

5 `` 8 YWUZ'7c ZZY Y' ]b 'A YI ]WŁ 'Gh]`` 7c b hU]bg  
7 UZZY]bYž'K Ufbg'DfcZYWŁ °

DfcZYWŁ 'fYj YU`g'U``XYWUZ'WŁ ZZY Y' ]b 'A YI ]WŁ 'gh]``WŁ b hU]bg  
WUZZY]bYž'j ]hU``Zcf`YU'h\!WŁ bgW]ci g'WŁ bgi a Yfg"@YUfb'a cfY  
UVci h'cdh]cbg'UbX' [ i ]XY`]bYg"



A YI ]WŁ '!5g'mci f'a cfb]b[ 'f]hi U`i bZc`Xgž'mci 'a ][ \h'VY'fYUW]b[  
Zcf'h\Uh'WŁ a Zcfh]b[ 'W' d'cZ'XYWUZ'WŁ ZZY Yž'fY`]g\]b[ ' ]hg'XYXd'ZUj cf  
k ]h\ci h'h\Y`Vi nn'h\Uh'WŁ a Yg'Zfca 'WUZZY]bY""<ck Yj Yfž'mci 'a ][ \h  
k Ubh'hc'hU\_Y'U'a ca Ybh'hc'i bXYfghUbX'k \Uh' XYWUZZY]bUhYX  
fYU``mia YUbg"F YWŁ bhi]bg][ \hg'Zfca 'š a V]hc`\"[ \`][ \h'h\Uh'U`  
XYWUZ'WŁ ZZY Yg']b 'A YI ]WŁ 'gh]``WŁ b hU]b 'WUZZY]bYž'XYgd]hY'WŁ a a cb`m  
\Y`X`VY`]Y Zg'hc'h\Y'WŁ b hfUfm"

H\Y': YXYfU`7cbgi a Yf'5hŁ fbYmg'C Z]WŁ 'fDfcZYWŁ Ł'WŁ bXi WYX'Ub  
]a dcfhUbhghi Xm'fYj YU`]b[ 'h\Uh'h\Y'hYfa ' XYgWUZY]bUXc 'XcYgb h  
Yei UhY'hc'WUZZY]bY!ZfYY""5WŁ fX]b[ 'hc'h\Y]f'Z]bX]b[ gž'XYWUZ'WŁ b  
gh]``WŁ b hU]b'i d'hc'\$"% ) 'cZ'WUZZY]bY"" : cf'h\cgY'gYbg]hj] Y'hc'h\]g  
gh]a i `Ubhž'Yj Yb'h\Y'ga U`Ygh'Ua ci bh'WŁ b'VY'g][ b]Z]WŁ b hž

]bZi YbW]b[ `\\YU`h\`XYW]g]cbg`UbX`XU]`m`fci h]bYg"

K `\\Uh`hc `? bck `5Vci h`8YWUZZ`7cZZYY

H\\Y`ĉi fbYmĥck UfX`Yb`ĉm]b[ `U`[ ccX`W`d`cZ`XYWUZZ`YgdYW]U`m`Zcf  
h\\cgY`gYY\_]b[ `\\YU`h\\!WĉbgW]ci`g`cdh]cbgž]gb`h`Ug`ghfU][`\\hZcfk UfX  
Ug`cbY`a`][`\\h`h\\]b`\_"`DfcZYWĉ`WUf]Z]YX`h\\Uh`h\\Y`d`fcWgg`cZ  
XYWUZZY]bUh]cb`ci`[`\\h`hc`d`fYgYfj`Y`h\\Y`WĉZZYY`g`fcVi`gh`hUghYž`UbX  
h\\Ym`WĉbZ]fa`YX`h\\Uh`h\\Y`Z]j`Y`VfUbXg`Yj`U`i`UhYX`Wĉa`d`]YX`k`j]h`h\\Y  
CZ]W]U`A`YI`]WUb`GhUbXUfXg`Zcf`UVY`]b[``H\\]g`a`YUbg`]Z`mci`WĉccgY  
XYWUZZ`mci`fY`]\_]Y`m[`Yhh]b[`U`d`fcXi`Wh`h\\Uh`a`YYhg`YghUV`]g\\YX  
fY[`i`Uh]cbgž`Yj`Yb`]Z`]h`gh`]`d`UW`g`U`]h`Y`WUZZY]bY`di`bWĉ"

8]j`]b[`XYYdYf`]bhĉ`h\\Y`[`ccX`ghi`ZZ`U`fYdcfh`Zfca`**FUX]c`:****Ĭfa`i`\\U**  
g\\]bYg`U`gdch][`\\h`cb`U`d`Ufh]W`Uf`ZUj`cf]hY.`XYWUZZ`C`fc``H\\]g`VfUbX  
Ya`Yf[`YX`Ug`h\\Y`ĥcd`WĉbhYbXYf`]b`h\\Y`DfcZYWĉ`UbU`mg]gž`UXa`]fYX  
Zcf`bch`Ĥ`gh]hg`ĉck`Yf`WUZZY]bY`Yj`Y`g`Vi`h`U`gc`Zcf`VY]b[`gi`[`Uf!  
WĉbgW]ci`g``H\\Y`C`fc`XYWUZZ`WĉZZYY`g\\ck`YX`YI`Wĉ`Ybh`Wĉa`d`]UbWĉ  
k`j]h`bYWggUfm`fY[`i`Uh]cbgž`YI`\\]V]h]b[`Ĥ`gh`\$`&ĭ`WUZZY]bY  
WĉbhYbhž`k`\\]Wĉ`]g`]a`d`fYgg]j`Y`]b`h\\Y`XYWUZZ`k`cf`X"

