

: Yf[ i gcb/ , \$' - /g'A ]Ua ]'ž X[ a Ybh  
7\U``Yb[ Y'<YUXg'hc`7ci fh']b`žUbi Ufm  
&\$&\*

A ]Ua ]!8UXY`7ci bhm]g'gYh'hc`c`X`U`hf]U``]b`žUbi Ufm&\$&\*  
WcbWfjb[ `U`Wcbhfcj Yfg]U``%( , 'a ]``cb`† X[ a Ybh``]b\_YX`hc  
U`Hf]b]XUX`Wcffi dh]cb`WUgYž`k \ ]W\`]bWi XYg`hYgh]a`cb]Yg`UbX  
]a`d`]WUh]cbg`cZ'a ]gWcbXi Wh]bj`c`j ]b[ `U]fdc`fh`d`fc`Y`W`h`g`"



A ]Ua ]ž'I G5`!`5g`h\Y`W`fhU]bg`f]gY`cb`h\Y`hUb[ `YX`gU[ U`cZ`h\Y  
D]UfWc`5]fdc`fh`Wcffi dh]cb`WUgYž`h\Y`gdch`][`h`]g`Z]fa`micb  
Vi`g]bYgga`Ub`GhYj`Y`:`Yf[ i gcb``ž`U`g][`b]Z]WUbh`XYj`Y`cda`Ybhž`h\Y`  
**B Yk g8 Um**`fYdc`fhg`h\Uh`hk`c`XUmg`]b`žUbi Ufm&\$&\*`ž`gdY`W]Z]WU``m`h\Y`  
&, h\`UbX``\$h\ž`\Uj`Y`VYYb`YUfa`Uf\_YX`Zcf`:`Yf[ i gcb`g  
Wcbgh]hi`h]cbU``WU]a`fY[ UfX]b[ `h\Y`YbZcfW`a`Ybh`cZ`U`† X[ a Ybh`]b  
A ]Ua ]"

ž`gh]W`5j`Ugcb`E`i`]b`Ub!K`]``]Ua`g`\Ug`gYh`h\Y`gY`hf]U``XUhYgž`k`]h\  
Yj`]XYbh]U``cV`Y`Wh]cbg`YI`dY`W`Y`X`]b`C`W`cV`Y`f``:`Yf[ i gcb`Z]bXg  
\]a`gY`Z`]b`U`V]h`cZ`U`d]W`\_Y`ž`\Uj`]b[ `UX`\]g`Udd`]WUh]cb`Zcf`Ub

]b`↑ bW]cb`X]ga ]ggYX`Vm`hk c`↑ X[ Yg" < ]g`Uf[ i a Ybh3`H\Uh`h`Y  
5h`hcfbYm` YbYfU`g`Wj ]`d`fcW`YX]b[ g`]b` : `cf]XU`]bZf]b[ Y`i dcb` \]g  
W`bgh]hi h]cbU`f][ \hg gdYWjZ]WU`m` \]g`]VYfhmž`h`Y`f][ \h`U[ U]bgh  
gY`Z]bWf]a ]bUh]cbž`UbX`h`Y`f][ \h`hc`U`ZU]f` \YUf]b[ " `⊘`dUgh  
Uh`Ya d`hgž: Yf[ i gcb`gci [ \h`hc`ghU`h`Y` : `cf]XU`d`fcW`YX]b[ g`i bh`  
fY`UhYX`Wf]a ]bU`WUgYg`]b`Hf]b]XUX`UbX`HcVU[ c`k YfY`fYgc`j YX"

## H`Y`D]UfW`7cffi dh]cb`GU[ U

5h`h`Y` \YUfh`cZ`h`]g`Y[ U`UVmf]bh` \]Yg`U`W`ffi dh]cb`gWUbXU`h`Uh  
 \Ug`fcW`YX`Hf]b]XUX`UbX`HcVU[ c`Zcf`bYUf`m`hk c`XYWUXYg`H`Y  
W`Uf[ Yg`Ui bW`YX`cj Yf`h`]g`Ybh]fY`UZZU]f`]bWi XY`Vf]VYfmž`]bZUhYX  
W`bhfUW`hgž`UbX`h`Y`i gY`cZ`ZcfY][ b`g`Y`W`a dUb]Yg`hc`g]d`cb`cZ  
Z bXg`]b\_YX`hc`h`Y`D]UfW`⊘hYfbUh]cbU`5]f`d`cfhXYj Y`cda Ybh  
d`fc`YW`ž`k \]W`]b]h]U`m`\_]W`YX`cZ`VUW`]b`%- - \*`H`Y`5ggcWjUhYX  
DfYgg`bchYg`h`Uh`U`↑ fm]b`A ]Ua ]`Uk UfXYX`h`Y`[ cj Yfba Ybh`cj Yf  
`%\$\$\$`a ]`]cb`]b`W`a dYbgUhcfm`XUa U[ Yg`]b`U`Wj ]`WUgY`h`Uh`VY[ Ub  
]b`&\$\$` (ž`fYd`fYgYbh]b[ `U` \UfX!Zci [ \h`j ]W`cfm`U[ U]bgh`U`Y[ YX  
W`ffi dh]cb"

