

@cWU``%\$`@Ui bWXYg`Gk ]a `GUZYhm  
7Ua dU][ b`hc`7ca VUh7\]`X`8fck b]b[ g

8]gWcj Yf`\ck `A ]Ua ]!8UXY`7ci bhm` , \$' - /g`Gk ]a `Gci h\  
: `cf]XU`WUa dU][ b`]g`dfca ch]b[ `k UhYf`gUZYhm`UbX`dfYj Ybh]b[  
W\]`X`Xfck b]b[ g`h\]g`gi a a Yf"



A ]Ua ]!8UXY`7ci bhmž: `cf]XU`!5g`gi a a Yf`fc``g`]b`UbX  
hYa dYfUhi fYg`gcUfž`ci f`h\ci [ \hg`bUhi fU``m[ fUj ]hUhY`hck UfXg  
gi bg\]bYžVYUWYgž`UbX`cZ`Wci fgYž`gk ]a a ]b[ `dcc`g"MYhž`h\YfY g  
U`gcVYf]b[ `fYU`]hm`i f\_]b[ `VYbYUh\`h\Y`gi fZUW. : `cf]XU`gUX`m  
`YUXg`h\Y`bUh]cb`]b`W\]`X`Xfck b]b[ g" `Hc`Wca VUh`h\]g`hfU[ ]W  
ghUh]gh]Wž@cWU``%\$ g`Gk ]a `Gci h\ : `cf]XU`WUa dU][ b`]g`a U\_]b[  
k Uj Ygž`fU]g]b[ `Uk UfYbYgg`UVci h`gk ]a `gUZYhm`UbX`WcbbYWh]b[  
ZUa ]`Yg`k ]h\`j ]hU`Wca a i b]hm`gYfj ]W`g"GdYUf\YUXYX`Vm@cWU``%\$  
UbW\cf`B]Wc`Y`DYfYnž`U`XYX]WUhYX`a ch\Yf`cZ`hk cž`h\]g`]b[h]Uh]j Y  
U]a g`hc`Ya dck Yf`WUfY[ ]j Yfg`k ]h\`YggYbh]U``\_bck `YX[ Y`hc`dfchYWh  
h\Y]f`W\]`XfYb`Xi f]b[ `h\YgY`k Ufa `a cb`h\g"

5Wcfx]b[ `hc`@cWU``%\$ž`bYUf`m, \$i `cZ`Xfck b]b[ `j ]Wh]a g`UfY

a U`Yž`k ]h\`W\]`XfYb`VYhk`YYb`h\Y`U[ Yg`cZ`%`hc`(``ZUW]b[ `h\Y  
\\[ `Ygh`Xfck b]b[ `fUHYg``A UbmicZ`h\YgY`]bW]XYbhg`cWw`f`]b`\\ca`Y  
gk ]a`a` ]b[ `dcc`gž`a`U\_]b[ `]h`U``h\Y`a`cfY`dfYgg]b[ `Zcf`dUfYbhg`hc  
VY`j`][ `]Ubh``GhUfh`]b[ `mž`W\]`XfYb`k` ]h\`gdYW]U``bYYXg`UfY`Uh`c`j`Yf`U  
\\i`bXfYX`h]a`Yg[ `fYUHYf`f]g\_`cZ`Xfck b]b[ `h\Ub`h\Y]f`dYYfg```h`g`U  
ghUf\_`fYa` ]bXYf`h\Uh`Xfck b]b[ `]gb`h`†`gh`dcgg]V`Y`/`]hg`dfYj`YbhUV`Y`  
G]a`d`Y`gUZ`Yhmih]dg`WUb`a`U\_`Y`U`k`cf`X`cZ`X]ZZYfYbWw`gi`W\`Ug`i`g]b[  
I`"G``7cUgh`;`i`UfX!Uddfcj`YX`ZchUh]cb`XYj` ]Ww`gž`]bghU``]b[ `VUW\_  
Xccf`U`Ufa`gž`UbX`Ybgi`f]b[ `gi`dYfj` ]gYX`gk` ]a` `gYgg]cbg`"

