

➤UW\_gcbj ]`Y`7Uf`8YU`Yf`GWUbXU`.~ ) \* \$ ?  
: fUi X`≠bj Ygh][ Uh]cb`l bZc`Xg°

5`➤UW\_gcbj ]`Y`Yl ch]WWUf`XYU`Yf`]g`i bXYf` : 6=]bj Ygh][ Uh]cb  
Zcf`ZfUi Xž`Zc`ck ]b[ `a i `h]d`Y`W ghca Yf`Wca d`U]bhg`cZ  
g][ b]Z]WUbh`Z]bUbW]U``cggYg"



➤UW\_gcbj ]`Yž` : `cf]XUž`l G5`!`≠`U`hfc i V`]b[ `hi fb`cZ`Yj Ybhg`Zcf  
`i l i fm`WUf`Ybh`i g]Ughg`]b`➤UW\_gcbj ]`Yž`U`cWU`Yl ch]WWUf`XYU`Yfž  
J`UX]a ]f`F Ub[ i Y`cj ž`]g`i bXYf`]bhYbgY`gWfi h]bm`Ug`a i `h]d`Y  
U`Y[ Uh]cbg`cZ`ZfUi X`UbX`Z]bUbW]U``a ]gWcbXi W`hgi fZUW`"DYhYf  
BUggUfž`U`cb[ !h]a Y`W ghca Yfž`fYdcfhYX`U`ghU[ [ Yf]b[ ``cgg`cZ`cj Yf  
~ ) \* \$ž\$ž\$ž`ghYa a ]b[ `Zfca `hk c`ei Ygh]cbUV`Y`hfUb`gUW`h]cbg  
]bj c`j ]b[ `\\][ \\!YbX`j Y\\]WYg`di fW`UgYX`Zfca `F Ub[ i Y`cj g  
XYU`Yfg\\]d`"H\\]g`g]hi Uh]cb`]g`bck `h\\fi gh]b[ `h\\Y`XYU`Yfg\\]d`]bhc`h\\Y  
gdch][ \\h`Ug`h\\Y` : 6=]bj Ygh][ UhYg`h\\Y`WU]a g`gi ffc i bX]b[ `]h"

B UggUfž`k \\c`\\UX`VYYb`Z]dd]b[ `WUfg`k ]h\\`F Ub[ i Y`cj `Zcf`mYUfgž  
]b]h]U`mik ]fYX`~ &\* \$ž\$ž\$ž`Zcf`U`V`i Y`A W@UfYb`'+&\$G`"<ck Yj Yfž`UZ`hYf  
Yb`cm]b[ `h\\Y`j Y\\]WY`Zcf`h\\fYY`a cbh\\gž`\\Y`k Ug`g\\cW`YX`hc

X]gWĉj Yf'hUh]h'k Ug'bYj Yf'fY[ ]ghYfYX' ]b'\]g'bUa Y""7ca dci bX]b[  
 \]g'Zfi ghfUh]cbž'F Ub[ i Y'cj 'gi VgYei Ybh'mfYei YghYX'hUh'B UggUf  
XY'j Yf'hY'A W@UfYb'hc'Ubch\Yf'Vi mYfž'cb'm'Zcf'B UggUf'hc'Z]bX'bc  
Vi mYf'dfYgYbh'k \Yb'\Y'Uff]j YX""5g'F Ub[ i Y'cj 'Wĉbh]bi YX'hc'cZZYf  
YI W'gYg'UVci h'Z]bUbW]b[ ž'B UggUf'XYW]X'X'hc'di fWUgY'U'F c'g!  
FcmW'Zcf'~' '\$ž\$ž\$ž'U'a cj Y'hUh\Ug'YZh'\]a 'ZYUf]b[ 'hUh  
F Ub[ i Y'cj 'a Um'VY'd'Ubb]b[ 'hc'ZYY'k ]h\ '\]g'a cbYm'5g'B UggUf  
gYY\_g'U'fYZi bXž'\Y' ]g'bch'U'cbY/Ubch\Yf'W ghca Yfž'A ]WU'Y'  
5VUhYWĉ'Už'WU]a g'\Y'hcc'\Ug'ZU'Yb'j ]W]a 'hc'F Ub[ i Y'cj 'g'hUW]Wgž  
ghUh]b[ '\Y' ]g'ck YX'~ &) \$ž\$ž\$ž'Zcf'U'@Ua Vcf[ \]b[ '\Y'bYj Yf  
fYW'j YXž'Zi fh\Yf'\][ \][ \]b[ 'U'dUhhYfb'cZXYWdh]cb'fBYk g( 丕  
fYdcfhg'hUh ě"

