

⌘]b`h\Y`D]bYf]X[ Y`7`YUbi d.`<Y`d`?YYd  
5`UW\i U`7ci bhm'6YUi h]Zi ``

⌘]b`h\Y`Wċa a i b]hm'WYUbi d`]b`5`UW\i U`cb`đ`m%-ž&\$&) ž  
Žfca`'-`5A`hc`bccb`Uh'D]bYf]X[ Y`7ca a i b]hm'7YbhYf"  
Jc`i bhYYfg`k Y`Wċa Y`



&) \$-`BK`')+h\`D`UWž'; U]bYgj ]`Yž': @`' &\*)`' ž! G5`!  
; U]bYgj ]`Y`]g`Vi nn]b[ `k ]h\`YI W]hYa YbhUg`h\Y`?YYd`5`UW\i U  
7ci bhm'6YUi h]Zi ``f?576Ě[ YUfg`i d`Žcf`U`j ]VfUbh`Wċa a i b]hm  
WYUbi d`Yj Ybh`]b`h\Y`D]bYf]X[ Y`bY][ \Vcf\ccX`"GW\YXi`YX`Žcf  
GUhi fXUmž`đ`m%-žŽfca`'-`U"a`"hc`bccbž`h\]g`]b]h]Uh]j Y`dfca ]gYg`U  
dcg]h]j Y`]a dUW`icb`ci f`cWU`Ybj ]fcba Ybhž`k YUh\Yf`dYfa ]hh]b[ "  
H\Y`WYUbi d`k ]``\_]W`cZZ`Uh`h\Y`D]bYf]X[ Y`7ca a i b]hm'7YbhYfž  
`cWU`hYX`Uh&) \$-`BK`')+h\`D`UWž'; U]bYgj ]`Yž`k \YfY`j c`i bhYYfg  
k ]``[ Uh\Yf`hc`fc``i d`h\Y]f`g`YYj Yg`UbX`hUW`Y``]hYf`fYa cj U`cb  
di V`]WUfYUg`UbX`bY][ \Vcf\ccX`ghfYYhg"

H\Y`XUmik ]``VY`a cfY`h\Ub`† gh\UfX`k cf\_` j c`i bhYYfg`WU`b`cc\_  
Žcfk UfX`hc`U`Wċa d`]a YbhUfm`i bW\`dfcj ]XYX`Vm?576`Žc`ck ]b[

h\Y]f`Y Zc fhg" ` ħ g`U[ fYUh`k Um`hc`VcbX`k ]h\`ZY``ck`Wċa`a`i`b]hm  
a`Ya`VYfg`k`\\Y`Yb`ċm]b[ `U`k`Y``!XYgYfj`YX`VfYU\_``K` ]h\`WYUbi`d  
gi`dd`]Yg`gi`dd`]YX`Vm?`5`7`6`ž`U``dUfh]W]dUbhg`fYU``m`b`YYX`hc`Vf]b[  
UfY`h\Y]f`Yb`h\i`g]Uga`UbX`dYf\Udg`U`ZYk`dYfgcbU``]hYa`g``]\_Y`U  
fYZ]``UV`Y`k`UhYf`Vc`h`Y`UbX`gi`bgWfYYb``7`ca`Zc`fhUV`Y`Uhh]fY`]g  
fYWċa`a`YbXX/`UZhYf`U``ž`]hg`UVci`h`k`cf\_]b[ `\\UfX`Vi`h`ghUm]b[  
Wċc``

## 7ca`a`i`b]hm`Gi`ddc`fh`UbX`DUfh]W]dUh]cb

Gi`ddc`fh`Zc`f`h\]g`Yj`Yb`h`Wċa`Yg`Zfca`U`j`Uf]YhmicZ`Wċa`a`i`b]hm  
dUfhbYfg`UbX`cf[ Ub]nUh]cbgž`Ž`fh\Yf`Ya`d\Ug]n]b[ `;`U]bYgj`]`Y`g  
gd]f]h`cZ`Wċ``UVcfUh]cb``B`chUV`Y`Ua`cb[ `h\Ya``]g;`U]bYgj`]`Y`7]hm  
7ca`a`]gg]cbYf`9X`6cc\_ž`g\ck`WUg]b[ `h\Y``cWU``[`cj`Yfba`Ybhg  
Wċa`a`]ha`Yb`h`c`a`U]b`hU]b]b[ `h\Y`VYUi`hmicZ`ci`f`bY][`\\Vcf\ccXg"  
ċhYfYghYX`j`c`i`bhYfYfg`WU`b`fY[ ]ghYf`h`fci[ `\\h\Y`?**5`7`6`Yj`Yb`hg`  
dU[`Y`ž`k`\\Wċ`]g[`fYUh`Zc`f`Vc`h\`]bX]j`]Xi`U`g`UbX``Uf[`Yf[`fci`dg  
`cc\_]b[ `hc`a`U\_Y`U`Wċ``YWh]j`Y`]a`dUWċ``K`\\Y`h]W\_Yhg`UfYb`h  
bYWċggUfmž`d`fY!`fY[ ]ghfUh]cb`\\Y`dg`k`]h\`d`Ubb]b[`"**

