

: `cf]XU`@Ui bW\Yg'; fci bXVfYU\_]b[  
; YbYh]WGWfYYb]b[ `Zcf`B Yk Vcfbg°

: `cf]XU`Ui bW\Yg`h\Y`Gi bg\]bY'; YbYh]Wg`7cbgcfh]i a `hc`cZZYf  
ZfYY`[ YbYh]WGWfYYb]b[ `Zcf`bYk Vcfbgž`U]a ]b[ `hc`Yb\UbW  
fUFY`X]gYUgY`XYhYWh]cb`UbX`hfYUha Ybh"



A ]Ua ]ž: `cf]XUž`I G5`!`>`U`[ fci bXVfYU\_]b[ `a`cj Y`Zcf`dYX]Uhf]W  
\YU`h\WfYž: `cf]XU`\Ug`YghUV`]g\YX`h\Y`Gi bg\]bY'; YbYh]Wg  
7cbgcfh]i a ž`U]a YX`Uh`hUW`\_]b[ `fUFY`dYX]Uhf]WX]gYUgYg`UZZYWh]b[  
Wci bh`Ygg`ZUa ]`Y]g`UWfcgg`h\Y`ghUhY`"H\]g`]b]h]Uh]j Yž`VUW`YX`Vm  
dfca ]bYbh`]bgh]hi h]cbg`gi W\`Ug: `cf]XU`>hYfbUh]cbU`I b]j Yfg]hm  
fl & Łž`B]W`Ui g`7\`]XfYb`g`<cgd]hU`ž`UbX`ch\Yfgž`gYY`g`hc`\UfbYgg  
h\Y`dck Yf`cZ`[ YbYh]W]bZcfa`Uh]cb`Zcf`VYhYf`X]U[ bcgYg`UbX  
hfYUha Ybhg`"K ]h\`Uddfci ]a UhY`m%\$ž\$`\$`fUFY`X]gYUgYg`]a dUWh]b[  
h\Y`\YU`h\`cZ` \$`a ]`]cb`5a Yf]WUbgž`h\Y`]a dcfhUbW`cZ`h\]g  
Wcbgcfh]i a`WUbbch`VY`cj YfghUhYX"

;`cj Yfbcf`Fcb`8YGUbh]g`g`g][`b]b[ `cZ`h\Y`Gi bg\]bY'; YbYh]Wg`5Wh  
fk`6`-`\$+Ł`gc`]X]Z]Yg: `cf]XU`g`Wca`a`]ha Ybh`hc`dYX]Uhf]WdfYW]g]cb

a YX]W]bY"\"H\]g'bYk`"Uk ž'k \]W\`Ya Yf[ YX`Zfca`fcVi gh`V]dUfh]gUb  
gi ddcfhž\`Ug`dUj YX`h\Y`k Um`Zcf`U`d]cbYYf]b[ `Z]j Y!mYUf`d]`ch  
dfc[ fUa`h\Uh`cZZYfg`ZfYY`[ YbYh]WgWfYYb]b[ `Zcf`bYk Vcfbg"  
: Ua`j]Yg`k`j``\Uj Y`h\Y`cddcfhi`b]hm`hc`gYei YbW`h\Y]f`VUV]Yg`Z`  
[ YbYh]WW`cXYgž`ZUW`]hUh]b[ `YUf`m`X]U[ bcg]g`UbX`hfYUha`Ybh`cZ  
gYf]ci`g`W`bX]h]cbg`VYZcfY`gma`dhca`g`Yj Yb`gi`fZUW`"

## 5`G\UfYX`J`]g]cb`Zcf`F`UfY`8`]gYUgYg

H\Y`Gi`bg\]bY` ; YbYh]Wg`7cbgcfh]i`a`ž`ZYUhi`f]b[ `\_Ymid`UmYfg``]\_Y  
h\Y`i`b]j`Yfg]hm`cZ: `cf]XU`UbX` : `cf]XU`GhUhY`i`b]j`Yfg]hm`fi`Gl`Łž`]g`gYh  
hc`WfYUhY`U`W`c`UVcfUh]j`Y`Yb]`jfcba`Ybh`Zcf`fYgYUfW\Yfg`UbX  
\YU`h\WUfY`dfcj`]XYfg``: Gl`g`b`gh]hi`hY`Zcf`DYX]Uhf]WF`UfY`8`]gYUgYg  
fH`F`8Łž`k`\]W\`k`Ug`Yei`]ddYX`k`]h\`~`+`)`a`j``cb`]b`ghUhY`Z`bX]b[`ž  
k`j``YUX`h\]g`d]j`chU`dfc[ fUa`": Gl`DfYg]XYbh`F`]W\UfX`A`W`i``ci`[`\  
\Ug`Z`fh\Yf`dfca`]gYX`Ub`UXX]h]cbU`~`&`a`j``cb`hc`Ybgi`fY`h\Y  
]b]h]Uh]j`Y`g`gi`WW`gg"

7YbhfU`hc`h\]g`a`]gg]cb`]g`F`YdfYgYbhUh]j`Y`5XUa`5bXYfgcbž`k`\c  
W\Ua`d]cbYX`h\Y`Y`[`]g`Uh]cb`Zc`ck`]b[`h\Y`cgg`cZ`\]g`gcb`hc`HUm  
GUW\g`X]gYUgY`5bXYfgcb`g`UX]c`WUWm`Ya`d\Ug]nYg`h\Y`b`YYX`Zcf  
gk`]Zh`UbX`YZZYWh]j`Y`gc`i`h]cbg`]b`h\Y`Z][`h`U[`U]bgh`fUfY`X]gYUgYgž  
k`\YfY`h\Y`Uj`YfU[`Y`h]a`Y`hc`X]U[`bcg]g`WU`b`ghfYhW\`Zci`f`hc`Z]j`Y  
mYUfg``H\Y`cb[`Yf`ZUa`j]Yg`k`U]h`Zcf`Ub`gk`Yfgž`h\Y`a`cfY`X]ZZ]W`h  
h\Y]f`ci`fbYm`VYW`a`Ygž`h\Y`ghUhYXž`i`bXYfgW`cf]b[`h\Y`\`i`a`Ub`g]XY  
cZ`a`YX]WU`fYgYUfW`"