## I`bXYfghUbX]b[ `h\Y`F`]g\_g

8UhU`Zfca`h\Y`787`gi`ddcfhg`h\]g[ `f]a`fYU`]hmž`Ya`d\\Ug]n]b[ `h\Uh  
Xfck b]b[ `]g`h\Y`YUX]b[ `WUi`gY`cZ`XYUh\`Zcf`W\]`XfYb`U[ YX`%`hc`(``  
`h`WUb`\\UddYb`]b`U`a`YfY`V`]b\_ž`cZhYb`k` ]h\`ci`h`U`gci`bXž`]b`Ubm  
VcXmicZ`k`UhYfž`k`\\Yh\Yf`]hg`U`dcc`ž`U\_ž`cf`Yj`Yb`U`VUh\`hi`V`  
K`\\Uh`g`dUfh]W`\\Uf`m`W`bW`fb]b[ `]g`h\Uh`c`j`Yf`\\U`Z`cZ`I`"G``UXi`h`g  
\\Uj`Y`bYj`Yf`hU\_Yb`U`gk` ]a`a` ]b[ ``Yggcb``H\]g`UW\_`cZ`dfYdUfYXbYgg  
WUb`Ua`d`]Zm`h\Y`f]g\_g`UggcW]UhYX`k` ]h\`k`UhYf`UW]j` ]h]Yg`"

Hc`a` ]h[ `UhY`h\YgY`XUb[ `Yfgž`W\]`XfYb`g\`ci`X`VY`YbW`i`fU[ YX`hc  
Ybfc``]b`gk` ]a`a` ]b[ ``Yggcbgž`k`\\]Y`UXi`h`g`UfY`i`f[ YX`hc`Vfi`g\`i`d  
cb`h\Y]f`gk` ]a`a` ]b[ `g\_]`g`Ug`k`Y````7cbghUb`h`gi`dYfj` ]g]cb`]g`bcb!  
bY[ `ch]UV`Y``5b`UXi`h`g\`ci`X`U`k`Umg`VY`k` ]h\]b`Ufa`g`Yb[ `h\`cZ`U  
W\]`X`]b`cf`bYUf`k`UhYf``5bX`X]ghfUW]cbg` ``\_]Y`fYUX]b[ `U`Vcc\_`cf  
gWfc``]b[ `h\fc`i`[ `\\U`d\`cbY`bYYX`hc`VY`gYhUg]XY`hc`a`U]bhU]b  
ZcW`g`cb`h\Y`mci`b[ `cbYg`gd`Ug\]b[ `UVci`h`"

## 7ca`a`i`b]hm`≡]h]Uh]j`Yg`UbX`Gi`ddcfh

H\Y`Gk` ]a`Gci`h\`:``cf]XU`WUa`dU][ `b`hYUa`g`i`d`k` ]h\`cf[ `Ub]nUh]cbg  
`]\_Y`h\Y`MA`75`cZ`Gci`h\`:``cf]XUž`k`\\]W\`Ybgi`fYg`h\Uh`bc`cbY`]g  
hi`fbYX`Uk`Um`Zfca`gk` ]a` ``Yggcbg`Xi`Y`hc`Z]bUbW]U``W`bghfU]bhg`  
A` ]Ua` ]!8UXY`DUf\_gž`FYWfYUh]cb`UbX`C`dYb`GdUWw`g`cZZYf`gk` ]a`a` ]b[  
WUggYg`Zcf`U``g\_]````Yj`Y`gž`Ybgi`f]b[ `Yj`Yfmc`bY`\\Ug`UWW`gg`hc`j` ]hU`  
gk` ]a`a` ]b[ `g\_]`g``: `i`fh\Yfa`cfYž`h\Y`7]hm`cZ`A` ]Ua` ]`\\Ug`ghYddYX`]bž  
dfcj` ]X]b[ `ZfYY`UbX`ck`!W`gh`Uei`Uh]Wg`dfc[ `fUa`g`XYg][ `bYX`Zcf`]Xgž  
gYb]cfgž`UbX`j`YhYfUbg`"