## H\Y': U`ci h'Zfca '5`Y[ Uh]cbg

H\Y'ZU`ci h'Zfca 'h\YgY'U`Y[ Uh]cbg ]g'dU'dUV'Y"H\Y'?Ufa U  
5i hca ch]j Y'XYU'Yfg\]dž'k \]W'Wĉbj Yfhg'U'Zcfa Yf'Zi fb]hi fY'ghcfY  
]bh'U'\i V'Zcf'i I i fm] Y\]WYgž'\Ug'fYW'bh'mg\i h']hg'Xccfg'UZhYf  
↑gh'%) 'a cbh\g'cZ'cdYfUh]cb""9a dhm'chg'UfY'bck 'U'ghUf\_  
fYa ]bXYf'cZ'k \Uh'k Ug'cbW'U'Vi gh]b[ 'Vi g]bYgg""@WU'  
Ui h\cf]h]Ygž' ]bWi X]b[ 'h\Y'丕W\_gcbj ]`Y'G\Yf]Zg'C Z]W'ž'UfY  
W'ffYbh'm]bj Ygh[ Uh]b[ 'gYj YfU'fY'UhYX'Wĉ'a d'U]bhg'cZ'h]h'Y'Zcf[ Yfm  
UbX'ZfUi Xi 'Ybh'gU'Ygž'k \]Y'Z]j Y'i I i fm] Y\]WYg'k YfY  
fYdcggYggYX'Zfca 'h\Y'XYU'Yfg\]d'cb'丕 bY') 'f丕 HcXUm'fYdcfhg  
hUh ě"

F Ub[ i Y'cj ž'k \c'`Ui bW'YX'h\Y'丕W\_gcbj ]`Y'XYU'Yfg\]d' ]b'A UfW  
&\$&( ž' ]g'U'gc'UggcW]UhYX'k ]h\ '6i `5i hc'GU'Yg' ]b'5'VUb mž'BYk 'Mĉf\_  
6ch\ 'Vi g]bYggYg'\Uj Y'Wĉ'a Y'i bXYf'Z]fY/h\Y'5'VUb m'dc' ]W'UfY  
Z]Y'X]b[ 'bi a Yfci g'Wĉ'a d'U]bhg'U[ U]bgh'6i `5i hc'GU'Yg'Ug'k Y""  
A YUb'k \]Yž'WU`g'hc'Vch\ 'XYU'Yfg\]dg'bck '[ c'i bUb'gk YfYXž  
]bX]W]h]b[ 'U'gk ]Zh'UbX'gi XXYb'Wĉ`UdgY'hUh\Ug'YZh'a Ubm  
W'ghca Yfg'ZYY' ]b[ `cgh'UbX'Zfi ghfUhYX"

