

F i gg`UbX`ghc d d h`a Ugg]j Y  
8 fc`bYbc ZZYbg]j Y. `%&, `i \_fU]b]gWXY  
5 b[ f]ZZY`UV[ Yk Y`fh`

F i gg`UbX`a Y`XYh`XYb`5VgWxi gg]j cb`%&, `i \_fU]b]gWXYb  
?Ua dZXfc`bYbž`Y]bY`XYf`[ fÒ» hYb`5hhUW\_Yb`]a `i \_fU]bY!  
?cbZ]\_h"

? ]Yk ž`i \_fU]bY`!`č`XYf`BUW`h`ni a`A`]h`k`cW`a`Y`XYh`Y`F i gg`UbX`  
XYb`5VgWxi gg]j cb`%&, `i \_fU]b]gWXYb`?Ua dZXfc`bYbž`k Ug`U`g`Y]bY`  
XYf`[ fÒ» hYb`i \_fU]b]gWXYb`8 fc`bYbUhhUW\_Yb`gY]h`6Y[ ]bb`XYg`  
I \_fU]bY!`?cbZ]\_hg`[ ]h`8]Y`8 fc`bYb`n]Y`hYb`j`c`ff`Ub[ ][ `Ui`Z`X]Y`  
FY[ ]cbYb`?fUgbcXUfž`6f`Ubg`\_i`bX`?i`fg`\_Ub`XYf`;`fYbnY`ni`f`  
I \_fU]bY`"6YgcbXYfg`VYa`Yf`\_Ybgk`Yfh`]ghž`XUgg`'`\$`XYf`8 fc`bYb`  
ØVYf`XYf`UbbY`\_h]YfhYb`?f]a`UV[ YZUb[ Yb`k`i`fXYb`"Hf`chn`XYf`  
J]Y`nU`U`Ub`5b[ f]ZZY`b`k`i`fXYb`\_Y]bY`[ fÒ» YfYb`GW`ÅXYb`[ Ya`Y`XYhž`  
k Ug`Ui`Z`X]Y`9ZZ]n]Ybn`XYf`fi`gg]gWXYb`5V`k`Y`fa`U`»`bU`a`Yb`  
`]b`k`Y]gh`"8]Y`i`\_fU]bY`>`b[ Y[ Yb`>`Uh]b`XYb`>`YmhYb`A`cb`UhYb`]`fY`  
C`ZZYbg]j`Y`[ Y[ Yb`fi`gg]gWXY`>`č`Zf`Ughfi`\_hi`fž`]bgVYgcbXYfY`9bYf[ ]Y!  
i`bX`A`]h`Åf`Ub`U[ Ybž`Yf`YV`]W`j`Yfgh`Åf`\_h`"8]YgY`5b[ f]ZZY`g]bX`Y]bY`  
X]fY`\_hY`FYU`\_h]cb`Ui`Z`XYb`Zc`fhk`Å`fYbXYb`6YgWxi`gg`i`\_fU]b]gWXYf`  
Gh`ÅX`hY`i`bX`]`fY`9bYf[ ]Yj`Yfgcf[ i`b[ `Xi`fW`F i gg`UbX`ž`k`]Y`?`Ò`b`Yf`  
**GhUXh!5bnY][ Yf`VYf]W`hYh"**

8]Y`[ Y[ YbgY]h[ Yb`8 fc`bYbUb[ f]ZZY`nk`]gWXYb`F i gg`UbX`i`bX`XYf`  
I \_fU]bY`>`UVYb`]b`>`YmhYf`NY]h`XYi`h`]W`ni`[ Ybca`a`Yb`"@Ui`h`  
cZZ]n]Y`Yb`6Yf]W`hYb`Ui`g`A`cg`\_Ui`k`i`fXYb`]b`XYf`[ `Y]WXYb`BUW`h`  
-`\$`i`\_fU]b]gWXY`8 fc`bYb`UV[ YZUb[ Ybž`k`cVY]`'` ,`ØVYf`XYa`  
5gck`gWXYb`A`YYf`i`bX`&(`ØVYf`XYf`FY[ ]cb`?fUgbcXUf`nYfgh`Òfh`  
k`i`fXYb`"č`?`]Yk`k`i`fXYb`]bXYg`a`Y`fYfY`;`YV`Ai`XY`VYgW`ÅX][`hž`  
i`bX`Yg`[ UV`J`Yf`YmhYž`k`Å`fYbX`X]Y`i`\_fU]bY`Ub[ ]Vhž`XUgg`F i gg`UbX`  
]b`XYfgY`VYb`BUW`h`%( +`8 fc`bYbUb[ f]ZZY`Xi`fW`[ YZ`Ø`f`h`>`UVY"

8]YgY`5b[ f]ZZY`hfYhYb`]b`Y]bYb`?cbhYI h`Y]bž`]b`XYa`Fi gg`UbX`i bX  
X]Y`I \_fU]bY`k Y]hYf\]b`i a`X]Y`?cbhfc``Y`]b`fY[ ]cbU`Yb  
?cbZ]\_hncbYb`\_Aa dZYbž`k Ug`X]Y`I bg]WXYf\Y]hYb`i bX`F]g]\_Yb`ZØf  
N]j`j`]ghYb`Yf\YV`]W`Yf\Ø`h`" `b`7`Uf\_]k`k`i fXYb`Xi fW`X]Y`5b[ f]ZZY  
VYfY]hg`GW`ÅXYb`Ub`a`Y`fYfYb`@U[ Yff`Ai a`Yb`i bX`K`c`b`Åi`gYfb  
j`Yfi fgUW`hž`k`Å`fYbX`i bUV`Åb[ ][ ` , VYfdfØZ`b[ Yb`X]YgYf`J`cfZ`Å`Y  
b]W`h`a`Ø[ `]W`g]bXž`k`jY`b!hj`VYf]W`hYh`

