

: fUnYf'GW\cc`'Hf]i a d\g. 'B Uh]cbU`'A Uh\  
7\Ua dg'k ]h\ '&) ) 'Hfcd\]Yg°

: fUnYf'GW\cc` / , \$' - /g'a Uh\ 'hYUa 'W]bW\Yg'h\Y 'bUh]cbU`  
W\Ua d]cbg\]d 'Uh'A i '5`d\U'H\YhUž'g\ck WUg]b[ 'YI W\dh]cbU`  
hU`Ybh'UbX`XYX]WUh]cb"



5`UW\i Už': `cf]XUž'I G5`!'`b`U`fYa Uf\_UV`Y`X]gd`Um'cZ  
a Uh\Ya Uh]WU`'dfck Yggž: fUnYf'GW\cc`'fYWb'h'm]W]bW\YX`h\Y  
bUh]cbU`W\Ua d]cbg\]d 'Uh'h\Y`A i '5`d\U'H\YhU`B Uh]cbU`  
7cbj Ybh]cb`'Y`X`]b`C`f`UbXc`"H\Y`hYUa ž`W`bg]gh]b[ 'cZ) \* `hU`YbhYX  
ghi XYbhgž'gW`fYX`Ub`]a dfYgg]j Y`+ž&, ' `dc]bhgž'ci hdUW]b[ 'h\Y  
gYW`bX!d`UW`5a Yf]WU`b`<Yf]hU[ Y`6fck UfX`Vm`U`W`a ZcfhUV`Y  
a Uf[ ]b`cZ`%\$\* `dc]bhg`"H\]g`j ]W`cfm]g`bch'a YfY`m`U`hYghUa Ybh'hc  
]bX]j ]Xi U`'Vf]`]UbW`Vi h\][ \`][ \hg`U`fYa Uf\_UV`Y`hYUa 'YZZcfh`YX  
Vm'h\Y]f`XYX]WUhYX`a Uh\`W`UW\ž`N]k Y]`@ " "

H\Y': fUnYf'GW\cc`'a Uh\`hYUa `X]gh]b[ i ]g\YX`]hgY`Z`Vm'k ]bb]b[ 'hk c  
cZ`h\Y`Zci f`X]j ]g]cbg H\YhU`UbX`GhUh]gh]Wg UbX`gYW`f]b[ 'gYW`bX  
d`UW`]b`h\Y`5`d\U`UbX`A i `X]j ]g]cbg`"H\Y`W`a dYh]h]cb`]bWi XYX

j Uf]ci g`WUHy[ cf]Ygž'gi W\`Ug`5`[ YVfU`&ž; Yca`Yhfmž`DfY!7U`W`i`gž  
UbX`7U`W`i`gž`g\`ck`WUg]b[ `U`VfcUX`gdYWfi`a`cZg\_]`g`UbX  
\_bck`YX[ Y`"5XX]h]cbU`mž`h\Y`hYUa`Vfci [ \h\ca`Y`U`k`cdd]b[  
&) )`hfc d\]Yg`Zfca`h\Y`Wcbj`Ybh]cbž`XYa`cbghfUh]b[ `h\Y]f  
Xca`]bUbW`UbX`\UfX`k`cf`\_`cj`Yf`h\Y`gi`a`a`Yfž`k`\]W\`]bWi`XXY  
dUfh]WjdUh]cb`]b`hk`c`a`Uh\`WUa`dg"

## 8 ]j ]g]cbU`Hf]i`a`d\g`UbX`bX]j ]Xi`U` 5W\]Yj`Ya`Ybhg

5a`cb[ `h\Y`ghUbXci`hidYfZcfa`UbW`gž`h\Y`H\YhU`X]j ]g]cb`gUk  
YI`Wdh]cbU`Wcbhf]Vi`h]cbg`Zfca`Hcbm`@U]ž`A`U`k`Y`"L`i`ž`M]ZUb`Gcb[ ž  
UbX`7cbbcf`; i`h\Y]Yž`k`\c`hc[ Yh\Yf`WUdhi`fYX`h\Y`H\YhU`8]j ]g]cb  
W\Ua`d]cbg\]d`"BchYk`cfh\m]bX]j ]Xi`U`UW\]Yj`Ya`Ybhg`]b`H\YhU  
]bWi`XXY`A`U`k`Y`"L`i`g`j ]Wcfm]b`H\YhU`5dd`]WU]cbg`UbX`5`Um  
GUk`Ubhg`gi`WW`gg]b`9ei`Uh]cbg`UbX`bYei`U`]h]Yg`"G]a`]Uf`mž`h\Y  
5`d\U`X]j ]g]cb`Vfci [ \h`hf]i`a`d\g`Zcf`xbUh\Ub`@]b`]b`A`Uhf]W`g`UbX  
J`YWcf`g`UbX`5UXmU`; i`Xi`fi`]b`5`d\U`7\U`\_`HU`\_"

