

9]gVÅfYb`6Yf`]b`j`Yf`]YfYb`hfU[ ]gWk Yg  
B UWk \ c`gd]Y``]b`≠[ c`ghUXh`%.'

9]gVÅfYb`6Yf`]b`j`Yf`]YfYb`Ua`'&+"\$&"&\$&)'[ Y[ Yb`9F 7  
≠[ c`ghUXh`HcV]Ug`9XYfž`XYf`B Uh]cbU`gd]Y`Yfž`j`YfghUfV  
hfU[ ]gWk`Ub`?fYVg"

≠[ c`ghUXhž`8Yi`hgWk`UbX`!`8]Y`9]gVÅfYb`6Yf`]b`a`i`gghYb`]a  
B UWk \ c`gd]Y``[ Y[ Yb`XYb`9F 7`≠[ c`ghUXh`Y]bY`V]hYfY`B`]YXYf`U[ Y  
\]bbY\`a`Yb`"A`]h`%.'`j`Yf`cfYb`X]Y`6Yf`]bYf`Ua`'&+": YVfi Uf'&\$&)  
j`cf`(`,`%)`Ni`gWk`Ui`Yfb`]b`XYf`Ui`gj`Yf`\_Ui`ZhYb`≠[ c`gh`XhYf`5fYb`U"  
8Yf`Gd]Y`Yf`:`fYXYf`\_`H]ZZY`g`k`Uf`XYf`Y]bn][`Y`Hc`fgWk`Ø`hnY`ZØf`X]Y  
9]gVÅfYb`ž`X]Y`XUa`]h`%%`Di`b`\_hY`\`]bhYf`XYa`'HUVY``Yb`ZØ`fYf`  
≠[ c`ghUXh`ini`fØW`\_`Y[ Yb`"9g`V`Y]VYb`bi`f`bcWk`j`]Yf`Ui`gghY`Yb`XY  
Gd]Y`hU[ Y`]b`X]YgYf`GU]gcb"

8 Ug`Gd]Y``a`i`gghY`i`fgdfØb[ `]Wk`Ui`Z[ fi`bX`XYg`\_f]h]gWk`Yb  
;`Ygi`bX`Y]hgni`ghUbXg`j`cb`HcV]Ug`9XYf`j`Yf`Y[`h`k`YfXYb`ž`XYf`Ub  
?fYVg`\_ca`d`]\_Uh]cbYb``]h`i`bX`Ua`'A`]h`k`cWk`ž`XYa`'&)"': YVfi Uf'  
&\$&)`ž`j`Yfghc`fVYb`]gh`"9XYf`k`Uf`Yfgh`&\*"`š`Y`fY`U`h`i`bX`\`]bhYf`]Y»  
gck`c`\`]a`'HYUa`'U`g`Ui`Wk`VY]`XYb`:`Ub`g`Y]bY`[`fc»`Y`HfUi`Yf`"A`]h  
gY]bYa`'HcX`\`Uh`X]Y`8`9@`Y]bY`VYXYi`hYb`XY`DYfg`Øb`]Wk`\_Y]h  
j`Yf`cfYb`ž`X]Y`]a`'9]g\`c`W`\_Ymgdc`fh`ZØf`5i`ZgY`Yb`gc`f[`hY"

### Gd]Y`j`Yf`Ui`Z

≠`XYf`YfghYb`Gd]Y`\`À`ZhY`k`UfYb`Hc`fWk`Ub`Wb`Ui`Z`VY]XYb`GY]hYb  
A`Ub[`Y`k`UfY`"8]Y`9]gVÅfYb`[ ]b[ Yb`]b`XYf`&+"`A`]bi`hY`Xi`fWk`H]ZZY`g  
]b`:`Ø`fi`b[`ž`b`UWk`XYa`'Yf`Y]bYb`E`i`Yfd`Ugg`j`cb`š`cb`Ug`A`Ø`Yf`  
j`Yfk`Ub`XY`hY`"Gd`À`hYf`gc`f[`hY`5`Yi`'6`fY`hc`b`]b`XYf`" `%`A`]bi`hY`]a  
Dck`Yfd`Um`ZØf`XYb`5i`g[`Y]Wk`"8`Ub]Y`D]Y`hU`\_`cb`bhY`≠[ c`ghUXh`]b  
XYf`" )`"A`]bi`hY`]b`:`Ø`fi`b[`Vf]b[ Yb`"Hf`chn`a`Y`fYfYf`[`i`hYf`

; Y`Y[ Yb\Y]hYb`XYf`9]gVÅfYb`ja`YhnhYb`8f]hhY`ž[ Y`Ub[ `Yg`XYb  
6Yf`bYfb`b]WłhžXYb`5i`g[ `Y]Wł`ni`Yfn]Y`Yb`" `b`XYf`GWł`i`gga`]bi`hY  
Yfn]Y`hY`5i`ghYb`?YUh]b[ `XUg`" .%`Z0f`b[ c`ghUXhž`U`g`9]gVÅfYb`!  
; cU`]Y`x`bUg`GhYhha`Yf`ni`[ i`bghYb`Y]bYg`ni`gÅhn`]WłYb`': Y`Xgd]Y`Yfg  
j`ca`9]g`[ ]b[ "

