

GhYi Yfb`ZØf`GYb]cfYb.`8cddY`VY`Ughi b[  
Xfc`h`Xi fW`bYi Y`9]b\_ca a Ybg[ fYbnYb`

GYb]cfYb`]b`8Yi hgW`UbX`gY`Yb`g]W`&\$&) `ghYi Yf`]WYb  
J Yf`AbXYfi b[ Yb`[ Y[ YbØVYfž`X]Y`k`À`fYbX`XYf`F YbhY`ni  
`Ø`YfYf`GhYi Yf`Ugh`ZØ`fYb`



8Yi hgW`UbX`!`b`8Yi hgW`UbX`ghY`Yb`j`]Y`Y`GYb]cfYb`j`cf`bYi Yb  
<YfUi gZcfXYfi b[ Yb`VYnØ[ `]W`]\fYf`:`]bUbnYb`i`bX`GhYi Yfb`"@Ui`h`  
**]b: fUb\_Yb`ØVYfgW`fY]hYb`]a`a`Yf`a`Y`f`F`Yb`hb`Yf`Xi`fW`X]Y`  
U`hi`Y`Yb`J`Yf`AbXYfi`b[`Yb`XYb`:`fi`bX`ZfY]VYhfU[``8]Yg`VYXYi`hYhž`  
XUgg`g]Y`]b`Y`]bY`Ø`YfY`HUF]ZncbY`fi`hgW`Yb`i`bX`gca`]h`Ø`YfY`  
GhYi Yfb`nU`Yb`a`ØggYb`**

8]Y`GhYi Yfdfc[ fYgg]cb`]b`8Yi hgW`UbX`ZØ`fh`XUni`ž`XUgg`a`]h`  
ghY][ YbXYa`9]b\_ca a Yb`X]Y`GhYi Yf`Ugh`YVYbZU`g`UbghY][ h`8]Yg`  
VYhf]Zh`]bgVYgcbXYfY`GYb]cfYbž`XYfYb`BYh`c`fYbhY`j`cfUi`gg]W`h`]W`  
k`Y]hYf`]b`g]b\_Yb`k`]fXž`XU`b]W`h`bi`f`X]Y`9]b\_ca a YbgUb`fYW`bi`b[`  
ghY][ hž`gcbXYfb`Ui`W`9]b\_ca a YbghYi Yf`i`bX`Gc`XUF]h`hgni`gW`U[``  
8]YgY`?`ca`V]bUh]cb`ZØ`fh`ni`Y]bYf`Yf`YV`]W`Yb`8cddY`VY`Ughi`b[``

# J YfÀbXYfi b[ Yb`]a `GhYi YfhUf]Z

8]Y`U\_hi`Y`Y`ghYi`Yf`]WXY`G]hi`Uh]cb`]gh`]b`Z0bZ`HUF]ZncbYb`i`bhYfhY`]hž`  
 X]Y`X]Y`<`0\Y`XYf`ni`nU\`YbXYb`GhYi`Yfb`]a`8YhU`]Z`Ygh`Y[`Yb`":`0f`  
 XUg`&f`&\$&)`[`Y`hYb`Zc`[`YbXY`FY[`Yi`b[`Yb`fbUW`GhYi`YfhUVY`Y`  
 Ł.

HUF]ZncbY	9]b_ca`a`YbggdUbbY` ;`fYbnghYi`YfgUhn
%	V]g`%&"\$-`*`9i`fc` \$i
&	%&"\$-`+`9i`fc`V]g` %(`i`V]g`&(`i` %+`"(`(`9i`fc`
'	%+`"(`(`(`9i`fc`V]g` &(`i`V]g`(`&i` *`,`"`,`\$`9i`fc`
(	*`,`"`,`%`9i`fc`V]g` (`&i` &+`+`,`&`*`9i`fc`
)	UV`&+`+`,`&+`9i`fc` ()`i`

