

=ba ][ fUM]i b  
J ]j ]YbXU

J ]j ]YbXU! '5`ei ]`Yf

8UbÅg

>[ ``YXYf`YZYf`Yb#hSSSSSSSSSSSS`Uh`Y`Y`  
=bX]Wf`ei`Y`ei`]YfYgUei`]`Uf`U`c

9gdUf`c`

9gcmVi`gMbXc`i`b#J`SSSSSSSSSSSSSSSS`dUfU`U`ei`]`Uf`

j`Ã`f`Y`g`Y`

H]dc`XY`Uc`Å`ba`]Ybhc

\UM]fUM]i`b

`Y^][`\\YX

H]dc`XY`Uc`Å`ba`]Ybhc

d]gc`#UdUf`Å`ba`Ybhc

Yh`Ã`f`Y`g`Y`g`Y`^][`\\YX

H]dc`XY`Uc`Å`ba`]Ybhc

Ygi`X]c

dUfW`\\i`g`

H]dc`XY`Uc`Å`ba`]Ybhc

WUÅ

XcddY`h`i`g`

H]dc`XY`Uc`Å`ba`]Ybhc

WgJ`g`Y`a`]UXcg`XU

fÅ`\_\_`Y`i`g`

H]dc`XY`Uc`Å`ba`]Ybhc

WgJ`UXcg`XU

<j`cf`a`Y`[`YhYf`XYb`a`ÅbYX`][`Y`Y`Y`Y`3

DfY`[`i`b`hUf`dcf`Y`dfW]c`XY`U`ei`]`Y`f`

~`7`i`Y`b`h`c`Y`g`Y`U`ei`]`Y`f`U`a`Y`g`3

9f`ZcfVfi`[`]`b`\_`i`g`j`j`3

DfY`[`i`b`hUf`g`]`cg`[`U`g`h`c`g`f`li`n`z`[`U`g`i`m`i`U`[`i`U`e`Y`h`b`]`b`W`[`X`c`g`

~`9`g`h`b`]`b`W`[`X`c`g`cg`[`U`g`h`c`g`Y`b`Y`U`ei`]`Y`f`3

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~`7`i`Y`b`h`c`Y`g`U`Z]UbnU3

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~`7`i`Y`b`X`c`d`i`Y`X`c`[`f`U`j`Y`f`Y`d]gc`#U`\\UM]fUM]i`b`3

