

6fck UfX`G\Yf]ZZ`8YZ]Yg`=79.`Di V`]WGUZYhm  
7ca Yg`: ]fgh`Cj Yf`F U]Xg°

6fck UfX`7ci bhm`G\Yf]ZZ; fY[ cfm`Hcbm`df]cf]h]nYg`di V`]W  
gUZYhmž`fYŽ g]b[ `=79`Wc`cdYfUh]cb`Ua ]X`Wc`bhfcj Yfg]U`  
]a a ][ fUh]cb`dc`]W]Yg"



6fck UfX`7ci bhmž`I G5`!`6fck UfX`7ci bhm]g`a U\_]b[ `k Uj Yg`k ]h\  
]hg`g\Yf]ZZ`g`Vc`X`ghUbW`U[ U]bgh`a a ][ fUh]cb`UbX`7i ghca g  
9bZcfW`a Ybh`f=79`fU]Xg`G\Yf]ZZ; fY[ cfm`Hcbm`\Ug`a UXY`j`WYUf  
h\Uh`h\Y`6fck UfX`G\Yf]ZZ`g`C ZZ]W`f`bGC`k ]``bch`dUfhU`Y`]b`Ubm  
=79`cdYfUh]cbgž`U`W`c]W`h\Uh`d`UW`g`h\Y`df]a Ufm`ZcW`g`cb`di V`]W  
gUZYhm`fUh`Yf`h\Ub`]a a ][ fUh]cb`YbZcfW`a Ybh`8i f]b[ `U`fYW`bh  
W`i bhm`Vi X[ Yh`a YYh]b[ ž`Hcbm`Yl dfYggYX`\]g`W`a a ]h`a Ybh`hc  
W`a a i b]hm`gUZYhmž`a U\_]b[ `ei ]hY`h\Y`]a dfYgg]cb`Ug`cW`dc`]h]Wg  
\YUhg`i d`]b`h\Y`VUW`Xfcd`cZ[ fck ]b[ `bUh]cbU`XYVUhY`cb  
]a a ][ fUh]cb`dc`]W]Yg`5g`\Y`bchYXž`Z[ \h]b[ `W`a Y`]g`a m`hcd  
df]cf]hmž`bch]a a ][ fUh]cb`YbZcfW`a Ybhž `U`WYUf`g][ bU`hc`Vch\  
fYg]XYbhg`UbX`]a a ][ fUbh`W`a a i b]h]Yg`h\Uh`\]g`U[ YbW`m`k ]`  
df]cf]h]nY`W`a a i b]hm]bhY[ f]hm`cj Yf`ZYXYfU`]a a ][ fUh]cb

a UbXUhYg"7]VYf7i VU`fYdcfhg`cb`h\]g`g[ b]Z]WUbh`XYWUfUh]cbž`U  
fYZFYg\]b[ `d]j`ch]b`U`W]a`UhY`cZhYb`h]b[ YX`k`jh\`ZYUf`UbX  
i bWf`fU]bhm`Xi`Y`hc`h\Y`UWh]cbg`cZ`ZYXYfU``U[ YbW]Yg"

K` \Uh`XcYg`h\]g`a`YUb`Zcf`6fck`UfX`7ci`bhm`fYg]XYbhg3`Hcbmg  
XYW]g]cb`]g`U`fYUggi`fUbW`Zcf`a`Ubmž`dUfh]W``Uf`mik`jh\]b`]a`a`][ fUbh  
W`a`a`i`b]h]Yg`h\Uh`\Uj`Y`ZUW`X`\Y][ \hYbYX`Ubl`]Yhmicj`Yf`fYW`bh  
bUh]cbk`]XY`fU]Xg"<]g`Ya`d\Ug]g`cb`bch`UffYgh]b[ `]bX]j`]Xi`U`g`]b  
bcb!Wf]a`]bU`gYhh]b[ g` `]\_Y`XUmWUfYg`cf`fYghUi`fUbhg``ghf]\_Yg`U  
fYgcbUbh`W`cfX"`H\]g`ghUbW`ghUbXg`]b`ghUf`\_`W`bhfUgh`hc`h\Y  
U[ [ fYgg]j`Y`UddfcUW`Yg`UXj`cWUhYX`Vmih\Y`dfYj`]ci`g`Hfi`a`d  
UXa`]b]ghfUh]cb""DUfh`cZ`h\Y`cb[ c]b[ `W`bj`YfgUh]cb`]g`h\Y  
W`bhybh]ci`g`&,+f[ Ł`dfc[ fUa`ž`XYg][ bYX`hc`U`ck`c`cWU``Uk  
YbZcfW`a`Ybh`hc`UWh`cb`]a`a`][ fUh]cb`YbZcfW`a`Ybh`M`hž`Zcf`G\Yf]ZZ  
Hcbmž`h\Y`W`c]W`hc`UVghU]b`Zfca`gi`W`UWh]cbg`gYYa`g`U`WYUf  
fY`YWh]cb`cZ`h\Y`U[ [ fYgg]j`Y`]a`a`][ fUh]cb`dc`]W]Yg`gi`ddcfhYX`Vm  
Z[ i fYg`] \_Y`:`cf]XU`;`cj`Yfbcf`F`cb`8YGUbh]gž`k`c`\Ug`h][ \hYbYX  
]a`a`][ fUh]cb`Uk`g`]b`h\Y`ghUhY"