H\Y'[ fUj ]hm'cZ'h\Y'g]hi Uh]cb'YI hYbXg'VYm'cbX'丕W\_gcbj ]`Y""F YW'bh  
fYdcfhg'cZ'Ubch\Yf'i I i fm'WUf'XYU'Yfg\]d' ]b'Gci h\': `cf]XUž'9I W'`  
5i hc'; fci dž'UXX'WĉbhYI h'hc'h\Y'dchYbh]U`]ggi Yg'k ]h\ ]b'h\Y'YI ch]W  
WUf'a Uf\_Yh"H\]g'XYU'Yfg\]d'Z]YX'Zcf'VUb\_fi dhW]h]b'5df]'&\$&ž

fYgi`h]b[`]b`UddfcI]a UhY`m- \$`i I i fmj Y\]WYg`[ c]b[`a ]gg]b[`UbX  
bi a Yfci g`Uk gi ]hg`U``Y[ ]b[`h\Ym'gc`X`j Y\]WYg`h\Uh`k YfY`bYj Yf  
XY`j] YfYX``b] Ygh][ Uh]cbg`]bhc`g]a ]`Uf`ZfUi Xi`Ybh`VY\Uj ]cfg`Wci`X  
dc]bh`hc`U`VfcUXYf`dfcV`Ya` ]b`h\Y`i I i fm`WUf`]bXi ghfm`fB=76  
dfcj]XYg`XYhU]`g`UVci h`L`

5`6fcUXYf`bXi ghfm`7cbWf`b

H\Y`]a d`]WUh]cbg`cZ`FUb[`i Y`cj`g`UW`h]cbg`fU]gY`g][ b]Z]WUbh  
ei Ygh]cbg`UVci h`h\Y`ghUV]`]hmicZ`i I i fm`WUf`XYU`Yfg\]dg`]b`:`cf]XU  
Ug`U`k`c`Y``b] Ygh][ Uh]cbg`]bhc`h\Y`XYU`Yfg\]d`g`dfUW`h]W`g`fYj YU`  
U`k ]XYgd`fYUX``cgg`cZ`hfi gh`Ua`cb[`W`bgi a Yfg`Z`f`h\Yf  
YI UW`fVUh]b[`h\Y`W`f]g]g``H\Y`i I i fm`WUf`a`Uf`Yh`Ug`gYYb`]hg`ZU]f  
g\UfY`cZ`hi`fa`c`]ž`Ug`dfcj Yb`Vmh\Y`W`U`Yb[ Yg`ZUW]b[`ch\Yf  
XYU`Yfg\]dgž`\][`]\][`h]b[`h\Y`bYYX`Zcf`Xi`Y`X`]][ YbW`Ua`cb[  
Vi`mYfg`

5g`W`ghca`Yfg`fU``m`hc`fYW`cj Yf`c`gh`Zi`bXg`UbX`gYY`\_`↑`gh]W`ž`h\Y  
`UbXgWUdY`Zcf`YI`ch]WWUf`gU`Yg`UddYUfg`g`U`\_`m``H\Y``\cdY`]g`h\Uh  
hfUb`gdUfYbW`m]b`h\YgY`]bj Ygh][ Uh]cbg`UbX`W`ghca`Yf!Uk`UfYbYgg  
]b]h]Uh]j Yg`k`]`dfYj Ybh`Zi`f`h\Yf`YI`d`c]hUh]cb`k`j`h\]b`h\]g`b]W`X`Y  
a`Uf`Yh``5g`h\]g`gU[`U`i`bZc`Xgž`h\Y`W`ca`a`i`b]hmik`UhW`X`Yg`W`cgY`mž  
\_`bck`]b[`h\Uh`k`\Yb`]h`W`ca`Yg`hc`WUf`gž`Ug`k`j`h\`Ubmi[`ccX`XYU`ž`mci  
a`i`gh`U`k`Umg`dfcW`YX`k`j`h\`WU`i`h]cb`

8YhU]`g	
Cfh	⌘UW_gcbj`]`Yž:`cf]XUž`I`G5
EiY`Yb	<ul style="list-style-type: none"><li>• k k k "bYk g( ^UI "W`ca</li><li>• ^UI hcXUm"cf[</li><li>• k k k "b]W"cf[</li></ul>

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