## 8 Yf`J Yf`i gh`j cb`HcV]Ug`9XYf

HcV]Ug`9XYfž`XYf`ja`Gca`a`Yf`&\$&( `Y]bYb`V0gUfh][ Yb`Hi`a`cf  
X]U[ bcgh]n]Yfh`VY`\_Ua`ž`gd]Y`hY`gY]h`&\$&'`Z0f`X]Y`9]gVÅfYb`6Yf`b`"  
GY]bY`?Uff]YfY`VY[ Ub`b`VY]a`97`6UX`H0`nž`k`c`Yf`&\$%)`ni`a  
Gd]Y`Yf`XYg`x\`fYg`]b`XYf`8Yi`hgWłYb`B`UWł`k`i`Wł`g`][ U`fB`B`@t`[ Y`\_0fh  
k`i`fXY`"9g`Zc`[ hYb`9b[ U[ Ya`Yb`hg`VY]a`9<`7`F`YX`6i`" `A`0b`WłYb  
i`bX`XYf`8`0ggY`Xcf`ZYf`9;`ž`VY]`cf`Yf`ni`XYb`9]gVÅfYb`k`YWł`gY`hY`ž  
a`]h`XYb`Yb`Yf`&\$&( `8Yi`hgWłYf`A`Y]ghYf`k`i`fXY`"9XYf`[ Ybc»`[ fc»`Yb  
F`YgdY`\_hi`bX`i`bhYfgh`0hni`b[ ž`gck`c`\`j`cb`gY]bYb`A`]hgd]Y`Yfb`U`g  
Ui`Wł`j`cb`gY]bYb`': Ub`g`"Gc`hfi`[ Yb`X]Y`5X`Yf`A`Ub`b`\Y]a`VY]a`Gd]Y`  
[ Y[ Yb`X]Y`9]gVÅfYb`5i`Zk`Åfa`!Hf]\_`chg`a`]h`gY]bYf`F`0W`Ybbi`a`a`Yf  
&&`i`bX`Y]bY`[ fc»`Y`9`\`fYfk`Y]gi`b[ `Y[ Yb`0VYf`9XYf`Z]Y`Ui`ZX]Y  
: Ub`g`ni`f0W`ž`X]Y`]a`Y]bY`0VYfX]a`Yb`g]cb`U`Y`'; fi`»`\_UfhY  
gWł`]W`\_hYb`"

8]Y`9]gVÅfYb`g]bX`a`]h`%\$`A`Y]ghYfgWł`UZhYb`F`Y`\_cfXa`Y]ghYf`XYf  
8Yi`hgWłYb`9]g\`cW`\_Ym`@][ U`fB`9`@t`ž`X]Y`%-`-`(`[ Y[ f0b`XYh`k`i`fXY`" `b  
XYf`Ui`ZYb`XYb`GU]gcb`j`YfnY]Wł`bYhY`X]Y`8`9`@`Xi`fWł`gWł`b]hh`]Wł  
+"%`\*`&`Ni`gWł`Ui`Yf`dfc`Gd]Y`ž`Y]bY`GhY][ Yfi`b[ `]a`J`Yf[ `Y]Wł`ni`XYb  
J`cf`U`\`fYb`"8Yf`Gdc`fh`gY`Vgh`\`Uh]b`8Yi`hgWł`Ub`X`Y]bY`\`c`\Y  
6Y`]YVh\Y]hž`k`c`VY]9]g\`cW`\_Ym`X]Y`Xf]hhVY`]YVhYghY`Gdc`fh`Ufh]gh  
\]bhYf`<`Ub`XVU`"i`bX`': i`»`VU`"8Yf`8Yi`hgWłY`9]g\`cW`\_Ym`6i`bX  
nÅ`\`hY`&\$&( `Yhk`U`&)`, `\*`\$`A`]h[ `]YXYf`"

A`]h`XYf`B]YXYf`U[ Y`[ Y[ Yb`b[ c`ghUX`hi`bX`XYa`hfU][ ]gWłYb`J`Yf`i`gh  
j`cb`HcV]Ug`9XYf`ghY`\Yb`X]Y`9]gVÅfYb`j`cf`Y]bYf`\`YfUi`gZc`fXYfb`XYb  
NY]h`8]Y`\_ca`a`Yb`XYb`Gd]Y`Y`k`Yf`XYb`Yb`hgWłY]XYb`X`gY]bž`gck`c`\`  
Z0f`X]Y`gd`cfh]WłYb`5a`V]h]cb`Yb`U`g`Ui`Wł`Z0f`X]Y`J`Yf`Uf`VY]hi`b[ `XYg  
J`Yf`i`gh`g`Y]bYg`[ YgWł`Å`hnhYb`A`]hgd]Y`Yfg`"

8YhU]`g	
J c fZU``	B chZU``
I fgUWXY	?fYVg_ca d`_]_Uh]cbYb
C fh	⊖[ c`ghUXhž'8Yi hgWx`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "hU[ Yggd]Y[ Y``XY</li> <li>• k k k "fVV&amp;( "XY</li> <li>• Y]g\cW_Ym%\$\$"XY</li> </ul>

6Ygi WX Yb 'G]Y 'i bg 'Ui Z. 'b!U[ "XY