'X'Ui h'cf]m]g'gi V'YWh hc'U`UH'dYbU'hmicZ]j Y'dYfWbhf) i` E'cZhY'a U]]a i a`a Uf_'dcgg]VY'Zcf'hU'UggYgga Ybh]hYa "H\Y'UH'dYbU'hmi]g'Udd'jYX'dYf'W]YbXUf'XUm]f]bW] X]b['k YY'YbXg'UbX'di V]W\c`]XUm]E'hU'hY'UggYgga Ybh]g cj YfXi Y"H\YfY'g'bc'dfc!fUH'cZhY'UH'dYbU'hmiZcf'gi Va]gg]cbg'a UXY'dUfhk Umh'fci ['\U'XUm'H\]g']g Zcf'U`UggYgga Ybhg'k`YfY'U'dYbU'hmiUdd'jYg"

K cf_gi Va]hYX'UZfYfZ]j Y'XUm]g'f%&\$'\ci fgE'k]`bchVY'UWV'dHY'UbX'U'a Uf_'cZnYfc'k]`VY'Uk UfXYX'Zcf hU'UggYgga Ybh]hYa "

: cf'gca Y'UggYgga Ybh]hYa gZ'U`UH'dYbU'hmia UmbchVY'Uddfcdf]UH'"H\YgY'k]`VY']bX]W]hYX']b'hY'Wci fgY ci h]bYz'UbX'gi W'UggYgga Ybhg'k]`fYW]j Y'U'a Uf_'cZnYfc']ZbchWca d`YhY'VmihY'gdYW]Z]YX'XUH'" 9I Ua d`Yg']bW] XY.

- K YY'_micb`]bY'hYgh]cf`UVcfUhc'fmik cf_'k cffh'U'ga U`dfcdcf]cb'cZhY'gi V'YWha Uf_ž'cf
- C b`]bY'ei]nnYg'k`YfY'Ub'gk Yfg'UfY'fY'UgYX'hc'g]i XYbhg'cb'Wca d`Yh]cbž'cf'DfcZ]gg]cbU' UggYgga Ybh]Ug_gž'k`YfY'hY']b'hY]cb']g'hc'W'YUH'Ub'Ui h'Ybh]WUggYgga Ybh]hU'h\Ug'Ub'UVgc'i hY gi Va]gg]cb'XUH'ž'cf'DUgg# U]`UggYgga Ybh]Ug_g"

K Y'i bXYfgh]UbX'hU'h]h]a Yg'mci`a UmbchVY'UV'Y'hc'gi Va]hUb'Ugg][ba Ybhcb'h]a Yz'UbX'hY'GWcc`k]`UWwca a cXUH'UbmiZ]f'UbX'fYUgcbUV'Y'Yi hYbg]cb" K Y'k ci`X'fYWca a YbX'mci`fYj]Yk`hY'I BGK`GdYW]U' 7cbg]XYfU]cb'[i]XY]bYg`-gYY'gYW]cb'VY'ck "

GdYW]U'7cbg]XYfU]cb

Ghi XYbhiGi ddcfh

H\Y'I b] Yfg]miUbX'hY': UW'hmidfcj]XY'U'k]XY'fUb[Y'cZgi ddcfhgYfj]W'g'Zc'f'ghi XYbhgž]bWl X]b[.

- @]VfUfmifU]b]b['UbX'gi ddcfhgYfj]W'g'! [k k k "VfUfm'i bgk "YXi "Ui](#)
- 5WJXYa]WG_]`g'Gi ddcfh! [\ftdg.##k k k"ghi XYbhi bgk "YXi "Ui #g \]`g](#)
- DgmWxc'c[mUbX'K Y`bYgg! [k k k "Wci bgY`\]b\["i bgk "YXi "Ui](#)

9ei]hUV`Y`@YUfb]b['GYfj]W'g'U]a g'hc'dfcj]XY'U`'ghi XYbhg'k]h'U'ZYY'UbX'WcbZ]XYbh]U`gYfj]W'hUh
dfcj]XYg'dfUW]W'gi ddcfhic'Ybgi fY'hUhinc' f'\YU'h'WcbX]h]cb'XcYgbfhiUXj YfgY'mUZZYWhinc' f'ghi X]Yg"
[\ftdg.##ghi XYbhi bgk "YXi "Ui #g](#)

5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

Mci f`YWñ fYf`UbX`H\Y`I b]j Yfg]m]k]`YI dYWñmci f`gi Va]H\X`Ugg][ba Ybñg`UfY`HfI`mimci f`ck b`k cf_"I BGK \Ug`j Yfm`WYUf`[i]XY`]bYg`cb`k \Uhd`U[]Uf]ga]g`UbX`\ck`hc`Uj`c]X`]H`D`U[]Uf]ga]g`i`g]b[`H\Y`k`cfXg`cf]XYUg`cZch`Yfg`UbX`dfYgYbñ]b[`H\Ya`Ug`mci f`ck b`D`U[]Uf]ga]g`U`hmd`Y`cZ]bñY`YWñ U`H\YZñ`ñWUb`H_U`a`UbmZcfa`gž`Zca`XY`]VYfUH`VX`YUñ]b[`hc`UWñ]XYbñU`mW`dm]b[`Zca`U`gci`fW`k`]Hci`hUW`bck`YX[Ya`Ybñ`H\Y`I b]j Yfg]m]\Ug`UXcd`H\X`Ub`YXi`Wñ]j`Y`Uddfc`UW`hc`d`U[]Uf]ga`UbX`\Ug`XYj`Y`cd`YX`U`fUb[Y`cZ`fYgci`fW`g`hc`gi`ddcfh`gh`XYbñ]"5`H\Y`XYñU]g`cb`d`U[]Uf]ga`ž]bWñ`X]b[`gca`Y`i`gY`Z`fYgci`fW`gž`WUb`VY`Zci`bX`Uh`[k`k`k`"gh`XYbñi`bgk`"YXi`"Ui`#`U\[\]Uf\]ga`"](#)

5`A`9F`9`gh`XYbñg`UfY`fYei`]fYX`hc`W`ca`d`Y`H`U`gh`XYbñXYWñUfUñ]cb`Zc`f`UWUXYa`]W]bñY[f]m]k`]\W`]g`ci`h]bYX`]b`H\Y`Ugg][ba YbñW`j`Yf`g`YYñg`"6`mg][b]b[`H]g`XYWñUfUñ]cb`ž`mci`U[fY`Y`H`Uñmci`f`k`cf_]g`mci`f`ck`b`cf][]bU`k`cf_"

ž`mci`b`YXX`gca`Y`UXX]ñ]cbU`gi`ddcfhk`]H`mci`f`UWUXYa`]Wg_]`gž`d`YUgY`W`bñUWñH\Y`5`WUXYa`]WG_]`g`Gi`ddcfh`cf`j`]Yk`gca`Y`cZ`H\Y`fYgci`fW`g`cb`H\Y`f`k`YVg]ñY. [\`h`d`g`#`k`k`k`"gh`XYbñi`bgk`"YXi`"Ui`#`_`\]`g`"](#)H\Y`5`WUXYa`]WG_]`g`HYUa`WUb`dfcj`]XY`fYgci`fW`gž`gi`ddcfh`UbX`Ugg]g`H`UbW`hc`\Y`d`mci`]a`dfcj`Y`mci`f`UWUXYa`]Wg_]`g`"Gca`Y`gh`XYbñg`i`gY`H\Y`7`YbñY`gYfj`]W`g`VYWñi`gY`H\Y`m`UfY`Z]bX]b[`H\Y]f`Ugg][ba Ybñg`U`

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"