8]YgY`HUI`]Yfi`b[`k`]fX`À\`f`]W`bUW`z`&U`9Gh`Ub[`YdUggh`K`Yf`  
 Y]b`9]b\_ca`a`Yb`j`cb`+`\$`\$`\$`\$`9i`fc`]b`XYf`HUF]ZncbY`(`\`Uhž`nU\`h`  
 VY]gd]Y`gk`Y]gY`(`&`7Ybh`GhYi`Yfb`Ui`Z`YXYb`ni`gÀ`h`]W`j`YfX]YbhYb`  
 9i`fc`"8]Y`GhYi`Yfdfc[`fYgg]cb`a`UW`h`Yg`bchk`YbX][`ž[`YbUi`Ui`Z`X]Y`  
 Y][`YbY`9]b\_ca`a`Ybgg]hi`Uh]cb`ni`UW`hYbž`XU`gY`Vgh`\_`Y]bY`  
 <]bni`j`YfX]YbghY`X]Y`GhYi`Yf`Ugh`UVfi`dh`Yf\`0\`Yb`\_`0bbYb`"

# K ]W h][ Y`<]bk`Y]gY`Z0f`GYb]cfYb

GYb]cfYbž`X]Y`]a`8YnYa`VYf`bYi`Y`F`YbhYb`VYgWXY]XY`Yf\`U`hYbž`  
 gc`hYb`gc`f[`ZÀ`h][`d`f0ZYbž`c`V`]fY`9]b\_ca`a`Ybg[`fYbnY`  
 0VYfgW`f]hYb`k`]fX`"9g`\_`0bbhY`fUhgUa`gY]bž`ZfY]k`]`][`Y`6Y]hfÀ[`Y`  
 ni`f`?`fUb`\_`Yb!`c`XYf`DZY[`Yj`Yfg]WXYfi`b[`ni`Y]ghYbž`i`a`XUg`  
 BYh`cY]b\_ca`a`Yb`ni`gYb`\_`Ybž`k`Ug`[`Y[`YVYbYbZU`g`ghYi`Yf`]WXY`  
 J`c`f`hY]`Y`a`]h`g]W`V`f]b[`Yb`\_`0bbhY`"6YfUhi`b[`ghYfa`]bY`VY]`XYf`  
 8Yi`hgWXYb`F`YbhYbj`Yfg]WXYfi`b[`fB`F`J`Ł`c`XYf`VY]`i`bUV`À`b[`]Yb`  
 6YfUHYfb`g]bX`]b`X]YgYf`G]hi`Uh]cb`Xf]b[`YbX`Ya`dZY`\`Yb`gk`Yfh`"

K ]W h][`]gh`Ui`W`ž`XUgg`j`]Y`Y`6YgWXY]XY`ni`f`F`YbhY`ZY`\`Yf\`UZ`h]g]bX`"  
 GW`À`hni`b[`Yb`ni`Zc`[`Y`g]bX`fi`bX`(`\$i`X`Yf`0VYfd`f0Z`hYb`6YgWXY]XY`  
 ZU`gW`ž`k`Ug`ni`gÀ`h`]WXY`Z]b`Ubn]Y`Y`i`bg]WXYf\`Y]hYb`a`]h`g]W`V`f]b[`h`"

8]Y`Bi hni b[ `Y]bYg`GhYi YffYW`bYfg`\_Ubb`\]Yf`\Y`ZYbž`Y]bY`\_`UfY  
 , VYfg]W`h`ØVYf`X]Y`GhYi Yf`Ugh`ni `[ Yk `]bbYbž`VYgcbXYfg`]a  
 <]bV`]W`\_Ui Z`X]Y`dfc[ fYgg]j Yb`HUI `]Yfi b[ gncbYb`HYgh"

≠g[ YgUa `h`nY][ Yb`X]YgY`9bhk `]W`\_i b[ Ybž`XUgg`GYb]cfYb`]b  
 8Yi hgW`\_UbX`ni bY`a YbX`i bhYf`8fi W`\_[ YfUhYbž`g]W`\_\]bg]W`h`]W`  
 ]\fYf`:]bUbnYb`i bX`GhYi Yfj YfdZ]W`hi b[ Yb`VYggYf`ni`]bZcfa `]YfYb  
 i bX`VYfUhYb`ni`\_UggYbž`i a`\_a Ô[ `]W`Y`BUW`hY]`Y`ni`j Yfa `Y]XYb"

8YhU]`g	
C fh	8Yi hgW`_UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "]bZfUb_Yb"XY</li> <li>• ghYi YfhUVY``Y"cf[</li> <li>• k k k "hYgh"XY</li> </ul>

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