

Di h]b ``Y\ bh'C ghYf!K UZZYbfi \Y'UV. '? ]Yk  
a Y`XYh'bYi Y'5b[ f]ZZY

Di h]b j Yfk Y][ Yfh'X]Y'J Yf`Àb[ Yfi b[ 'XYf': Yi YfdUi gY']b'XYf  
I \_fU]bY" `GY`Ybg\_m^VYf]W\hYhj cb']bhYbg]j Yb'fi gg]gWYb  
5b[ f]ZZYb"



8cbYn\_ž'I \_fU]bY'!`5a`&\$"5dfj`&\$&) `Uh'Fi gg`UbXg`DfÀg]XYbh  
K`UX]a ]f'Di h]b`\_Y]bYb`6YZY`\`ni f'J Yf`Àb[ Yfi b[ 'XYf`ZØf`C ghYfb  
Ub[ Y\_ØbX][ hYb': Yi YfdUi gY']b'XYf'I \_fU]bY'[ Y[ YVYb"8]Yg'k i fXY  
j cb'?fYa`!GdfYWYf`8a ]hf]'DYg\_ck`VYgh`h][ hž'k ]Y`X]Y`ghUUh]W\Y  
B UW\]W\hYbU[ Ybhi f`HUgg`VYf]W\hYh"8Yf`VYghY\YbXY  
K UZZYbgh]`ghUbX`k Uf'bi f`V]g`A ]hYfbUW\h'f&%"\$ \$`I \f`A 9GNĚ`Ua  
C ghYfgcbbhU[ `Ub[ Y\_ØbX][ hž'i bX`X]Y'i \_fU]b]gWY`GY]hY`\Uh`VYfY]hg  
g][ bU`g]Yfhž`XUgg`g]Y`\_Y]bY`K UZZYbfi \Y`YfZU\fyb`\Uh"

8Yf'i \_fU]b]gWY`DfÀg]XYbh`K c`cXma mf`GY`Ybg\_m^`Ai »YfhYž`XUgg  
gY]bY`Hfi ddYb`gY]h`GcbbhU[ a cf[ Yb'ni bY\`a YbX`fi gg]gWYb  
5b[ f]ZZYb`Ui g[ YgYhnh'gY]Yb" `b`gVYgcbXYfY`ja` ; YV]Yh'8cbYn\_ž']b  
XYf`B`À\Y`j cb`Dc\_fck`g\_`i bX`G]k Yfg\_ž`\_Ua`Yg`ni`Y]bYa`Yf\`Ò\hYb

6YgW\i gg'i bX'8fc\bYbUb[ f]ZZYb'j cb'fi gg]gW\Yf'GY]hY""GY`Ybg\_m^  
ghY`hY`ZYghž`XUgg`XYf'; Y[ bYf'gW\k YfY`K UZZYb`Y]bgYhnYž`k Å\fybX  
XYf'@ ZhU`Ufa `]b`XYf'FY[ ]cb`Ui g[ YV`]YVYb`gY]"`9f`\_f]h]g]YfhYž`XUgg  
Di h]b`Ybhk`YXYf`\_Y]bY`?cbhfc`Y`ØVYf'gY]bY`Hfi ddYb`\UVY`cXYf  
b]W\h'[ Yk `]`h'gY]ž`XYb`?f]Y[ `ni `VYYbXYb"

K UZZYbgh]`ghUbXgj Yf\UbX`i b[ Yb`i bX  
]bhYfbUh]cbU`Yg`9b[ U[ Ya`Ybh

Ni gÅhn`]W`ni `XYb`U\_hi Y`Yb`a `]hÅf]gW\Yb`9bhk`]W`i b[ Yb  
j Yfgi W\Yb`]bhYfbUh]cbU`Y`5\_hi fY`k`Y]hYf\]bž`XYb`?cbZ`\_h`ni  
j Yfa`]hY`b`"8]Y`I G5`i bhYf`DfÅg]XYbh`8cbU`X`Hfi a`d`Yf\Ø`Yb`XYb  
8fi W`\_Ui Z`VY]XY`?f]Y[ `gdUfhY]Ybž`f]YXYbg[ YgdfÅW\Y  
Ui Zni bY`a`Yb`"Hfi a`d`VYhcbhY`X]Y`Bchk`YbX][`\_Y]h'gW\by`Yf  
:cfhgW\f]hY`ni f`6YYbX][`i b[ `XYg`?cbZ`\_hg`i bX`Xfc`hY`a`]h`XYa  
5VVfi W`XYf`J`Yfa`]h`i b[ gVYa`Ø`i b[ Ybž`ZU`g`\_Y]bY  
?ca`dfca`]ggVYfY]hgW\UZh[ YnY][`h`k`]fX"

