

## A Ud`Y`@YUZg': UW`~ &( A`8]`Ya a U. HUj UfYg'cf`A UfWU UbX3

Hcfcbhc`A Ud`Y`@YUZg'ZUW`U`d]j chU`~ &( `a`j`)cb`XYW]g]cb.`fY!  
g][ b]b[ `æ\`b`HUj UfYg'cf`di fgi`b[ `6fUX`A UfWU UbX"



Hcfcbhcž'7UbUXU'!`H\Y`Hcfcbhc`A Ud`Y`@YUZg'Z]bX`h\Ya`gY`j`Yg`Uh  
U`d]j`chU`~WfcggfcUXgž`hUg\_YX`k`]h\`U`g][`b]Z]WUbh`XYW]g]cb`h\Uh  
Wci`X`g\UdY`h\Y]f`fcghYf`Zcf`h\Y`mYUfg`hc`Wca`Y`"5g`h\Ymi[`fUdd`Y  
k`]h\`h\Y`dfcgdYWh`cZ]bj`Ygh]b[`~`&(`a`j`)cb`cj`Yf`h\fYY`mYUfgž`h\Y  
XYVUhY`Wb`hYfg`Ufci`bX`k`Y`h\Yf`hc`Wca`a`]h`h\]g`gi`a`hc`j`YhYfUb  
Wb`hYf`æ\`b`HUj UfYg'cf`hc`h\Y`ZY]ghm`k`]b[`Yf`6fUX`A UfWU UbX`"H\Y  
]a`d`]WU]cbg`cZ`h\]g`Wc]WU`UfY`bch`↑`gh`Z]bUbW]U`/`h\Ym`YbWca`dUgg  
h\Y`j`Yfm`]XYbh]hm`UbX`Wca`dYh]hj`Y`Ugd]fUh]cbg`cZ`h\Y`hYUa`"

5WcfX]b[`hc`A`c`hc`fWmWY`Gd`c`fhgž`æ\`b`HUj UfYgž`Ub`YI`dYf]YbWXX  
Wb`hYfž`\Ug[`UfbYfYX`U`fYdi`hUh]cb`Zcf`dfcj`]X]b[`ghUV`]`hmž  
cfWYghfUh]b[`d`Umgž`UbX`WfYUh]b[`cddcfhi`b]h]Yg`cb`h\Y`]WY`"5h`(`  
mYUfg`c`Xž`HUj UfYg`\Ug`XYa`cbghfUhYX`\]g`k`cfh\`k`]h\`Ub

[a d fYgg]j Y`hU`micZ'(- ' `dc]bhg`b`) %) `[ Ua Yg`g]bW`c]b[b[ `h\Y  
@YUZg`b`&\$%, "': i fh\Yfa c fYž`\]g`YUXYfg\]d`ei U`h]Yg`a U\_Y`\]a  
Ub`b] U`i UV`Y`UggYhž`YgdYWU`m`k \Yb`Wc]bg]XYf]b[ `h\Y`hYUa g  
bYYX`Zcf`XYdh\`Uh`Wb`hYf"<[g`YI d fYggYX`XYg]fY`hc`fYa U]b`b  
Hcfcbhc`UXXg`Ubch\Yf`UmYf`hc`\]g`UddYU`ž`Ug`\Y`]g`cdh]a ]gh]W  
UVci h\Ua a Yf]b[ `ci hU`bYk `Wc]bhfUW`

C b`h\Y`Z]d`g]XYZ` +!mYUf!c`X`6fUX`A UfW\UbXž`bck`]b`\]g`%\*h\`B<@  
gYUgcbž`cZZYfg`U`X]ZZYfYbh`gW]dh"?bck b`Zcf`\]g`gWc]f]b[ `dfck Ygg  
UbX`hYbUW]hmž`A UfW\UbX`\Ug`dfcj Yb`\]g`a Yh`Y`]b`\][\!d fYggi fY  
gWbUf]cgž`bchUV`migWc]f]b[ `\_Ym[ cU`g`Xi f]b[ `d`UmcZZ`fi bgž  
]bWi X]b[ `U`XfUa Uh]WXci V`Y!c] Yfh]a Y`k ]bbYf`]b`h\Y`GhUb`Ym`7i d  
:]bU`"5bU`mghg`5Ufcb`?cfc`bY\_`UbX`7Uf`c`7c`U]UWc]j c`Vf]b[ `Zcfh\  
Wc`a dY`]b[ `Uf[ i a Ybhg`cb`Vch\`g]XYgž`gi [ [ Ygh]b[ `h\Uh`k`\]Y  
HUj UfYg`a Um]Z`U`Wfi WU`[ Ud`Ug`U`Wb`hYfž`A UfW\UbX`g`UV`]hm`hc  
U`hYf`h\Y`hYUa g`ghmY`Wci`X`VY`U`[ Ua Y!W\Ub[ Yf`"6i h`k \Uh`XcYg  
h\]g`a YUb`Zcf`h\Y`ZfUbW\]gY g`cb[ !hYfa `j ]g]cb3`

