

DU`a `6YUW\ / ˆ \$' - /g`@UbX`7`Ug\ . ; fck h\  
j g" `DfYgYfj Uh]cb `8YVUhY` < YUhg`l d °

8]gWcj Yf`h\Y`W\U`Yb[ Yg`UbX`XYj Y`cda Ybhg`]b`DU`a `6YUW\  
7ci bhmˆ ˆ \$' - /g`5[ f]W`hi fU`FYgYfj Y`Ua ]X`dcdi `Uh]cb  
[ fck h\ `UbX`WcbgYfj Uh]cb `YZZcfhg"



DU`a `6YUW\ `7ci bhmž: `cf]XU`!`5g`DU`a `6YUW\ `7ci bhm  
bUj ][ UhYg`]hg`Vi gh`]b[ ` [ fck h\ž`cW\`cZZ]W]U`g`UfY`[ fUdd`]b[ `k`h\  
\ck`hc`VU`UbW`h\Y`XYa UbXg`cZ`bYk`XYj Y`cda YbhU[ U]bgh`hY  
bYYX`hc`dfYgYfj Y`W\Yf]g\YXži bhci W\YX`UbX`"H\Y`cb[ c]b[  
Wcbj YfgUh]cb`k Ug`fYVWbh`m`Vfci [ \h`hc`h\Y`ZcfYZfcbh`Ug`U`XYhU]`YX  
cj Yfj ]Yk`cZ`h\Y`5[ f]W`hi fU`FYgYfj YžWcj Yf]b[ `&&ž\$\$\$`UWfYgž`k Ug  
dfYgYbhYX`hc`Wci bhm`Wca a ]gg]cbYfg`"H\]g`UfYU`df]a Uf`]m`Wcbg]ghg  
cZ`Zufa `UbXž`k ]h\`j Uf]ci g`fYghf]W]cbg`]b`d`UW`hc`a U]bhU]b  
U[ f]W`hi fU`cdYfUh]cbg`UbX`Ybj ]fcb`a YbhU`fYgci fW`g`k \`Y  
U`ck ]b[ ``]a ]hYX`XYj Y`cda Ybh"

H\Y`W ffYbh`gbUdg\ch`cZ`UbX`X]ghf]Vi h]cb`]b`h\Y`5[ f]W`hi fU`  
FYgYfj Y`fYj YU`g`U`Wca d`YI ``UbXgWUdY.`" \$i ``]g`YUfa Uf`\_YX`Zcf

fYg]XYbh]U`XYj Y`cda Ybhž( i `Zcf`bcb!fYg]XYbh]U`YbXYUj cfgž`UbX  
U`g][ b]Z]WUbh\*%a `]g`XYg][ bUhYX`Zcf`dFYgYfj Uh]cb`YZZcfhgž`k`Yh\Yf  
h\Uh`VY`U[ f]W`hi`fY`cf`WcbgYfj Uh]cb`"b`UXX]h]cbž` i `fYa`U]bg  
i bXYj Y`cdYX`UbX`Ubch\Yf` i `]g`U`cWUhYX`Zcf`j Uf]ci`gi`gYg`gi`W  
Ug`WU`bU`g`H\]g`WUfYZ`VU`UbW`U]a`g`hc`i`d\c`X`h\Y`fY[ ]cb`g  
U[ f]W`hi`fU`]XYbh]hm`k`Y`UXXfYgg]b[ `h\Y`bYXXg`cZ`U`fck`b[  
Wca`a`i`b]hm`

## 8Yj Y`cda Ybh`8mbUa ]Wg

FYW`bh`mž`X]gW`gg]cbg`\Uj`Y`]bhYbg]Z]YX`Ufci`bX`XYj Y`cda Ybh  
f][ \hg`Ug`dfcdYfh]Yg`UfY`gc`X`Uh`ghU[ [ Yf]b[ `df]W`g"; @<ca`Yg`\Ug  
VYWca`Y`U`Xca`]bUbhd`UmYf`]b`h\]g`gdUW`ž`dUm]b[ `g][ b]Z]WUbh`m  
\[ \Yf`fUhYg`Zcf`XYj Y`cda Ybh`f][ \hg`fYW`bh`mž`fUb[ ]b[ `Zfca  
`&,\$ž\$`\$`hc`~( (\$ž\$`\$`dYf`UW`fYž`Wca`dUfYX`hc`↑gh`+\$ž\$`\$`Z]j`Y  
mYUfg`U[ c`"Gi`W`df]W`]bW`fYUgYg`\[ \][ \h`h\Y`dfYgg]b[ `XYa`UbX  
Zcf`\ci`g]b[ ]b`h\Y`UfYUž`k`h\`; @<ca`Yg`Yj`Yb`cc\_]b[ `hc`UXX  
a`cfY`i`b]hg`hc`]hg`YI`]gh]b[ `J`U`YbW]U`8Y`A`Uf`XYj Y`cda Ybh`cb  
Zcfa`Yf`ZUfa`UbX`"H\Y`cb[ c]b[ `hfYbX`Ya`d\Ug]nYg`U`g\]Zh]b`h\Y  
\ci`g]b[ `a`Uf`\_Yh`Ug`df]W`g`gc`Ufž`k`h\`ca`Yg]b`h\]g`XYj Y`cda Ybh  
df]W`X`VYhk`YYb`~%&`a`j`]cb`UbX`~%+`a`j`]cb`