6i`h\Y`A`i`X]j ]g]cb`k`Ug`bch`hc`VY`cj`Yf`cc`YX`"5bXfYk`L`]b[  
YI`W`YX`]b`Vch\`A`i`5dd`]WU]cbg`UbX`h\Y`bhy[ fUh]cb`6YYž`k`\]Y  
?Uh]Y`<Y`]a`dfYggYX`]b`5fYU`UbX`J`c`i`a`Y`Ug`k`Y`"Ug]b`GdYXX  
A`Uh\`"H\YgY`UW`Wca`d`]g\`a`Ybhg`bch`cb`m\][ \`][ \h\h\Y`ghi`XYbhg  
XXY]WU]cb`Vi`h`fYZYWh`h\Y`gi`ddcfh]j`Y`Ybj`]fcb`a`Ybh`ZcghYfYX`Uh  
: fUnYf`GW`cc`ž`Ug`Df]bWjdU`': Um][ U`bchYX`h\Y`YI`hYbg]j`Y  
dfYdUfUh]cb`Wca`d`YhYX`cj`Yf`h\Y`gi`a`a`Yf"

## A`i`5`d\U`H\YhU.`5`@Y[ UWm`cZ`9I`W`YbW

H\Y`A`i`5`d\U`H\YhU`cf[ Ub]nUh]cb`]hgY`Zž`Zci`bXXY`]b`%-`)+ž`Ug  
VYWca`Y`U`W`YVfUHXY`d`UhZcfa`Zcf`dfca`ch]b[ `h\Y`Yb`cma`Ybh`cZ  
a`Uh\Ya`Uh]Wg`Ua`cb[ \`][ \`gW`cc`UbX`hk`c!mYUf`Wc`Y[ Y`ghi`XYbhg`  
K`]h\`cj`Yf`%\$, ž\$`\$`\$`a`Ya`VYfg`]b`a`cfY`h\Ub`&ž&\$`\$`W\UdhYfg`UWfcgg  
h\Y`I`b]hYX`GhUH`g`UbX`&\$`ZcfY][ b`Wci`bhf]Ygž`h\]g\`cbcf`gcWjYhm  
U]a`g`hc`bi`fhi`fY`]bhYfYgh]b`a`Uh\Ya`Uh]WU`gW`c`Ufg\]d`"b`g  
]bZi`YbW`\Ug`VYYb`ZY`h`k`]XY`mž`]bgd]f]b[ `Wca`dYh]h]cbg`Zcf  
XYWUXYgž`k`]h\`]hg`Z]fgh`bUh]cbU`Wcbj`Ybh]cb`XUh]b[ `VUW`\_`hc`%-`\*,`"

⊕`h\Y`k cf`X`cZ`a Uh\`W`a dYh]h]cbgž: fUnYf`GW`cc`g`fYW`bh`k ]b  
`c]bg`U``Y[ UW`m`cZ`UW`Y]j Ya Ybhž`]bWi X]b[ `h\Y`fYa Uf`UV`Y  
dYfZcfa UbW`cZ`6i W`\c`n`<][ \`GW`cc`ž`Ubch\Yf: `cf]XU  
dck Yf\ci gY"⊕`&`\$`&`%`ž`6i W`\c`n`gW`cfYX`U`fYW`fX`- \$\$`dc]bhgž  
gYW`f]b[ `U`\]ghcf]Wj ]W`cfm`k ]h\`h\Y``Uf[ Ygh`a Uf[ ]b`]b`h\Y  
W`a dYh]h]cb g`\]ghcfm" `H\Ym`hf]i a d\YX`]b`' %`ci h`cZ` - `Yj Ybhgž  
Ž fh\Yf`UggYfh]b[ `h\Y`Xca ]bUbW`cZ: `cf]XU`gW`cc`g`]b`h\YgY  
dfYgh][ ]ci g`W`a dYh]h]cbg"

5g`h\Y: fUnYf`hYUa `hU`Yg`U`k Y`!XYgYfj YX`VfYU`VYZcfY`fYgi a ]b[  
WUggYg`cb`5i [ i gh( ž`h\YfY g`U`dU`dUV`Y`YI W]hYa Ybh`Zcf`k \Uh`h\Y  
Ž hi fY`\c`Xg`Zcf`h\YgY`a Uh\`YhYg" `K ]h\`gi W`hU`Ybh`UbX`hYUa k cf\_  
cb`X]gd`Umž`]hg`WYUf`h\Uh`h\Y``Y[ UW`m`cZ`YI W```YbW``]b  
a Uh\Ya Uh]Wg`W`cb]bi Yg`hc`h\f]j Y`]b`ci f`cWU`gW`cc`g"

: cf`a cfY`XYhU]`g`cb`h\]g`]bgd]f]b[ `j ]W`cfmž`W`YW`\_ci h`h\Y`W`j YfU[ Y  
Vm`5`UW`i U`7`f`c`b]WY`ž`cf`fYUX`UVci h`h\Y`dfYj ]ci g  
UW`Y]j Ya Ybhg`Uh`K 7 > 6" `Hc``YUfb`a cfY`UVci h`h\Y`A i `5`d`U`H\YhU  
cf[ Ub]nUh]cbž`j ]g]h`K ]\_]dYX]U"

8YhU]`g	
Cfh	5`UW`i Už: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• U`UW`i UW`f`c`b]WY`"W`a</li><li>• k k k "k WV"W`a</li><li>• Yb"k ]_]dYX]U"cf[</li></ul>

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