

A ]Ua ]/ , \$' - /g'@i l i fm'7cbXc'6cca .  
5ZZcfXUV`Y`C dh]cbg'8 ]gUddYUf`Ug`GU`Yg  
8 ]d

8 ]gWcj Yf`h\Y`UhYgh`fYU`YghUhY`hfYbXg`]b'6fck UfX'7ci bhmUg  
WcbXc`gU`Yg`XYW]bY`Ua ]X`f]g]b[ `df]Wg`UbX`a cfh[ U[ Y`fUhYg"



6fck UfX'7ci bhmž' l G5`!`5g`k Y`ghYd`]bh`c`h\Y`gi a a Yf`cZ&\$&) ž  
h\Y`fYU`YghUhY`UbXgWUdY`]b`Gci h\`:`cf]XU`]g`g\Ud]b[ `i d`hc`VY  
ei ]hY`h\Y`gdYWUWY"K \]Y`h\Y`VfcUXYf`WcbXc`a Uf\_YhgYYa g`hc  
VY`hU\_]b[ `U`\]hž`A ]Ua ]!8UXY'7ci bhmg`i l i fm`WcbXc`gWbY`]g  
XYZm]b[ `h\Y`cXXg`k ]h\`]bWfYUg]b[ `gU`Yg"H\Y`UhYgh`Z[ i fYg  
gi [ [ YghU`]j Y`mUha`cgd\YfY`Zcf`k \Uh`gca Y`a ][ \h`WU`h\Y`WfĀa Y  
XY`U`WfĀa Y`cZ`fYU`YghUhY"

5WcbfX]b[ `hc`HUa dU`6Um`HJa Ygž`gU`Yg`cZ`WcbXcg`df]WX`Uh`%  
a ]`]cb`cf`a`cfY`\Uj Y`gi f[ YX`g]bW`A Um`&\$%- "5h`h\Y`gUa Y`h]a Yž  
cj YfU`WcbXc`gU`Yg]b`A ]Ua ]!8UXY`hcc`\_U`bcgYX]j Yž`Xfcd]b[ `Vm  
&) i `Wca`dUfYX`hc`Ugh`mYUf"6fck UfX'7ci bhm`gUk`U`g]a ]Uf`hfYbXž

k ]h\`WŁbXc`gU`Yg`Xck b`Vm&( ı " "ŋgYYa g`\\[ \`a cfh[ U[ Y`fUHYg  
\\cj Yf]b[ `bYUf`+ı ž`U`cb[ `k ]h\`ghf]Wh`Z]bUbW]b[ `fYei ]fYa Ybhgž`UfY  
di hh]b[ `U`XUa dYf`cb`UZZcfXUV`Y`UbX`a ]X!a Uf\_Yh`di fW\ UgYg"

H\Y`@i I i fm`A Uf\_Yh g`:`ci f]g\

8]j ]b[ `XYYdYfž`h\Y`i I i fm`WŁbXc`a Uf\_Yh]g`bch`cb`m`U`j Y`Vi h  
h\f]j ]b[ ž`Ug`\\[ \`][ \`hYX`Vm**7cbXc`6`UW\_`6cc\_`**"`b`h\Y`Z]fgh  
ei UfhYf`cZ`&\$&) ž`h\Y`a YX]Ub`gU`Yg`df]W\`Zcf`i I i fm`WŁbXcg  
fYUW\YX`U`ghU[ [ Yf]b[ ``%", `a `j`]cb""8Ygd]hY`U`g`][ \`h`XYW]bY`cZ  
( "+"`Zfca ``Ugh`mYUfž`gU`Yg`WcgYX`cb`" \*( `i b]hg`fYa U]bg`ghfcb[ ž  
fYdfYgYbh]b[ `U`ZUh`dcg]hj] Y`mYUf!cj Yf!mYUf`W\Ub[ Y`"H\Y`Uj YfU[ Y  
df]W\`dYf`gei UfY`Zcch`Zcf`h\YgY`i dgWU`Y`WŁbXcg`YI W\YXYX``%ž\$\$\$  
Zcf`h\Y`Z]fgh`h]a Yž`g\ck WUg]b[ `U`\][ \`XYa UbX"

BY][ \Vcf\ccXg`\_]Y`7cWŁbi h`; fcj Y`UbX`7cfU``; UV`Yg`g\cbY  
Vf][ \`h`m]b`hYfa g`cZ`dYfZcfa UbW\ž`VcUgh]b[ ``ck `]bj Ybhcfm`Yj Y`g  
h\Uh]bX]WUhY`U`WŁa dYh]hj] Y`a Uf\_Yh`"Cb`h\Y`Z]d`g]XYž`Gi bbm`=g`Yg  
6YUW\`YI dYf]YbW\X`fYa Uf\_UV`Y`mYUf!cj Yf!mYUf`[ U]bgž  
dUfh]W\`Uf`m]b`df]W\`dYf`gei UfY`Zcchž`fYZYWh]b[ `cb[ c]b[ `]bhYfYgh  
]b`bYk Yf`k UhYfZfcb`h`dfcdYfh]Yg"<ck Yj Yfž`h\Y`cb[ c]b[ `]bj Ybhcfm  
Vi ]`Xi d` W ffYbh`m`ig]hh]b[ `Uh`&&`a cbh\g`a U]bhU]bg`h\]g`gY[ a Ybh  
Ug`U`Vi mYf g`a Uf\_Yh"