8]Y`K UZZYbgh]`ghUbXgj Yf\UbX`i b[ Yb`nk`]gW\Yb`Fi gg`UbX`i bX`XYf  
I`\_fU]bY`g]bX`gY]h`]\fyb`YfghYb`; YgdfÅW\Yb`]a`i`fØ`\]b[ `&\$&&  
]a`a`Yf`k`]YXYf`]bg`Ghc`W`Yb`[`YfUHyb`"Hfc`hn`]bhYfbUh]cbU`Yf  
X]d`ca`Uh]gW\Yf`6Ya`Ø`i b[ Ybž`Y]bgW`]Y»`]W`I B!FYgc`i h]cbYbž  
V`]YV`X]Y`<U`hi b[ `Fi gg`UbXg`i bj YfÅbXYfh`6]g`i`YVfi Uf`&\$&) `[ UV  
Yg`\_Y]bY`V`]UhYfU`Yb`i`f]YXYbgj Yf\UbX`i b[ Ybž`bUW\XYa`ZfØ`YfY  
J`YfY]bVUfi b[ Yb`k`]Y`XYf`A`]bg`Yf`Dfc`nYgg`bi`f`VY[ fYbnhY`9fZc`[ Y  
Yfn]Y`h`\UhYb`"a`A`Åfn`&\$&) `k`i`fXY`X]Y`J`YfhY]X][`i b[ `XYf  
hYff]hc`f]U`Yb`I`bj`YfgY`f`h`Y]h`]a`i`fi`bX[ YgYhn`XYf`6i`bXYgfYdi`V`]\_  
8Yi`hgW`\UbX`j`YfUb`\_Yfhž`k`Ug`X]Y`9I`XUni`j`YfUb`UgghYž`]\fy`F`c`Y  
]b`XYb`J`Yf\UbX`i b[ Yb`ni`VYhcbYb"

5\_hi Y`Y`A`]hÅfU`\_h]j`]hÅhYb`i bX`J`c`fk`ØfZY

K Å\fybX`X]Y`dc`h]gW\Yb`; YgdfÅW\Y`ghU[ b]YfYbž`VYgW\i`X][`h  
Fi`gg`UbX`X]Y`i`\_fU]b]gW\Yb`GhfY]h`fÅZhYž`k`Y]hYf\]b`5b[ f]ZZY`]b  
8cbYn`\_Xi`fW\ni`Ø\fyb`"8Ug`fi`gg]gW\Y`J`YfhY]X][`i b[ ga`]b]ghYf]i`a  
VYf]W\hYhY`j`cb`8i`hnYbXYb`8fc\bYbUb[ f]ZZYb`i bX`i`bXYfhYb  
5fh`]Yf]YY]bgÅhnYb`Ui`g`XYf`I`\_fU]bYž`X]Y`Ui`W`X]Y`fi`gg]gW\Yb

; fYbnfY[ ]cbYb'6f'Ubg\_ž?i fg\_`i bX'6Y`[ cfcX'YffY]W\h'\ÀhhYb"  
 8]YgY'5b[ f]ZZY'ZØ\fhYb'ni`C dZYfb'i bX'GW\ÀXYb'Ub'n]j`Yb  
 ; YVÀi XYb"i bUV\Àb[ ][`ØVYfd fØZVUFY`bZcfa Uh]cbYb'VYnØ[ `]W  
 XYf'C dZYf'V`]YVYb`YXcW`Ui`g"

GY`Ybg\_m^Xc\_`i a Ybh]YfhY`X]Y`fi gg]gWYb`J YfghØ»Y`i bX`Vch'Ubž  
 X]YgY'6Yk Y]gY`XYb`k Ygh]WYb`DUfhhYfb'ni`f`J YfZØ[ i b[ `ni`ghY`Yb"  
 Nk ]gWYb`A ]hhYfbUW\h'i bX`A ]hhU[ `k UfYb`VYfY]hg`&`\*`5b[ f]ZZY`XYf  
 fi gg]gWYb`Hfi ddYb`fY[ ]ghf]Yfh`k cfXYb"i`a`F U\`a Yb`gY]bYf  
 6Ya Ø\i b[ Yb`i a`Y]bY`X]d`ca Uh]gWY`@Øgi b[ `ZcfXYfhY`GY`Ybg\_m^  
 Y]bY` \$!hÀ[ ][`Y`K UZZYbfi`Y`bUW`C ghYfbž`Y]b`J cfgW`U[ ž`XYb`Di`h]b  
 ni`j`cf`ja`Ni`gUa`a Yb`Ub[ `a`h`Y]bYa`i`G!5b[ YVch`ja`A`Àfn  
 VY[ fØ»h`\UhhYž`YXcW`a`h`6YX]b[ i b[ Yb`j`Yf`\_bØd`žY"

8Yf`?cbZ]\_hž`XYf`a`h`XYf`fi gg]gWYb`5bbYI ]cb`XYf`?f]a`ja`A`Àfn  
 &\$%(`gY]bYb`5bZUb[ `bU\`a`i`bX`]b`Y]bY`i`a`ZUggYbXY`5[ [ fYgg]cb  
 ØVYf[ ]b[ ž`\Uh`V]g`\Yi`hY`b]W\h'Ub`6f]gUbn`j`Yf`cfYb"  
 : f]YXYbgVYa Ø\i b[ Yb`j`Y]`gY]h[ Yf`]bhYfbUh]cbU`Yf`5`\_hYi`fYž  
 Y]bgW`Y]Y»`]W`XYg`<Y`][`Yb`Ghi`>`g`i`bX`7\]bUgž`k`YfXYb`k`Y]hYf\]b  
 i`bhYfbca`a`Ybž`YXcW`g]bX`i`c`fhgW`f]hhY`gW`k`]Yf[ [ `ni`YffY]WYb"

8YhU]`g	
J`c`f`ZU``	5b[ f]ZZY
I`f`g`UW\Y	fi`gg]gWY`5b[ f]ZZY
C`f`h	8`cb`Yn`_ž`i`_fU]bY
E`i`Y`Y`b	<ul style="list-style-type: none"> <li>• k`k`k`"hU[ Yggd]Y[ Y`"XY</li> <li>• XY"k`_]`dYX]U"cf[</li> </ul>

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