: Ua`j]Yg`]bj`c`j`YX`]b`h\Y`dfc[ fUa`ž`gi`W\`Ug`h\Y`<ck`Y``g]ghYfgž  
5``]Y`UbX`x`bbU`7fcW`Yfž`g\UfY`\YUfhZY`h`a`YggU[`Yg`cZ`\cdY`Zcf  
hYYbg`VUh]b[`g]a`j`Uf`\YU`h\`W\U`Yb[`Yg`H\Y]f`ghcf]Yg`\][`\][`h  
h\Y`i`f[`YbWm`cZ]b]h]Uh]j`Yg``]\_Y`h\]gž`k`\]W\`U]a`b`ch`↑`gh`hc`hfYUh`Vi`h  
hc`]XYbh]Zm`UbX`a`UbU[`Y`W`bX]h]cbg`YUf`m`cb``6m`X]U[`bcg]b[`h\YgY  
X]gYUgYg`gccbYfž: `cf]XU`\cdYg`hc`g][`b]Z]WUbh`m]a`dfcj`Y`dUh]Ybh  
ci`hW`a`Yg"

## 5`B`Yk`9fU`]b`B`Yk`Vcfb`<YU`h\`GWfYYb]b[

H\Y`Gi`bg\]bY` ; YbYh]Wg`5W`h`U`gc`a`Uf\_g`: `cf]XU`Ug`h\Y`Z]fgh`ghUhY

hc`ja d`Ya Ybhgi W\`U`Wca dfY\Ybg] Y`bYk Vcfb`gWfYYb]b[  
 ]b]h]Uhj Y"K ]h\`Z]bX]b[ g`Zfca`h\Y`ZfYY`[ YbYh]WhYghg`VY]b[  
 dfca dh`mig\UfYX`k ]h\`YU`h\WUfY`dfcj ]XYfgž`dUfYbhg`WU`b`YI dYWh  
 dfcUWh] Y`YU`h\WUfY`a YUgi fYg`hc`VY`di h]b`d`UW`f][`h`Zfca`h\Y  
 ghUfh" H\]g`bYk`UddfcUW`]g`bch`† gh`UVci h]XYbh]Zm]b[`fUfY  
 X]gYUgYg/`hg`UVci h`dcg]h]cb]b[`:`cf]XU`Uh`h\Y`ZcfYZfcbh`cZ  
 dYfgcbU`]nYX`YU`h\WUfY"

H\Y`dfc[ fUa`g`dchYbh]U`YI hYbXg`ZUf`VYmcbX`ja`a`YX]UhY`YU`h`"  
 : † g`fYW`bh`cb`Wc`c[ mghi Xmž`k`]\W\`fYdcfhYX`Ub`Ughci bX]b[`,`'`i  
 ]a`dfcj Ya`Ybh]b`W\`XfYb`k ]h\`fY`UdgYX`hi`a`cfg`j ]U`U  
 Wc`UVcfUh] Y`hfYUha`Ybh`UddfcUW`ž`g\`ck WUgYg`h\Y`dck Yf`cZ  
 dUfhbYfg\]dg]b`YU`h\WUfY": i fh\Yfa`cfYž`fYgYUfW\`Uh: † g  
 7YbhYf`Zcf`HfUbg`Uh]cbU`GWYbW`U]a`g`hc`XYj Y`cd`a`YX]WU]cbg`hc  
 dfYj Ybh`i b[`XUa`U[ Y`]b`]bZUbhg`k ]h\`Wcb[ Yb]hU`YUfh`X]gYUgYž  
 fY]bZcfW]b[`h\Y`ghUhY`g`Wca`a`]ha`Ybh`hc`]bbc]Uhj Y`YU`h  
 gc`i h]cbg"

5g`h\Y`Gi bg\]bY`; YbYh]Wg`7cbgcfh]i`a`[ YUfg`i`d`hc`Ui`bW\]hg  
 [ fci bXVfYU\_]b[`d]`ch`dfc[ fUa`ž`h\Y`Wc`UVcfUh]cb`Ua`cb[`h\YgY  
 dfYgh][`jci`g`]bgh]hi h]cbg`Wci`X`j Yfm`k Y`YUX`hc`hfUbgZcfa`Uh] Y  
 UXj UbW`g]b`h\Y`WUfY`cZ`W\`XfYb`ZUW]b[`fUfY`X]gYUgYg" H\]g  
 ]b]h]Uhj Y`]g`bch`† gh`UVci h`a`YX]WU`UXj UbW`g/`h`fYdfYgYbhg`U  
 Ž`bXUa`YbhU`g\]Zh`hck UfXg`U`a`cfY`]bZcfa`YXž`Wca`dUgg]cbUhY  
 UddfcUW`hc`dYX]Uh]W\YU`h\WUfY`]b:`cf]XU"

8YhU]`g	
Cfh	A]Ua`ž:`cf]XUž`I`G5
EiY`Yb	<ul style="list-style-type: none"> <li>• bYk`g`Z]i`"YXi</li> <li>• k`k`k`"hU`U\UggYY"Wca</li> <li>• k`k`k`"Wgbyk`g"Wca</li> </ul>

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