## 7ca`a`i`b]hm`DYfgdYWh]j`Yg

H\Y`fYgdcbgY`Zfca`W`a`a`i`b]hm`cf[ Ub]nUh]cbg`UbX`]a`a`][ fUbh  
f][ \hg`UXj`cWUhYg`\Ug[ YbYfU`m`VYYb`cbY`cZ`Uddfcj`U``A`Ubmj`]Yk  
h\]g`Ug`U`a`i`W`!bYYXYX`g\]Zh`ck`UfXg`df]cf]h]n]b[ `W`a`a`i`b]hm  
bYYXg`cj`Yf`dc`]h]WU``U[ YbXUg""Hcbm`\Ug`Ya`d\Ug]nYXž`=k`]`  
di`fgi`Y`]bX]j`]Xi`U`g`k`c`W`a`a`]h`Wf]a`Yg`]b`h\Y`W`i`bhmž`fY[ UfX`Ygg  
cZ`h\Y]f`W`i`bhfmicZ`cf][ ]bž`fY]bZcfW]b[ `h\Y`a`YggU[ Y`h\Uh`\]g  
cZ]W`]g`XYX]WUhYX`hc`Vi`]X]b[ `hfi`ghž`bch`ZYUf"

H\]g`XYW]g]cb`]g`dUfh]W``Uf`mibchUV`Y`]b`U`ghUhY`k`\YfY`ch\Yf  
↑f]gX]W]cbg`UfY`W`ccg]b[ `hc`W`c`UVcfUhY`k`jh\`⇒9`i`bXYf`h\Y  
&,+f[ Ł`dfc[ fUa`ž`k`\]W`U`ck`g`c`cWU``U[ YbW]Yg`hc`]a`d`Ya`Ybh  
ZYXYfU`]a`a`][ fUh]cb`Uk`g""H\Y`dfc[ fUa`YbW`a`dUggYg`]Uf]ci`g  
a`cXY`gž`]bWi`X]b[ `U`]YbZcfW`a`Ybh`UbX`hUg`\_`ZcfW`gYhi`dgž  
YbUV`]b[ ``cWU``cZ]W`fg`hc`]XYbh]Zm`UbX`XYhU]b`i`bXcW`a`YbhYX  
]a`a`][ fUbhg""=79`ci`h`]bYg`h\YgY`XYhU]`g`W`a`dfY\Ybg]j`Y`mž`bch]b[  
h\Uh`Ug`cZ`fYW`bh`Z[ i fYgž`h\YfY`UfY`\*`(-`U[ fYYa`Ybhg`g][ bYX  
UWfcgg`(\$`ghUhYgž`k`jh\`U`gi`VghUbh]U`bi`a`VYf`gh]``dYbX]b[

Uddfcj U`"MYhž`hUddYUfg'6fck UfX`]g`W\ccg]b[ `U`X]ZZfYbhdUh\ž  
cbY`h\Uh`j U`i Yg`hfi ghUbX`di V`]WgUZYhm"

@cc\_]b[ `5\YUX

≠b`h\Y`ZUW`cZ'dchYbh]U`Wj]`UbX`Wf]a`]bU`dYbU`h]Yg`]a`dcgYX`Vm  
h\Y`ghUhY`Zcf`cWU`]h]Yg`h\Uh`fYg]gh`⇒9`Wc`UVcfUh]cbž`UbX`XYgd]hY  
h\Y`Uha`cgd\YfY`cZ`Y[ U`W\U`Yb[ Yg`gi ffc`i bX]b[ `;`cj Yfbcf  
8YGUbh]g`g`]a`a`][ fUh]cb`WUW\_Xck bž`G\Yf]ZZ`Hcbmg`fYgc`j`Y`]g  
ghf`]b[ ``K`]h\`dc`]WjYg`h\Uh`X]ZZ`f`g][`b]Z]WUbh`m`Zfca`h\Y`ZYXYfU`  
ghUbW`ž`6fck UfX`7ci bhm`\Ug`dcg]h]cbYX`]hgY`Z`Ug`U`gUbW`i`Ufm`Zcf  
fYg]XYb`hg`gYY\_]b[ `gUZYhm`UbX`ghUV`]`hm`7ca`a`i`b]h]Yg`UfY``\_]Y`m  
k`UhW\]b[ `WcgY`m`Ug`h`]g`bUffUh]j`Y`i`bZc`Xgž`YU[ Yf`hc`gYY`ck  
`cWU``YUXYfg\]d`]bXYXX`df]cf]h]nYg`di V`]WbYYXg`cj`Yf`dc`]h]WU`  
dfYggi`fYg"

:cf'6fck UfX`7ci bhmž`bUj][`Uh]b[ `h\Y`Wca`d`YI`]h]Yg`cZ`]a`a`][ fUh]cb  
YbZcfW`a`Ybh`k`\]Y`df]cf]h]n]b[ `Wca`a`i`b]hm`gUZYhm`k`]`fYa`U]b`U  
Wfi`WjU`VU`UbWj]b[ `UW`h`K`]h\``YUXYfg``\_]Y`G\Yf]ZZ`Hcbm`hU\_]b[ `U  
ghUbX`ž`h\YfY`g`\cdY`Zcf`Vc`ghYfYX`fY`Uh]cbg\]dg`k`]h\]b`h\Y  
Wca`a`i`b]hm`UbX`U`a`cj`Y`hc`k`UfXg`Ub`]bWi`g]j`Y`UddfcUW\`h\Uh  
YW\cYg`h\Y`gYbh]a`Yb`hg`cZ`i`b]hm`UbX`gUZYhm`Zcf`U``]hg`fYg]XYb`hg"

8YhU]`g	
Cfh	6fck UfX`7ci bhmž`I`G5
E`i`Y``Yb	<ul style="list-style-type: none"><li>• Yb"WjVYfW`VU"Wca</li><li>• k`k`k`"cWU`%\$"Wca</li><li>• k`k`k`"]W"[`cj</li></ul>

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