

G\Yf]ZZ/ , \$' - /g'K ]ZY'F Y`YUgYX'cb'6cbX  
5a ]X'; Ua V`]b[ '7cbgd]fUWm'GWbXU`

Gi gdYbXYX'C gWc`U'7ci bhmG\Yf]ZZ'A UfWc'g'@cdYn'ZUWg  
gYf]ci g'WUf[ Yg`b\_YX'hc'U` &%"\*A ']'Y[ U`[ Ua V`]b[  
cdYfUh]cbžk ]h\`]\g'YghfUb[ YX'k ]ZY'fY`YUgYX'cb'VcbX"



C gWc`U'7ci bhmž: `cf]XUž'I G5 '!:ž'U'g\cW\_]b[ 'hi fb'cZYj Ybhgž  
FcV]b'GYj YfUbW'@cdYnž'h\Y'YghfUb[ YX'k ]ZY'cZ'gi gdYbXYX  
C gWc`U'7ci bhmG\Yf]ZZ'A UfWc'g'@cdYnž'Zci bX'\YfgY`ZVUW\_]b'h\Y  
gdch][ \hUZhYf'VY]b[ 'fY`YUgYX'Zfca 'U]'`cb'U`YZm` ( \$\$žž\$\$  
VcbX"G\Y`UX'gdYbh'k c'k YY\_g'VY\]bX'VUfg'Zc`ck ]b[ '\Yf'UffYgh  
cb'U'gYf]ci g'WUf[ Y'cZ'Wc'bgd]fUWm'hc'i gY'cf']bj Ygh'dfcWYXg'Zfca  
fUW\_YhYYf]b[ ž'WUhY[ cf]nYX'Ug'U'gYWc'bX!XY[ fYY'ZY`cbm'H\]g'UffYgh  
]g'dUfh'cZ'U'VfcUXYf']bj Ygh][ Uh]cb'gi ffc' bX]b[ 'U'gd'fUk`]b[ ']'Y[ U`  
[ Ua V`]b[ 'cdYfUh]cb'Wc'gY`m`]b\_YX'hc'\Yf`\i gVUbX"

H\Y`Y[ U`hfci V`Yg'gi ffc' bX]b[ 'h\Y'@cdYn'ZUa ]`m`\Uj Y`XYXd  
fcchg"FYdcfhg'Zfca '76G'&%' ]bX]WUhY'h\Uh'G\Yf]ZZ'A UfWc'g'F"  
@cdYn'k Ug'UffYghYX'Zcf'gYf]ci g'fUW\_YhYYf]b[ 'UbX'Wc'bgd]fUWm

W\Uf[ Yg`YUf`Yfž`k ]h\`h\Y`k \c`Y`UZZU]f`U`Y[ YX`hc`\Uj Y`[ YbYfUhYX  
cj Yf`~ &%"\*`a ]`]cb`]b`]`]W]h`d`fcW`YXg`"5g`U`g\Yf]ZZ`@cdYn  
fYdcfhYX`m`i h`]nYX`\]g`Ui h\cf]hm`hc`g\]Y`X`h\Y`]`Y[ U`[ Ua`V`]b[  
cdYfUh]cbg`Zfca`~Uk`YbZcfW`a`Ybh`gWfi h]bmž`U`g\cW\_]b[ `a`]gi`gY`cZ  
\]g`di`V`]WcZZ]W`"

## H\Y`5`Y[ Uh]cbg`I`bZc`X

H\Y`U`Y[ Uh]cbg`U`gc`gi [ [ Ygh`h\Uh`F`cV]b`@cdYn`k Ug`bch`† gh`U  
dUgg]j Y`dUfh]W]dUbh`d`fcgYW` hcfg`WcbhYbX`h\Uh`g\Y`UW]j Y`m  
ZUW]`hUhYX`h\Y`a`cj Ya`Ybh`cZ`]`]W]h`Z`bXgž`fYW`]j ]b[ `dUma`Ybh`g`cZ  
VYhk`YYb`~ \*`\$`\$`\$`\$`\$`UbX`~ +`\$`\$`\$`\$`\$`~]b\_YX`hc`h\Y`[ Ua`V`]b[  
YbhYfdf]gY``Ci`h`cZ`h\Y`Z]j Y`Wc!XYZYbXUbhg`]bj`c`j YX`]b`h\]g`WUgYž  
Zci`f`\UX`d`fYj ]ci`g`m`VYYb`UffYghYX`UbX`fY`YUgYX`cb`VcbX`VYZcfY  
F`cV]b`g`fYW`bh`fY`YUgY``H\Y`ghUhY`WU]a`g`h\Uh`F`cV]b`UbX`A`UfWc`g  
k`YfY`Wc!Wc`bgd]fUh`c`fg`VYbYZ]h]b[ `Zfca`h\Y`]`Y[ U`~cdYfUh]cbg  
hc[ Yh\Yf`"

