

I f`Ui VgZfYi XY`cXYf`DUf]g!GmbXfca 3'8 ]Y  
Ybhh`Ai gW`X YbXghYb`F Y]gYn]Y`Y`&\$&(`

9bhXYW\_Yb`G]Y`X]Y`Ài Z[ ghYb`9bh`Ai gW`i b[ Yb`VY]`VY`]YVhYb  
F Y]gYn]Y`Y`i bX`XUg`D\`Àbca Yb`XYg`/ ei ch`DUf]g!  
GmbXfca g`/ ei ch`/]b`U\_hi Y`Yb`6Yf]W`hYb"



DUf]gž: fUb`\_FY]W`!`8]Y`5i gk U\`U`b`F Y]gYn]Y`Yb`Z0f`XYb`I f`Ui V  
\_0bbhY`j ]Y`Z`h[ Yf`\_Ui a`gY]b"J ca`6U`Yfa Ubb`Ui ZA U`cfWU`V]g  
\]b`ni f`fca Ubh]gW`0VYfnc[ YbYb`A Yhfc`dc`Y`DUf]g`X]Y  
9fk Ufhi b[ Yb`XYf`F Y]gYbXYb`g]bX`cZn`cW`"8cW`b]W`hgY`hYb  
`Ui ZYb`I f`Ui Vgd`AbY`]b`Y]bY`9bh`Ai gW`i b[ žX]Y`a ]h`XYa  
gc[ YbUbbhYb` DUf]g!GmbXfca`]b`J YfV]bXi b[ ] YVfUW`h`k ]fX"  
8]YgYg`dgmW`c`c [ ]gW`Y`D\`Àbca Yb`VYgW`fY]Vhž`k ]Y`9fghVYgi W`Yf  
j cb`DUf]g`Ybhh`Ai gW`hg]bXž`k Y`]\fY`=XYU`]g]Yfi b[ `XYf`GhUX`h`b]W`h  
XYf`F YU`]h`h`Yb`hgd]W`h"8]Yg`]gh`Y]b`H\Ya Už`XUg`]b`XYf`b`Yi YghYb  
5bU`mgY`j cb`F UX]W`GhcfU[ Y`h\Ya Uh]g]Yfh`k ]fXž`X]Y`gY]h`&\$&%  
À\`f]W`XYb` DUf]g!GmbXfca`!6Yf]W`h`j Yf0ZYb`h]W`h"

=a`6Yf]W`h`Z0f`&\$&(`k i fXY`XYi h]W`ž`XUgg`DUf]g`b]W`h`XUg`Y]bn][ Y

F Y]gYn]Y` ]ghž`XUg`VY]`I f`Ui VYfb`Ui Z`I b] YfghAbXb]g`ghO» h`5i Z`XYf  
 @]ghY`XYf`a Y]ghYbhhAi gW`YbXYb`I f`Ui Vgn]Y`Y`ghY`Yb`X]j YfgY  
 GhAXhYž`X]Y`j cb`F Y]gYbXYb`ØVYfk ]Y[ YbX`bY[ Uh]j`VYk YfhYh  
 k YfXYb`"8]Y`A Yh`cXc`c [ ]Y`ZØf`X]YgY`5i gk Yfhi b[ `VUg]YfhY`Ui Z  
 - +"(\$- ; cc[ `Y!6Yk Yfhi b[ Yb`j cb`%\$\$`@AbXYfbž`k cVY]`bi f`GhAXhY  
 a ]h`a ]bXYghYbg`) \$\$`dcg]h]j Yb`i bX`bY[ Uh]j Yb`?ca a YbhUFYb  
 VYfØW\_g]W`h][ h`k i fXYb`"8]Yg`nY][ hž`XUgg`GhAXhYfY]gYn]Y`Y`c`Y  
 9fk Ufhi b[ Yb`k YW`Ybž`X]Y`Åi Z][ `b]W`h`Y]b[ Y`U`h`Yb`k YfXYb`"

8 ]Y`Hcd`%\$`XYf`YbhhAi gW`YbXghYb

I f`Ui VgcfhY

8 ]Y`5bU`mgY`Yf[ UV`X]Y`Zc`[ YbXYb`9f[ YVb]ggYž`X]Y`X]Y`Ua  
 \Åi Z][ ghYb`U`g`YbhhAi gW`YbX`Ya dZ] bXYbYb`F Y]gYn]Y`Y`Ui ZnY][ Yb.

F Ub[	F Y]gYn]Y`
%	7 UbWÖbž`A YI ]_c
&	5 bhU`mUž`HØf`_Y]
'	Di bhU`7 UbUž`8 ca ]b]_Ub]gW`Y F Ydi V`_
(	DY_]b[ ž`7`\\]bU
)	C f`UbXcž`I G5
*	A i a VU]ž`X]Yb
+	<cbc`i`i ž`<Uk U]]
,	œ`cf`6U`fi ž`A U`Umg]U
-	? mc hc ž`X]dUb
%\$	D`UmU`XY`7 Ufa Ybž`A YI ]_c