F YWŁ[ b]n]b[ 'h\Uh'Xfck b]b[ 'bW]XYbhg'Zci f]g\`k \Yb'gWŁcc``]g'ci hž  
}a 'C 7cbbcfž'5ei Uh]WF Y[ ]cb'A UbU[ Yf'Zcf'A ]Ua ]!8 UXY'DUf\_gž  
\[ \`][ \hg'h\Uh'U'ghU[ [ Yf]b[ ' , , i 'cZ'Xfck b]b[ 'j ]W]a g`UW\_  
gi ZZ]W]Ybh'gk ]a a ]b[ 'g\_]`g"H\Y'bYW]gg]hm'Zcf'YXi W]h]cb'UbX  
WŁa a i b]hm'UW]h]cb'g'a c fY'i f[ Ybh'h\Ub'Yj Yfž'Ug'Xfck b]b[  
fYa U]bg'h\Y`YUX]b[ 'W]i gY'cZXYUh'Zcf\_]Xg'U[ Yg'%hc'-' ]b'A ]Ua ]!  
8 UXY'7ci bhm"

H\Y'F c`Y'cZ'Gk ]a a ]b[ '@Yggcbg

F YgYUfWŁ'Zfca 'DA 7']`i ghfUhYg'h\Y'g][ b]Z]W]bWŁ'cZ'gk ]a `Yggcbg  
]b'Xfck b]b[ 'dfYj Ybh]cb"H\Y]f'ghi Xm'fYj YU`YX'h\Uh'Zcfa U`  
gk ]a a ]b[ `Yggcbg'WŁi `X'fYXi WŁ'Xfck b]b[ 'f]g\_'Vm'Ub']a dfYgg]j Y  
, , i 'Zcf'WŁ'XfYb'U[ YX'%hc'("8 UhU'g\ck g'h\Uh'Xfck b]b[ 'fYa U]bg  
U'g][ b]Z]W]bh']ggi Yž'k ]h\\*ž- \$\$'WŁ'XfYb'i bXYf'&\$`cg]b[ 'h\Y]f`]] Yg  
hc'UW]W]XYbhU`Xfck b]b[ g'VYhk YYb'&\$\$\$'UbX'&\$\$) ]b'h\Y'I "G"  
U`cbY"

÷YggYbWŁž'k \]Y'gk ]a a ]b[ `Yggcbg'd`Um'Ub'YggYbh]U`fc`Yž  
h\Ym'fY'bch'U`cbY!g]nY!Z]hg!U``gc'i h]cb"'5'WŁa dfY\Ybg]j Y  
UddfcUWŁ'hc'k UhYf'gUZYhmž']bWi X]b[ 'WŁbghUb'hgi dYfj ]g]cb'UbX  
Uk UfYbYgg'cZ'Ybj ]fcb'a YbhU`\UnUfXgž']g'dUfUa ci bh'8fck b]b[  
]gb h'† gh'U'ghUh]gh]W' ]hg'U'fYU`f]g\_'h\Uh'ZUa ]`Yg'ZUW'YUWŁ  
gi a a Yf"'6m'Yb[ U[ ]b[ 'b'Uk UfYbYgg'WŁa dU[ bgž'i h']n]b[ `cWŁ'  
fYgci fWŁgž'UbX'Ya d\Ug]n]b[ 'YXi W]h]cbž'k Y'WŁb'k cf\_'hck UfXg  
Ybgi f]b[ 'h\Uh'ci f'WŁ'XfYb'Yb'čm'h\Y'k UhYf'gUZY`m"

8 YhU]`g	
C fh	A ]Ua ]!8 UXY'7ci bhmž': `cf]XU
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "`cWŁ`%\$"WŁa</li><li>• k k k "WŁW[ cj</li><li>• da WbW]b`a "b]\ "[ cj</li></ul>

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