H\YgY`fYj Y`Uh]cbg`\Uj Y`ZUf!fYUW]b[ `]a`d`]WUh]cbgž`bch`† gh`Zcf`h\Y  
@cdYn`ZUa`]m`Vi`h`Zcf`h\Y`Wca`a`i`b]hm`Uh`Uf[ Y``K`\Uh`g`a`cfY  
U`Ufa`]b[ `]g`\ck`h\Y`]bj`Ygh][ Uh]cb`\Ug`i`bj`Y`]YX`U`Wf]a`]bU`  
cf[ Ub]nUh]cb`h\f]j ]b[ `]b`7Ybh`fU``: `cf]XUž`dUfh]W`Uf`m]b`C`gW`c`U  
7ci`bhm`UbX`bY][ \Vcf]b[ `@\_Y`7ci`bhm`5g`k`cfX`gd`fYUX`UVci`h`h\Y  
XYdh\`cZ`h\Y`cdYfUh]cbž`ch\Yf`]bX]j ]Xi`U`g`fYdcfhYX`m`UfY`YI`dYW`hYX  
hc`ZUW`UffYgh`k`UffUbhg`]b`h\Y`Wca`]b[ `XUmgž`g][ bU`]b[ `h\Uh`h\]g  
gWUbXU`a`Um`\Uj Y`cb`m`† gh`VY[i`b`hc`i`bZc`X`"

## G][ b]Z]WUbw`cZ`F`UW\_YhYYf]b[ `7\Uf[ Yg

5Wc`fX]b[ `hc`h\Y`I`"G``8YdUfha`Ybh`cZ`> gh]W`ž`fUW\_YhYYf]b[  
WUgYg``]\_Y`h\]g`cZhYb`ghYa`Zfca`Wca`d`YI`Wf]a`]bU`YbhYfdf]gYg`h\Uh  
cdYfUhY`ei ]Yh`m`Vi`h`YZZYWh]j Y`mik ]h\]b`Wca`a`i`b]h]Yg``H\Y`F`⇒7C  
ghUhi`hYž`k`\]W\`Ug`]hg`f`c`chg`]b`h\Y`C`f[ Ub]nYX`7f]a`Y`7cbh`fc``5Wh`cZ  
%- +`\$`ž`]g`U`dck`YfZ`~`hc`c`i`gYX`hc`hUW\_Y`c`f[ Ub]nYX`Wf]a`Y`UbX  
]bj`c`j Yg`U`f][ cfc`i`g`Uddfcj`U`d`fcW`gg`Zcf`]bX]W`ha`Ybhg``~  
i`bXYfgWcfYg`h\Y`gYf]ci`gbYgg`cZ`h\Y`WUf[ Yg`U[ U]bgh`h\Y`@cdYnYg  
UbX`h\Y`]a`dcfhUbW`d`UW`X`cb`d`fcgYW`h]b[ `h\YgY`]bXg`cZ  
cZZYbgYg`k ]h\`Xi`Y`X`] [ YbW`"

H\Y`k fUh\`cZ'h\Y`Uk` ]gb`h`f`gh`W`bZ]bYX`hc`h\Y`cWU`Yj`Y`/  
j`j`c`Uh]cbg`\_Y`h\YgY`cZhYb`XfUk`g][`b]Z]WUbh`ZYXYfU`UhhYbh]cbž  
Ua`d`]Zm]b[`h\Y`ghU\_Yg`Zcf`h\cgY`]bj`c`j`YX`H\Y`J]c`Ybh`7f]a`Y`UbX  
F`UW\_YhYf]b[`GYW]cb`cZ'h\Y`7f]a`]bU`8]j`]g]cb`gi`dYfj`]gYg`gi`W  
dfcgYW`h]cbgž`Ybgi`f]b[`h\Uh`WUgYg`UfY`a`Yh]W`ci`g`mdfYdUfYX  
VYZcfY`h\YmfY`Vfci`[`h`hc`W`ci`fh`

⊕`W`bWi`g]cbž`Ug`a`cfY`XYhU]`g`Ya`Yf[`Y`UVci`h`h\Y`]bj`c`j`Ya`Ybh`cZ  
F`cV]b`GYj`YfUbW`@cdYn`UbX`\Yf`\i`gVUbX`]b`h\]g`\][`!\ghU\_Yg  
[`Ua`V`]b[`cdYfUh]cbž`h\Y`W`a`a`i`b]hm`]b`C`gW`c`U`7ci`bhm]g`Y`Zh  
[`fUdd`]b[`k`]h\`h\Y`i`bZc`X]b[`XfUa`U`K`]h\`h\Y`dchYbh]U`Zcf`a`cfY  
UffYghg`i`f\_]b[`Ufci`bX`h\Y`W`fbYfž`fYg]XYbhg`WU`cb`m`cdY`Zcf`U  
gk`]Zh`fYgc`i`h]cb`H\Y`ZcW`g`bck`fYghg`cb`\ck`h\YgY`WUgYg`k`]`  
dfcWYX`UbX`k`U`h`fYdYfW`gg]cbg`k`]`Ybgi`Y`Zcf`h\cgY`Ya`Vfc`]YX  
]b`h\]g`gWU`bXU`

8YhU]`g	
Cfh	CgW`c`U`7ci`bhmž: `cf]XUž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none"><li>• a`mbYk`g%`"W`a</li><li>• W`g%&amp;`"W`a</li><li>• k`k`k`"f`gh]W`"[`cj</li></ul>

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