6 YgcbXYfg`Ui ZÄ`][ `]ghž`XUgg`%( ž&`DfcnYbh`XYf`Hci f]ghYb`]b  
 7 UbWÖb`]fY`9fk Ufhi b[ Yb`b]W`h`YfZØ`h`gY`Ybž`Åi Z][ `Ui Z[ fi bX  
 j cb`9fZU`fi b[ Ybž`X]Y`a ]h`5VncW`Y`j YfVi bXYb`g]bX`"5i W`DY\_]b[  
 gW`bY]XYh`gW`Y`W`h`UVž`k cVY](` ž` `DfcnYbh`XYf`6Yk Yfhi b[ Yb`U`g  
 gW`Y`W`h`Y]b[ Yghi Zh`k YfXYb`"5i W`5bhU`mUž`XUg`U`g`k Y]hYfYf  
 <chgdch`ZØf`9bhhAi gW`i b[ Yb`[ ]`hž`k Y]gh`Å`b`]W`Y`DfcV`Ya`Y`Ui`Z`

DgmW`c`c [ ]gW`Y`5gdY`\_hY`XYg`F Y]gYbg

8]Y`5i gk ]f\_i b[ Yb`X]YgYf`9bhhAi gWxi b[ Yb`g]bX`b]Wxhni  
i bhYfgW`ÀhnYb" `DgmWxc`c[ ]gWY`9f\_Ybbhb]ggY`nY][ Ybž`XUgg  
J cfZFYi XY`Ui Z`XYb`l f`Ui V`cZh`Xi fW` \c\Y`9fk Ufhi b[ Yb`Ub[ Y\Y]nh  
k ]fX" `8]YgY` \mdYfgYbg]V`Yb`9fk Ufhi b[ Yb`\_ÒbbYb`XYf` ; fi bX`ZØf  
X]Y`9bhhAi gWxi b[ `gY]bž`k Ybb`X]Y`F`YU`]h`h`b]W`h`a` ]h`XYa` `HfUi a  
ØVYfY]bgh]a` a`h" `@Ui`h`k` ]ggYbgW`UZh`]W`Yb`9f\_Ybbhb]ggYb`\_cbbhYb  
`X`h`U[ `i`b`X`X]Y`D`Ubi b[ `XYg`l` f`Ui`Vg`Ui`W`X]Y`K`U`fbY`a`i`b[ `XYf  
F`Y]gY`V`Y`Y]b`Zi`ggYbž`k`c`Xi`fW`X]Y`J`cfVYfY]hi b[ gd`UgY`c`Zh`a`Y`f`  
: fYi`XY`VYfY]hYh`U`g`XYf`l` f`Ui`V`gY`Vgh"

8]Y`9bhhAi gWxi b[ ž`X]Y`Xi fW`X`Ug` DUf]g!GmbXfca` `i`b`X`À`b`]W`Y`  
D`À`b`c`a`Y`b`Y`Ui`g[ Y`Ògh`k`]fXž`n]Y`h`g]W`U`gc`Xi`fW`j`]Y`Y`  
l`f`Ui`Vgn]Y`Y`i`b`X`ØVYf`j`]Y`Y`K`U`fbY`a`i`b[ gX]a`Ybg]cbYb`XYg  
F`Y]gYbg` \]bk`Y[ " `8]Yg`nY][ hž`XUgg`XYf`K`Y[ `ni`Y]b`Ya` `YfZØ`Yb`XYb`  
l`f`Ui`V`b]W`h`b`i`f`]b`XYf`K`U`X`XYg`N]Y`g`]Y[ hž`gcb`XYfb`Ui`W`]b`XYf  
f`YU`]gh]gW`Yb`9fk`Ufhi`b[ gV]`Xi`b[ `XYf`F`Y]gYb`XYb" `9]bY`\_f]h]gW`Y`  
5i`gY]b`Ub`XYfg`Y`hni`b[ `a`]h`XYa` `Y][ Yb`Yb`K`i`bgW`fY]gYk`i`bgW`  
\_ÒbbhY` \Y`ZYbž`ni`\_ØbZh][ Y`9bhhAi`gWxi`b[ Yb`ni`j`Yfa`Y]XYb"

8]YgY`k`]W`h][ Yb`9f\_Ybbhb]ggY`V]YhYh`XYf`XYfk`YghYb`XY`6Yf]W`hž  
XYf`X]Y`8YVUhhY`ØVYf`F`Y]gYb`Ui`gk`U` `i`b`X`l`f`Ui`Vgk`U`fbY`a`i`b[  
Ub`fY[ `h"

: Øf`k`Y]hYfY`8YhU]`g`i`b`X`F`Ub`\_]b[ g`ØVYf`YbhhAi`gW`Yb`XY`F`Y]gYn]Y`Y`  
Z]b`XYb`G]Y`X]Y`j`c`gh`À`b`X][ Y`5b`U`mgY`Ui`Z`fY]gYfY`d`c`f`hYf`XYž  
k`À`f`Y`b`X`d`gmW`c`c[ ]gW`Y`9]b`V`]W`\_Y`ØVYf`X`Ug`F`Y]gYb`Ui`Z`  
Y]b`ZUW`a`U`"W` `ni`Z]b`XYb`g]b`X"

8YhU]`g	
J cfZU`	9bhhAi gWxi b[
I fgUWXY	5VncW_Yž`i b`ÒZ]W`Yf`GYfj`]W`
C fh	DUf]gž: fUb`_fY]W`
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "XYfk YghYb"XY</li> <li>• k k k "fY]gYfYdcfhYf"XY</li> <li>• Y]bZUW`a`U`"W`</li> </ul>

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