@Y^][`\\YXYb`Yf`SSSSSSSSSSSSSSSS`

=bX]Wf`g]`Y`U`c`Å`ba`]Ybhc`Y`g`h`Å`ba`i`Y`W`U`X`c`c`bc

9`d]gc`#UdUf`Å`ba`Ybhc`Y`g`h`Å`SSSSSSSSSSSSSSSSSS`

# =ba ] [ fUM]i b J ]j ]YbXU

a ÖVYfYh 9ghUXc'XY'd]gc#bdUfHLa Ybhc	Ua i WUXc
]_Y'a ÖVYfYh 9ghUXc'XY'd]gc#bdUfHLa Ybhc	g]b'Ua i W'Uf
9f'\i gXmf'h]'UXh3 DFY[ i bhUf'g]i'gY'dYfa ]hYb'a UjWzHug3	~GY'dYfa ]hYb'a UjWzHug3
<j cfXUb'_Ub'Y[ 'g_]ZfY'YbYf[ ]Zcfgnb]b[ 3 =bZcfa UfY'gcVfY'W'a c'Wla V]Uf'XY'Wza dUí ÉUY'ÁMf]W3	~7Í a c'gY'Wla V]Uf'XY'Wza dUí ÉUY'ÁMf]W3
<j cf'a Ub[ Y'UbXFY''YfY'Vcf'XYf]'^Y^][ \XYb3 DFY[ i bhUf'W'W'bhUg'dYfgcbUg] j] Yb'Yb'Y'd]gc#bdUfHLa Ybhc	~7i 'Wbhcg]bei ]]bcgj j] Yb'Yb'Y'd]gc#bdUfHLa Ybhc3
<j cf'a Ub[ Y'ZfYa j ]gb]b[ Yf'\Uf'XYf]j ÁfYhdÁ 'Y^][ \XYb3 DFY[ i bhUf'W'W'bhUg'dYfgcbUg'\Ub']Xc'Uj Yf'Y'd]gc#bdUfHLa Ybhc	~7i 'WbHug'dYfgcbUg'\Ub] Yb]Xc'Uj Yf'Y'd]gc#bdUfHLa Ybhc3
A Á'Y[ 'gY'[ Ug]'c[ 'Ya ÁYfYb3 DFY[ i bhUf'g]i'di YXYgj Yf'Y'\]gcf]U'XY'fY] ]g]cbYg'XY''U]bg]U'UM]i b Y'ÁMf]W'mY'XY''U]bg]U'UM]i b'XY'[ Ug]mXY''U]bg]U'UM]i b'Y'ÁMf]W	~Di YXc'j Yf'Y'\]gcf]U'XY'fY] ]g]cbYg'XY''U]bg]U'UM]i b Y'ÁMf]W'mY'XY''U]bg]U'UM]i b'XY'[ Ug]mXY''U]bg]U'UM]i b'Y'ÁMf]W
<j cf''Ub[ 'Yf''Y'YdYf]cXYb3 DFY[ i bhUf'dcf''U'Xi fUM]i b'XY'WzbfUrc'XY'UffYbXLa ]Ybhc	~7i 'Wbhc'Xi fUY'WzbfUrc'XY'UffYbXLa ]Ybhc3
<Uf'XYf]j ÁfYhi cj YfYbghYa a Y'gYf'a Y''Ya bUWcYfbY3 DFY[ i bhUf'dcf''U'fY'UM]i b'YbYf''cgj YW]bcg	~<U\UM]Xc'U'[ Öb WzbZ]Mtc'YbYf''cgj YW]bcg3
<j ]_Y'fYbcj Yf]b[ Yf'Yf'XYf'V'Yj YhZcfYH] Yh3 DFY[ i bhUf'dcf''Ug'dcg]V'Yg'fYZcfa Ug'\WwUg'Yb'Y'd]gc#bdUfHLa Ybhc	~<Ub'\Ww'U'[i bU'fYZcfa U3
<j cf'[ Ua a Y'Yf]j Ufa H] UbXgVY\c'XYfYb'c[ 'j cfbÁf Yf'XYb'g]XghV'Yj Yh_cbfhc''YfYh3 DFY[ i bhUf'W'W'bhUg'Uí cg]h]YbY''U'W'XYfU'mW'W'Xc'dUg] ''U'Ö]a U'fY] ]g]i b	~7i 'Wbhcg]Uí cg]h]YbY''U'W'XYfU'mW'W'Xc'dUg] ''U'Ö]a U'fY] ]g]i b3
<j cfbÁf'V'Yj 'XYf'g]Xgh]fi __Yh''YXb]b[ Yf'] 'Y^][ \XYb3 DFY[ i bhUf'W'W'Xc'gY'fYbcj ]''U]bg]U'UM]i b'Y'ÁMf]W'dcf'Ö]a Uj Yn	~7i 'W'Xc'gY'fYbcj ]''U]bg]U'UM]i b'Y'ÁMf]W'dcf'Ö]a Uj Yn3

=ba ][ fUM]i b  
J ]j ]YbXU



<j Ya `Vcf]`Y^][ \XYb'cj YbdA#bYXYbi bXYf# YX  
g]XYb`UZ3  
DFY[ i bhUF`dcf`cgj YV]bcg'a 1gWfVUbcg

~ E i ]Ab j ]j YUff]VU#MU#c#U`UXc3

9f`XYf`Yb`dUF`Yf]b[ gd`UXg]b`i XYfYb3  
DFY[ i bhUF`g]`Umid`UhU`XY`UdUFVla ]Ybhc

~ H]YbYd`UhU`XY`UdUFVla ]Ybhc3

9f`XYf`bc[ Yb`XYf`Yf`V`Yj Yha mfXYh`Yf3  
DFY[ i bhUF`g]`U`U`W]Xc`U` [ Ob`UgYg]bUhc`Yb`Y`d]gc#UdUfUa Ybhc