H\Y`ghU`Yg`UfY`\][ \`"H\Y`Wca`dUbm]g`gYY\_]b[ `hc` i`bdfYgYfj`Y`%)  
UW`fYg`cZ`ZUfa`UbX`k`\]Y`dfca`]g]b[ `hc`dfYgYfj`Y`cZ]g]hY`UbX`hc  
a`YY`hdYb`gdUW`fYei`]fYa`Ybhgž`U`a`cj`Y`h\Uh`\Ug`gdUf`\_YX`\YUhYX  
X]gW`gg]cbg`UbX`WcbW`fbg`fY[ UfX]b[ `h\Y`YWc`c[ ]WU`]a`d`]WUh]cbg  
cZ`fYXi`W]b[ `dfYgYfj`YX`UfYUg`"5g`@Uffm`Dcfhbc`mž`U`gdc`\_YgdYfgcb  
Zcf`; @<ca`Yg`di`hg`]hž`F`]g]b[ \ci`g]b[ `df]W`g`UbX`Wcbghfi`Wh]cb  
Wcghg`\Uj`Y`Xf]j`Yb`i`d`UbX`df]W`gž`Z`fh\Yf`Wca`d`]WUh]b[ `h\Y  
`UbXgWUdY`

## 9bj ]fcb`a YbhU`UbX`7ca`a`i`b]hm`7cbW`fbg

5g`a`cfY`XYj Y`cda Ybh`dfc`YW`gh`Uf]gYž`h\Y`cddcg]h]cb`[ fck`g`  
7ca`a`i`b]hm`a`Ya`VYfg`j`c]W`Y`Y[ ]h]a`UhY`WcbW`fbg`UVci`h`hfUZZ]Wž  
]bZfUghfi`Whi`fY`ghfU]bž`UbX`Ybj`]fcb`a YbhU`]a`dUW`gh`ž`gh`fYW`bh`mž`U  
dfcdcgU`hc`gk`Ud`UbX`]bg]XY`h\Y`5[ f]W`hi`fU`FYgYfj`Y`Zcf`UbX  
ci`hg]XY`Zcf`cj`Yf`%ž\$`\$`\ca`Yg`k`Ug`fY`YW`hYX`Ua`]X`gi`W`k`cff]Yg`

@cWU`fYg]XYbhg`UbX`Ybj ]fcba YbhU`]ghg`cc\_`hc`Wci bhm  
Wca a ]gg]cbYfg`hc`a YX]UhY`h\YgY`Wca d`YI` ]ggi Ygž`Ybgi f]b[ `Vch\  
dfc[ fYgg`UbX`dfYgYfj Uh]cb`UfY`Wcbg]XYfYX"

6Yg]XYg`h\Y`ja a YX]UhY`WU`Yb[ Yg`cZ`bYk`m`dfcdcgYX  
XYj Y`cda Ybhgž`g\]Zh]b[ `U[ f]W`hi fU`UbX`i gY`U`gc`fU]gYg`VfcUXYf  
ei Ygh]cbg`UVci h`ZccX`gYW`f]hmž`V]cX]j Yfg]hmž`UbX`h\Y`cWU`  
YWcbca m`K ]h\`h\Y`[ `cVU`dcdi`Uh]cb`cb`h\Y`f]gY`UbX`W]a UhY  
WU`b[ Y`cca ]b[ ž`h\Y`ja dUW`h`cZ`Wcbj Yfh]b[ `U[ f]W`hi fU`UbX`]bhc  
fYg]XYbh]U`UfYUg`Wci`X`dcgY`f]g\_g`hc`ZccX`gi dd`mighUV`]hm``h`g`U  
\\[ `!ghU\_Yg`VU`UbW]b[ `UWh`h\Uh`WU`b`fYg`UdY`h\Y`gcW]U`ZUVf]WU`bX  
W`hi fU`UbXgWUdY`cZ`h\Y`Wca a i b]hm"

5g`DU`a`6YUW`7ci bhm`a`cj Yg`Zcfk UfXž`h\Y`Ya d`Ug]g`fYa U]bg`cb  
h\ci [ \hž`d`Ubb]b[ ``6m`UX`Yf]b[ `hc`ZfUa Yk`cf\_g`h\Uh`dfchYWh  
U[ f]W`hi fU`]bhYfYghg`k`\\Y`ZcghYf]b[ `bYW`ggUfm`XYj Y`cda Ybhž  
h\Y`fY[ ]cb`WU`b`ghf]j Y`Zcf`U`\\Ufa`cb]ci g`WcYI`]ghYbW`cZ  
Wca a i b]hm[ fck h\`UbX`Ybj ]fcba YbhU`ghYk UfXg`d"

: cf`Zi fh\Yf`XYhU]`gž`mci`WU`b`fYUX`a`cfY`Uh`HUa dU`6Um`H]a Ygž`  
I`G5`HcXUmž`UbX`8Yg][ b`<cf]ncbg"

8YhU]`g	
Cfh	DU`a`6YUW`7ci bhmž: `cf]XU
Ei Y`Yb	<ul style="list-style-type: none"><li>• k k k "hUa dUVUm"Wca</li><li>• k k k "i gUhcXUm"Wca</li><li>• XYg][ b\cf]ncbg"cf[</li></ul>

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