## 8]Y`F`c``Y`XYf`8fc`bYb`]a`?`cbZ]\_h

8fc`bYb`g]bX`a`]h`Yfk`Y]`Y`Y]b`nYbhU`Yg`9`Ya`Ybh`]a`I`\_fU]bY!  
?cbZ]\_hž`gck`c`Å`ZØf`cZYbg]j`Y`U`g`Ui`W`X`YZYbg]j`Y`9]bg`Å`h`Y`"8]Y  
I`\_fU]bY`Å`Uh`YfZc`[ fY]W`]b`bc`j`Uh]j`Y`A`]`h`Å`fcdYfUh]cbYb  
Xi`fW`[ YZØ`fhž`VY]gd]Y`gk`Y]gY`a`]h`Y]bYf`A`Uf]bYXfc`bYž`X]Y`nk`Y]  
fi`gg]gW`Y`<`i`VgW`fUi`VYf`UV[ YgW`cggYb`Å`Uh`8UfØVYf`Å`]bUi`g  
Å`UVYb`i`\_fU]b]gW`Y`GhfY]h`f`Å`ZhY`Y]bY`Å`c`Å`Y`5VgW`i`ggei`chY`j`cb  
ØVYf`-`\$i`I`[ Y[ Yb`X]Y`fi`gg]gW`Yb`G`Å`U`YX!8fc`bYb`YffY]W`h`8]YgY  
8fc`bYbž`X]Y`a`]h?`Ua`\_]`UnY!HU`h]\_Yb`cdYf]YfYbž`Yf\Ø`Yb`XYb  
8fi`W`\_Ui`ZX]Y`i`\_fU]b]gW`Y`5V`k`Y`Å`f`"I`a`X]YgYb`6YXfc`Å`i`b[ Yb`ni  
VY[ Y[ bYbž`Å`Uh`X]Y`I`\_fU]bY`b]W`h`bi`f`gdYn]Y`Y`Gc`XUhYb  
Ui`g[ YV]`XYhž`X]Y`:`DJ!8fc`bYb`fi`]fgh`DYfgcb`J`]Yk`Ł`a`]h  
GW`fchZ]bhYb`UVgW`]Y»`Ybž`gcbXYfb`Ui`W`Y]b`U`i`gh]gW`Yg  
8YhY`h]cbggmghYa`Yb`hk`]W`Y`hž`XUg`Ub[ fY]ZYbXY`8fc`bYb`Yf`\_Ybb`h`  
F`i`gg]U`Å`]b[ Y[ Yb`gYmh`j`YfgW`]YXYbY`HYW`b]\_Yb`Y]bž`i`a`]`Å`fY  
8fc`bYb`cdYfUh]cbYb`ni`cd`h]a`]YfYbž`k`jY`N8`Yf`Åi`hYfh`

8Ug`fUd]XY`K`UW`ghi`a`XYf`8fc`bYb`hYW`bc`c[ ]Y`Å`Uh`VY]XY`GY]hYb  
ni`bYi`Yb`GhfUhY[ ]Yb`[ Ynk`i`b[ Yb`"Fi`gg`UbX`j`Uf]]Yfh`:"i`[ Å`Ø`Yb  
i`bX`:"YgW`k`]bX][ \_Y]hYb`gY]bYf`8fc`bYb`i`bX`YI`dYf]a`Ybh]Yfh`a`]h  
a`cXYfbYb`?ca`a`i`b]\_Uh]cbga`Yh`cXYb`"8]Y`I`\_fU]bY`j`YfVYggYfh  
XYfnY]h]Å`fY`GhØfhYW`b]\_Yb`[ Y[ Yb`ZY]bX`]W`Y`:"i`b`\_j`YfV]bXi`b[ Yb  
i`bX`Å`Uh`HYW`b]\_Yb`ni`f`[ `Y]W`nY]h][ Yb`6YX]Ybi`b[ `a`Y`Å`fYfYf  
8fc`bYb`Yb`hk`]W`Y`h`"8]Y`<`YfUi`gZc`fXYfi`b[ Yb`XYf`F`Y`\_fi`h]Yfi`b[ ž  
X]Y`X]Y`I`\_fU]bY`d`U[ Ybž`\_Øbb`hYb`Xi`fW`X`Yb`9]bgU`hn`j`cb`8fc`bYb  
[ Ya`]`XYfh`k`YfXYbž`XU`X]YgY`g]W`YfYfY`9]bgU`hna`Ø[ `]W`\_Y]hYb  
V]YhYb`\_Øbb`Yb`"Hfch`ni`U`Yf`hYW`bc`c[ ]gW`Yb`:"cfhgW`f]hY`V`Y]Vh`X]Y  
@U[ Y`Ub`XYf`:"fcb`h`YXcW`Ub[ YgdUbb`h`i`bX`i`bj`cf`Å`YfgY`Å`Ufž  
k`Å`fYbX`VY]XY`GY]hYb`i`a`Y]bYb`ghfUhY[ ]gW`Yb`J`cfhY`]`]b`X]YgYa`

`Ub[ Ub\U`hYbXYb`?cbZ]\_h\_Àa dZYb"

8YhU]`g	
J c fZU``	8fc\bYbUb[ f]ZY
C fh	?]Yk ž! _fU]bY
J Yf`YhnhY	%
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "_ghU"XY</li><li>• k k k "b!hj "XY</li><li>• k k k "nXZ"XY</li></ul>

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