H\YfY`g`bc`XYbm]b[ `h\Y`]b]h]Uh]j`Y`]g`dUfh`cZ`gca`Yh\]b[ ``Uf[`Yf/  
?`5`7`6`]g`W`ffYb`h`m]bj`c`j`YX`]b`h\Y`;`fYUh`5a`Yf]WU`b`7`YUbi`dž`Ub  
cb[`c]b[ `gYf]Yg`cZ`UWh]j`]h]Yg`Zc`W`gYX`cb`Yb\UbW]b[ `ci`f  
Ybj`]fcba`Yb`h``H\]g`gYUgcb`cZ`WYUbi`dg`]g`U`WU``hc`UWh]cb`Zc`f  
Yj`Yfmc`bY`k`\\c``cj`Yg`ci`f`Wċi`bhm`g`bUhi`fU`VYUi`hm``C`h\Yf`Yj`Ybhg  
cWċ`ff]b[ `k`]h\]b`h\Y`fY[ ]cb`YWċ`c`h\]g`gYb]a`Yb`ž`Yb`Wċi`fU[ ]b[  
fYg]XYbhg`hc`ċ]b`h\Y`a`cj`Ya`Yb`h`ck`UfX`gi`ghU]bUV`]`]hm"

## 5`6fc`UXYf`DYfgdYWh]j`Y`

@cc\_]b[ `VYmc`bX`;`U]bYgj`]`Yž`h\YfY`g`U`Wċ``YWh]j`Y`[ `cVU``Y`Zc`fh  
hck`UfX`Ybj`]fcba`Yb`hU``gi`ghU]bUV`]`]hm``:`cf`]bghUbWċž`h\Y`**9Ufh\`  
8Um`7`YUb`I`d`]**g`g`UhYX`Zc`f`C`Wċ`VYf`&`\*`Uh`h\Y`7`\\Ua`V`YY`A`5`F`H`5  
GhUh]cbž`g\ck`WUg]b[ `UWh]j`]h]Yg``]\_Y``]hYf`d]W\_!i`d`UbX`YXi`WUh]cbU`  
Vcch\g`cb`Ybj`]fcba`Yb`hU``dfchYWh]cb``9j`Ybhg``]\_Y`h\YgY`Zc`ghYf  
bYhk`cf\_]b[ `cddcfhi`b]h]Yg`Ua`cb[ `YWċ!WċbgW]ci`g`]bX]j`]Xi`U`g`UbX`  
cf[ Ub]nUh]cbgž`g\]b]b[ `h\Y``][`\\h`c`b`k`UghY`fYXi`Wh]cb`]b`ci`f  
Wċa`a`i`b]h]Yg"

G][ b]Z]WUbh`mž`gi W\`]b]h]Uh]j Yg`\\c`X`U`Xi U`di fdcgY. `h\\Ym`bch`c`b`m  
VYUi h]Zm`ci f`cWU`Yg`Vi h`U`gc`fU]gY`Uk UfYbYgg`fY[ UfX]b[  
Ybj ]fcba YbhU``]ggi Yg`h\\Uh`UZZYWh`i g`U``" `h`g`U`h]a Y`m`fYa ]bXYf  
h\\Uh`Yj Yfm`ga U``YZZcfh`Wcbhf]Vi hYg`hc`U`V][ [ Yf`WU]i gY``5g`k Y`[ YUf  
i d`Zcf`h`Y`D]bYf]X[ Y`bY][ \\Vcf\\ccX`WYUbi dž`k Y`]bj ]hY`U``  
Wc`a`a`i`b]hm`ia Ya VYfg`hc`dUfhU\_Yž`XYa cbghfUh]b[ `h\\Uh`hc[ Yh\\Yfž  
k Y`WU]b`WfYUhY``Ugh]b[ `W\\Ub[ Y"

8YhU]`g	
Cfh	&) \$- `BK `) +h\ `D`UWŹ; U]bYgj ]``YŹ: @' &*) ' Ź l G5
Ei Y``Yb	<ul style="list-style-type: none"> <li>• k k k "a U]bghfYYhXU]`mbYk g"WŁa</li> <li>• k k k "_UW"c f[</li> <li>• WYUb k U`_g"c f[</li> </ul>

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