H`Y`Uk gi ]hž`Z`YX`U[ U]bgh`gYj YfU` \][ \!d`fcZ`Y`XYZYbXUbhg  
]bWi X]b[ `Zcf`a Yf`Z]bUbW`a ]b]ghYf`6f]Ub`?`i Y]`Hi b[ ž`U`Y[ YX`U  
W`a d`YI `gW`Ya Y`cZ`Vf]VYfm`UbX`a cbYm`Ui bXYf]b[ " `K` \]Y`h`Y  
cf][ ]bU`]gh`cZ` ) \*`XYZYbXUbhg` \Ug`Xk ]bX`YX`hc`↑ gh`h`fY`Y`Zcf`h`Y  
hf]U`ž`h`Y`fYdYfW`gg]cbg`cZ`h`]g`WUgY`UfY`ZUf!fYUW`]b[ " `Hf]b]XUX g  
Zcf`a Yf`UhcfbYm`[ YbYfU`ž: Uf]g`5`!F`Uk ]ž`WU`YX`h`Y`j YfX]W`h`U`Zcf`a  
cZ`fYgh]hi h]cb`Zcf`h`Y`dYcd`Yž`i bXYf`]b]b[ `h`Y`g][ b]Z]WUbW`cZ`h`Y  
[ cj Yfba Ybh`g`Y[ U`j ]W`cf]Yg`]b`W`a VUh]b[ `W`ffi dh]cb"

H`Y` \]ghcfm`cZ`h`]g`W`ffi dh]cb`WUgY`]g`Ug`a i f`m`Ug`h`Y`k UhYfg`cZ  
h`Y`7Uf]V`VYUb`" `⊘]h]U`m`Ui bW`YX`]b`&\$\$` (ž`h`Y`U`Y[ Uh]cbg`cZ  
W`ffi dh]cb`k YfY`W`a d`YI ž`]bj`c`j ]b[ `V]X`]bZUh]cb`UbX`dc`h]WU`  
]bhYfZYfYbW`" `⊘`ZUW`ž`h`Y`gU[ U` \Ug`dYfg]ghYX`h`fci [ \`bi`a Yfci g  
`Y[ U`VUh`Ygž`k ]h`cb[ c]b[ `]bj`Ygh[ Uh]cbg`gh`Vf]b[ ]b[ `a`cfY  
fYj Y`Uh]cbg`hc` \][ \hž`Ug` \][ \`][ \hYX`Vm`h`Y`Hf]b]XUX`9I d`fYgg"

F`YdYfW`gg]cbg`UbX` : i hi fY`D`fcgdYW`hg

H\Y'a cghfYVWbh'† X[ a Ybh'cb'A Um'- ž&\$&' ž'gUk': Yf[ i gcbž'U`cb[  
k ]h\`hk c'ch\Yfgž'\]h'k ]h\`cj Yf'I G~ %+" 'a ]``cb']b`Y[ U`Wcghg'UbX  
hU! Ygž']b'UXX]h]cb'hc'U'ghU[ [ Yf]b[ 'I G~ %' %" 'a ]``cb']b'fYgh]hi h]cb"  
H\]g'\YZhmi gi a`k Ug'Uhhf]Vi hYX'hc'Z]bX]b[ g'i bXYf': `cf]XU g'Wj ]`  
F⇒C'ghUhi hYž'i bXYfgWcf]b[ 'h\Y'WUgY g'[ fUj ]hm'UbX']bhYfbUh]cbU`  
X]a Ybg]cbg" BchUV`mž'U'† X[ Y'cfXYfYX': Yf[ i gcb'hc'dUm! G~ %\*"\*  
a ]``cb']b'UhcfbYmg'ZYYg Wcghg'h\Uh'\UX'VU`ccbYX'Xi Y'hc'h\Y  
WUgY g'Wca d`YI 'bUhi fY"

H\]g'cb[ c]b[ 'gU[ U']gb h'a YfY`mUVci h'cbY'Vi g]bYgga Ub/' ]hg'U  
fYZYWh]cb'cZ'gmghYa ]WZU]i fYg'h\UhYb[ i `ZYX'U'a U`cf  
]bZfUghfi Whi fY'dfc'YWh"K ]h\`]bj Ygh][ Uh]cbg'gh]``WUgh]b[ 'h\Y'bYh  
k ]XYž']bWi X]b[ 'gYj YfU`dfca ]bYbh'Z[ i fYg'Zfca 'Hf]b]XUX g  
dc`]h]WU``UbXgWUdYž': Yf[ i gcb']gb h'h\Y'cb`micbY'i bXYf'gWfi h]bm"  
5g'h\Y'5hcfbYmi; YbYfU` g'cZZ]W'Wcbh]bi Yg'hc'gYY\_`† gh]Wž'h\Y  
\cdY'YI ]ghg'h\Uh'h\]g'WUgY'k ]``Vc'ghYf'Ubh]! Wcffi dh]cb'YZZcfhg'bch  
cb`m]b'Hf]b]XUX'UbX'HcVU[ c'Vi h'U'gc'gYh'U'dfYW'XYbh'Zcf'g]a ]Uf  
WUgYg'k cf`Xk ]XY"

K ]h\`U`‡bi Ufm&\$&\* 'hf]U`cb'h\Y'\cf]ncbž'U``YmYg'k ]``VY'cb'\ck  
: Yf[ i gcb'bUj ] [ UhYg'h\YgY'hi fVi 'Ybh'k UhYfg"K ]``\Y'Z]bX'fYZ [ Y  
Zfca 'h\Y'ghcfa ž'cf']g'h\]g'a YfY`m'h\Y'bYI h'WUdhYf']b'U'ghcfm'h\Uh  
fYZ gYg'hc'ZUXY3'Cb`mh]a Y'k ]``hY``"

8YhU]`g	
Cfh	A ]Ua ]ž'I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• bYk gXUm"Wc"hh</li><li>• UdbYk g"Wca</li><li>• hf]b]XUXYI dfYgg"Wca</li></ul>

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