- 8YWUZZ`C`fc`HYgh`F`Ygi`hg.
  - <i`a`]X]hm`&"+ĭ
  - d<.`(`"-
  - 7UZZY]bY`fWUgYX`cb`Xfm`k`Y][`\\hĉ`\$`&ĭ
  - HchU`Gi`[`Ufg.`\$""`ĭ

Ż`mci`fY`ĉc\_]b[`ĥc`d]W`gca`Y`i`dž`U`Uf`cZ`%+)`[`fUa`g`cZ`XYWUZZ  
C`fc`WUb`VY`Zci`bX`Zcf`UVci`h`%&(`dYgcg`Uh`6cXY[`U`5i`ffYfU``Df]Wĉg  
a`Umj`Ufm`g][`\\h`mž`Vi`h`Z]bX]b[`U`W`d`h\\Uh`Z]hg`mci`f`\\YU`h\\  
df]cf]h]Yg`]g`k`cfh\\`U`V]h`cZ`U`\\i`bh`h\\YfY`g`gca`Yh\\]b[`ĥc`VY`gU]X  
Zcf`ei`U`]hm`cj`Yf`df]Wĉ°

8YWUZZ`7cZZYY.`5`<YU`h\\`DYfgdYWh]j`Y

Gcž`k`\\Uh`X]ZZYfYbh]UhYg`XYWUZZ`WĉZZYY`Zfca`]hg`WUZZY]bUhYX  
Wĉi`bhYfdUfh`fY[`UfX]b[`\\YU`h\\`VYbYZ]hg3`5WĉfX]b[`ĥc`]bg][`\\hg  
Zfca`<**YU`h\\`]bY**ž`XYWUZZ`WĉZZYY`fYhU]bg`a`UbmicZ`h\\Y`dcg]h]j`Y

Uhhf]Vi hYg`UggcW]UhYX`k ]h\`fY[ i`Uf`Wc ZZYŽ`bWi X]b[ `Ubh]cl ]XUbhg"  
K \]Y`Wca dFY\Ybg]j Y`fYgYUfW\`gdYW]Z]WU`mZcW`g]b[ `cb`XYWUZ`g  
gh]``Yj c`j ]b[ žXf]b\_]b[ `Wc ZZY VY`]h`fY[ i`Uf`cf`XYWUZ`fYa U]bg  
`]b\_YX`hc`fYXi W`X`f]g\_g`cZ`Wc bX]h]cbg`gi W\`Ug`hmdY`&`X]UVYhYgž  
\YUfh`X]gYUgYŽ`UbX`Yj Yb`gca Y`WUbW`fg"

6i h`\_YYd`]b`a ]bXž`]hg`bch`U``gi bg\]bY`UbX`fU]bVck g/fYgYUfW\`  
gi [ [ Yghg`h\Uh`h\Y`YU`h\`VYbYZ]hg`cVhU]bYX`Zfca`Wc ZZY`Wci`X  
U`gc`\]b[ Y`cb`dYfgcbU`hc`YfUbW`": cf`gca Y`]bX]j ]Xi U`gž  
YgdYW]U`mih\cgY`gYbg]h]j Y`hc`WUZZY]bYž`\Uj ]b[ `U`W`d`cZ`XYWUZ`a Um  
↑ gh`Xc`h\Y`hf]W\_`k ]h\ci h`h\Y`i bk UbhYX``]hYfg`"FYa Ya VYfž`h\Y  
hf]W\_`]gb h`hc`Zcf[ c`Wc ZZY`U`hc[ Yh\Yf`Vi h`fUh\Yf`hc`Yb`čm`h`]b`U  
k Um`h\Uh`U`][ bg`k ]h\`mci f`\YU`h\`bYYXg"

⊕`YggYbW`ž`k \Yh\Yf`mci`fY`g]dd]b[ `U`fY[ i`Uf`W`d`cf`cdh]b[ `Zcf  
XYWUZž`]hg`Wfi W]U`hc`VY`]bZcfa YX`UVci h`k \Uh`mci`UfY`Wc bgi`a ]b[ "  
5k UfYbYggž`YgdYW]U`mZcf`h\cgY`k ]h\`WUZZY]bY`gYbg]h]j ]h]Ygž`WUb  
\Y`d`mci`a U\_Y`W\c]W`g`h\Uh`gi ]h`mci`f``ZYghm`Y``Gc`[ c`U\YUXž  
Yb`čmih\Uh`XYWUZ`Wc ZZY` Vi h`Xc`]h`k ]h\`Ub`i bXYfghUbX]b[ `cZ  
k \Uh`g`hfi`m`]b`mci`f`W`d`

8YhU]`g	
Cfh	A YI ]Wc
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "Ua V]hc"Wca</li><li>• k k k "fUX]cZcfa i`U"Wca "a l</li><li>• k k k "\YU`h\`]bY"Wca</li></ul>

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