~ < Ub`UgYg]bUhc`U`U` [ i ]Yb`Uei E3

J ]f`Yf`SSSSSSSSSSSSSSSS3  
DFY[ i bhUF`g]`Ug]bgU`UW]cbYgZi bV]cbUb

~ : i bV]cbU`SSSSSSSSSSSSSS3

fOUFVY`XYh  
=bgU`UW]cbYg

~ U]bgU`UW] b`XYh VYfEUg#M] YfEUg

j Ufa YUb`A [ [ Yh  
=bgU`UW]cbYg

~ U`WYZUW]i b

9f`i`X`Y`YfYb`Uog] Uf][ `Zcf`Uhi XZOF`fYdUfU]cbYf3  
DFY[ i bhUF`dcf`U`dYfgcbU`YbWf] LUX`XY`Ug`fYdUfU]cbYg

~ 9`WUgYf`c`g`YbWf] [ U`XY`Ug`fYdUfU]cbYg3

<j cf`Yf` [ Ug]`c[ `Ya A`YfYb3  
DFY[ i bhUF`X] bXY`Yg]b`cg`WbU`XcfYg`XY` [ Ug]m`XY`U`Y`Wf]V]XUX

~ 8] bXY`Yg]b`cg`WbU`XcfYg`XY` [ Ug]m`XY`U`Y`Wf]V]XUX3

< Uf`Xi `bc[ `Y]bgfi \_h]cbga Ubi UYf`c[ [ UfUbh]Yf`dA  
XY`Y`Y`\_f]g`Y`UdUfU]f3  
DFY[ i bhUF`dcf`U` [ UfUbh]m`cg'a Ubi U`Yg`XY]bgfi W]cbYg`XY`cg`Y`Wf]c`Xca Ag]Wtg

~ @cg`Y`Wf]c`Xca Ag]Wtg]YbYb [ UfUbh]m`ma Ubi U`Yg`XY  
]bgfi W]cbYg3

<j Ya `Yf`i`XVn`XYfYb`UZ`YbYf [ ]z`VfYXV`Ab`X`c [ h`YZcb]3  
DFY[ i bhUF`dcf`cg`dfcj YXcfYg`XY`Y`Wf]V]XUXz`XY`V`UbXU`UbWU`m`XY`h`YZcbEU`Z]`U

~ 7`cb`ei`A`W`a`dU`EU`h]YbYb`Wbhf`U`LUXU`U`i`n#`U`W`bY]`j]`b`U`=b`h`f`b`Y`b`3`7`cb`ei`A`W`a`dU`EU`h]YbYb`Wbhf`U`LUX`Y`h`Z`cb`Z`^`c`3

<j cf`Yf`h`Yfa`cg]`U`Yb3  
DFY[ i bhUF`g]`di`YXYg]`Yf`Y`h`Yfa`cg]`U`hc

~ 8] bXY`Yg]b`h`Yfa`cg]`U`hc3

A A`Y [ `g`g]`\_`Yf`Y`Xg`Wf]Z]`U`h]c]`Yf [ Uj]bgU`U]cbYb3  
DFY[ i bhUF`g]`di`YXYg]`Yf`Y`Wf]Z]W]Xc`XY`g] [ i f]XUX`XY`U]bgU`UW]i b`XY` [ Ug

~ Di`YXc`j`Yf`Y`Wf]Z]W]Xc`XY`g] [ i f]XUX`XY`U]bgU`UW]i b`XY` [ Ug3

=ba ][ fUM]i b  
J ]j ]YbXU



J ]j ]YbXU! 7 ca dfUF i bUj ]j ]YbXU

8UbÅg

<j cf'a Ub[ Y'h'Vi X\UF\i gYhZAYh3  
DFY[ i bHUF'W'YbHJgcZYfHJg\Ub\YWC'dcf''UWJgJ