## K \Uh g`Uh`GhU\_Y3

H\Y`XYW]g]cb`h\Y`A Ud`Y`@YUZg`ZUW`YI hYbXg`VYmc`bX`]bX]j ]Xi U`  
ghUh]gh]Wg`cf`Wc]bhfUW`h U`Z[ i fYg"; YbYfU`A UbU[ Yf`6fUX`HfY`]j ]b[  
\Ug`i bXYfgWc]fYX`h\Y`bYYX`Zcf`U`g\]ž`]b`hYUa`]XYbh]hm`UZhYf`h\Y  
X]gUddc]bha Ybh`cZ`mY`h`Ubch\Yf`YUf`m`d`UmcZZ`YI ]h`K ]h\`h\Y`A Ud`Y  
@YUZg`U`fYUXm`\c`X]b[ `g][ b]Z]WUbh`Wc]bhfUW`hg gi W\`Ug`K`]`Ua  
Bm`UbXYf`g`- &`a`]`cb`XYU`UbX`A ]hW\Y`A UfbYf`g`\*)`a`]`cb  
Wc]bhfUW`h`h\Y`Z]bUbW]U`]a d`]WU]cbg`cZU`&( `a`]`cb`Wc`a`a ]ha Ybh  
`cca`Uf[ Y`]b`h\Y`ZfUbW\]gY g`Vi X[ Yh]b[ `UbX`ghfUhY[ ]Wd`Ubb]b[ "

@cc\_]b[ `XYdYf`]bhc`h\Y`Wc]bhfUW`hgž`HUj UfYg`W`ffYbh`m`\Ug`U`gYj Yb!  
mYUf`Wc]bhfUW`h`cfh\`++`a`]`cbž`k\]W\`Wc]bWi XYg`]b`&\$&("`<]g  
Uj YfU[ Y`Ubbi U`j U`i Y`f55J`ghUbXg`Uh`%`%`a`]`cb`"H\]g`YI ]gh]b[  
Z]bUbW]U`Wc`a`a ]ha Ybh`k`Y][\g`\YUj ]`m]b`h\Y`XY`]VYfUh]cb`dfcW`gg"  
A UfW\UbX`g`\mdch\Yh]WU`]j U`i Uh]cb`cZ`, `a`]`cb`dYf`mYUf`Zcf`h\Y  
bYI h`h\fYY`mYUfg`]bXYX`d fYgYbhg`U`dchYbh]U`m`ck Yf!Wc]gh`cdh]cbž  
Vi h`k \Uh\_]bX`cZ`fYhi fb`WUb`h\Y`@YUZg`YI dYW`hZfca`gi W\`Ub  
]bj Ygha Ybh3

H\Y`F cUX`5\YUX

8YWjX]b[ `VYhk YYb`HUj UfYg`UbX`A UfW\UbX`Yd]hca ]nYg`h\Y  
W\U``Yb[ Yg`gdcfhg`ZfUbW\]gYg`WcbZfcbh` h\Y`h][ \hfc dY`k U`\_`cZ  
VU`UbWj]b[ `ja`a`YX]UhY`bYYXg`k` ]h\``cb[ Yf!hYfa` `Ugd]fUh]cbg``Z`h\Y  
@YUZg`W\ccgY`hc`[ c`k` ]h\`HUj UfYgž`h\Ym`a` Um`j` Yfm`k` Y``Zcfh]Zm`h\Y]f  
Wb`hYf`dcg]h]cbž`j` ]hU`Zcf`Wca` dYh]h]j` Y`d`Um``7cbj` YfgY`mž`cdh]b[ `Zcf  
A UfW\UbX`a` Um`]bgh]``U`a` i` W\!bYYXYX`YX[ Y`hc`h\Y`hYUa` ž  
YgdYWjU``m`UhY`]b`[ Ua` Yg`k` \YfY`YI`dYf]YbW\`VYWca` Yg`dUfUa` ci`bh`

I`h]a` UhY`mž`h\Y`ZUhY`cZ`h\]g`XYWjg]cb`k` ]``]bZi` YbW\`bch`cb`m`h\Y  
@YUZg` ``]bYi` d`Vi` h`U`gc`h\Y]f`W\Ya` ]ghfm`UbX`Yj` Yb`h\Y]f`ZUbVUgY` g  
YI`dYW\Uh]cbg``5g`UbU`mghg`k`Y][ \`h\Y`dfcg`UbX`Wcbgž`]hg`Yj` ]XYbh  
h\Uh`k` \]W\Yj` Yf`dUh\`h\Ym`hU`\_Y`k` ]``VY`d]j` chU``]b`XYZ]b]b[ `h\Y  
hYUa` g`Zi` hi`fY``K` \YfY`Xc`mci` `ghUbX`cb`h\]g`Wfi`WjU``W\c]W\3`K` ]``  
h\Y`A` Ud`Y`@YUZg`Vc`ghYf`h\Y]f`WcfY`ghUV]`]hm`k` ]h\`HUj UfYgž`cf`f]g\_  
h\Y`[ Ua` V`Y`UbX`gk` ]b[ `Zcf`U`XmbUa` ]Wg\]Zh`k` ]h\`A` UfW\UbX3

H\Y`WcW`\_]g`h]W\_]b[ ž`UbX`Ug`h\Y`A` Ud`Y`@YUZg`dFYdUfY`Zcf`h\Y`bYI`h  
W\UdhYfž`U``YmYg`k` ]``VY`cb`h\Y]f`fcghYf`XYWjg]cbg`UbX`h\Y  
]a`d`]WUh]cbg`h\Uh`Zc``ck`":`cf`\cW\_Ym`ZUb`g`UbX`UbU`mghg`U`]\_Yž`h\Y  
YI`Wj]hYa` Ybh`gi`ffci`bX]b[ `h\]g`XYWjg]cb`\_]g`dU`dUV`Y`"

8YhU]`g	
Cfh	Hcfc bhcž`7UbUXU
E i`Y``Yb	<ul style="list-style-type: none"><li>• a`c`hc`fW\WYgd`cfhg`bYh</li><li>• k`k`k`"gd`cfhg`_YYXU"Wca</li><li>• k`k`k`"gd`chfUWWca</li></ul>

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`a`Y]b!k`]Yb`bYh