A Uf\_Yh`7\U``Yb[ Yg`FYa U]b]b[

9j Yb`k ]h\`h\Y`cdh]a ]ga`gi ffcı bX]b[ ``i I i fm`gU`Ygž`A ]Ua`] g  
cj YfU``WŁbXc`]bj Ybhcfm]g`cb`h\Y`f]gYž`k \]Y`bYk ``]gh]b[ g`\Uj Y  
hU\_Yb`U`X]d`"H\]g`gi [ [ Yghg`U`\Yg]hUbW\`Zfca`ck bYfg`hc`gY``ž`]Y`m  
Xf]j Yb`Vm`h\Y`i bW\fhU]bh]Yg`gi ffcı bX]b[ `h\Y`YWŁbca`m`UbX`fYU`  
YghUhY`Z]bUbW]b[ " "H\Y`a YX]Ub`gU`Yg`df]W\`Zcf`WŁbXcg`]b`A ]Ua`]!  
8UXY`fYa U]bg`ghUV`Y`Uh` ( &) ž\$\$\$ž`i bW\Ub[ YX`Zfca ``Ugh`A Umž`Vi h  
Xck b`Zfca `` ( ( ) ž( ) \$`]b`5df]``&\$&) "``6fck UfX`7ci bhm`a ]ffcfgh\]g  
hfYbX`k ]h\`U`a YX]Ub`df]W\`cZ``&+) ž\$\$\$ž`g][ \`h`m`Xck b`Zfca`h\Y  
dfYj ]ci g`mYUf"

5g`; Um`7cfcfUhc`bž`W\]YZ`YWŁbca`]gh`Zcf`h\Y`A ]Ua`]`5ggcW]Uh]cb`cZ  
FYU`hcfghž`bchYgž`h\Y`; YXYfU``FYgYfj Y`g`Ubh]W]dUhYX`fUHY`W`hg`]b

h\Y`UhhYf\U`ZcZ'h\Y`mYUf'a UmicZZYf`U`[ `]a a Yf'cZ\cdY`Zcf  
Vi mYfg`bUj ][ Uh]b[ `h\]g`g\]zh]b[ ``UbXgWUdY``H\]g`dchYbh]U``YUg]b[  
WŁi `X`Yb\UbW`UZZcfXUV`]hmž`k \]W\`Ug`VYYb`U`dYfg]ghYbh  
WŁbWfb`Zcf'a Ubm`k ]g\]b[ `hc`YbhYf'h\Y`a Uf\_Yh"

GhUh]gh]WU``=bg][ \ hg`UbX`HfYbXg

DfcdYfhmHmdY	A ]Ua ]!8UXY`A YX]Ub	6fck UfX`A YX]Ub
	Df]W	Df]W
7cbXcg	~ ( &) ž\$\$\$\$	~ &+) ž\$\$\$\$
G]b[ `Y!ZUa ]`m	~ * +) ž\$\$\$\$	~ * &) ž\$\$\$\$
<ci gYg		

5XX]h]cbU``mž`h\Y`UWhi U``gU`Yg`bi a VYfg`fYj YU``U`WŁbhfUWh]cb`]b  
g]b[ `Y!ZUa ]`m\ca Y`gU`Yg`Ug`k Y``"A ]Ua ]!8UXY`fYdcfhYX`- ( ' `gU`Yg  
]b`A Umž`Xck b`Zfca `'%ž%\$&`UghmYUfž`k \]Y`6fck UfX`gUk `U`Xfcd  
Zfca `'%ž&(- `hc`'%ž%\$`gU`Yg"

5g`Vi mYfg`UbX`gY``Yfg`bUj ][ UhY`h\YgY`hi fVi `Ybh`k UhYfgž`cbY`h\]b[  
]g`Zcf`gi fY.`A ]Ua ] g`fYU``YghUhY`a Uf\_Yh`fYa U]bg`U`WUdh]j Uh]b[  
V`YbX`cZ\][ \ `ghU\_Yg`UbX`g\]zh]b[ `hfYbXg" `H\Y`g\Ufd`WŁbhfUgh  
VYhk YYb`Vcca ]b[ ``i l i fm`gU`Yg`UbX`U`g`i a d`]b`h\Y`cj YfU``a Uf\_Yh  
\][ \`][ \ hg`h\Y`UXUdhUV`]hmcZ`Vch\`Vi mYfg`UbX`gY``Yfgž`UbX  
dYf\Udg`dc]bhg`hc`fYg`]YbW`]b`h\Y`ZUW`cZ`WU`b[ ]b[ `YWŁbca ]W  
W]fW`a ghUbW`g"

Cj YfU``ž`h\Y``i l i fm`WŁbXc`a Uf\_Yh`cZZYfg`WŁc]W`g`Zcf`X]gWfb]b[  
Vi mYfgž`k \]Y`h\Y`VfcUXYf'a Uf\_Yh[ fUdd`Yg`k ]h\`WU`Yb[ Yg" `K ]h\  
YmYg`cb`YWŁbca ]W]bX]WUhcfg`UbX`h\Y`Yj Yf!Yj c`j ]b[ `XYg]fYg`cZ  
Vi mYfgž`A ]Ua ] g`fYU``YghUhY`gU[ U`]g`ZUf`Zfca `cj Yf"

8YhU]`g	
C fh	6fck UfX`7ci bhmž`l G5
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "hUa dUVUm"WŁa</li><li>• k k k "WŁbXcV`UW_Vcc_`WŁa</li><li>• k k k "a ]Ua ]fYg]XYbW`WŁa</li></ul>

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