9gdUf c`

~ 7i YbHJgcZYfHJg\Ub\YWC'dcf''UWJgJ3

<j cf''Åb[ Y\UF\i gYhj ÅFYhdÅ'a UF\_YXYh3  
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~ 7i YbHc'h]Ya dc''Yj U''UWJgJU''Uj YbHU3

<j cfZcf'ZntHYf'gÅ` [ YfbY3  
DFY[ i bHUF'Y'a ch]j c'dcf'Y'ei Y'g'y'j YbXY''UWJgJ

~ Dcf'ei ÅgY'a i XUb''cgXi Yf cg3

<j cf''Åb[ Y\UF'gÅ` [ YfVcYhXYf3  
DFY[ i bHUF'W'YbHc'h]Ya dc\Ub'j ]j ]Xc''cgXi Yf cgYb''UWJgJ

~ 7i YbHc'h]Ya dc\Ub'j ]j ]Xc''cgXi Yf cgYb''UWJgJ3

<j UX'Yf']b\_`i XYfYh]gU [ Yh3  
DFY[ i bHUF'ei Å'Ygh'z]bW ]Xc'Yb''Uj YbHU

~ E i Å'Ygh'z]bW ]Xc'Yb''Uj YbHU3

< UF'XYf'j ÅFYhbc[ Yb'gÅHb]b[ gdfcV'Ya Yf3  
DFY[ i bHUF'g]\U\UW]Xc'dfcV'Ya UjXY'\i bX]a ]YbHc'XY'g'Yc

~ < U\UW]Xc'dfcV'Ya UjXY'\i bX]a ]YbHc'XY'g'Yc3

9f'XYha i `][ hUhZ]bXY'Yb'V]''][ YfY'cj YfZÔfgY'UZ  
Y'YbXca 3  
=bZcfa UfHY'gcVfY'Y'fHJgJgJgc'XY'dfcd]YXUX

~ Gyf'U'dcg]V'Y'dU[ Uf'a Ybcg'dcf'Y'fHJgJgJgc3

<j UX'g\_U'XYf'Vm[ [ Yg]'ca fÅXYh]ZfYa h]XYb3  
DFY[ i bHUF'dcf''cg'dfcn'W'cg'XY'XYgUffc''c'XY''U'ncbU

~ GUY'ei ÅgY'Ygh'z]bW]b]fi mYbXc'c'g'y'j U'UW'W'g]fi ]f'Yb''U'ncbU3

? Ub'Xi 'hU[ Y\i gYhUZ'a UF\_YXYh3  
DFY[ i bHUF'g]''UWJgJ'di YXY'gyf'fYh]fUXU'XY'a YfW'Xc

~ Di YXYb'fYh]fUF''UWJgJ'XY'a YfW'Xc'dUfU'fYgYfj Y'Åa YU3

<j cf'\_ca a Yf'\_Ô\_\_YbYhic[ 'VUXYj ÅFY'gYgZ]gyfbY  
ZfU3  
DFY[ i bHUF'Xf' bXY'W'ca dfUfcb''cg'Uhi 'Y'cg'XY''U'W'V]bUm'XY'VUf'c''cg'UbHf]cfYg'Xi Yf cg

~ 8Y'Xf' bXY'gcb''cg'Uhi 'Y'cg'XY''U'W'V]bUm'XY'VUf'c''cg'UbHf]cfYg'Xi Yf cg3

<j cf'\_ÔVY'XY'h]X][ YfY'YfY'XYhZUgh' ]bj YbHfZ  
\_Ô\_\_Ybg\_UY3  
DFY[ i bHUF'Xf' bXY'W'ca dfUfcb'Y'a cV]']UF]c'Z]c''cg'UbHf]cfYg'Xi Yf cg

~ 8Y'Xf' bXY'gcb''cg'ia i W'YgZ]c'g'W'ca c''cg'Ufa UF]cg'XY''U'W'V]bU3