

A UghYf'Mci f'A cbYm'GUj Y' ) \$\$'U'MYUf  
k ]h\ 'G]a d`Y'8U]'m'7\Ub[ Yg°

DYXfc'6YWfffc'g\UfYg'dYfgcbU`Z]bUbW'h]dg'cb'gUj ]b[ 'i d'hc  
) \$\$'U'mYUfž'Ya d\Ug]n]b[ 'Vi X[ Yh'a UbU[ Ya Ybh'Zcf  
YWcbca ]WghUV]'hm"



B c`YI UWh'UXXfYgg'Uj U]'UV`Y"!`H\Y'di fgi ]h'cZ]bUbW]U`ghUV]'hm  
WUb'cZhYb'ZY`Y`[\_Y'gk ]a a ]b[ 'i dghfYUa žmYh'h\YfY'UfY'U'a mf]UX  
cZ'ghfUhY[ ]Yg'h\Uh'WUb'YUgY'h\Y'Vi fXYb"DYXfc'6YWfffcž'U  
dfca ]bYbh'UbU'mgh]b'dYfgcbU`Z]bUbWž'fYWbh'mig\UfYX  
]bj U'i UV`Y']bg][ \hg'cb'h\Y'dcXWUgh' H]YbY'gYbh]Xc ž\cghYX'Vm'9`]  
BUj Uffc"6YWfffc'\][ \`][ \hg\ck'ga U`WXUb[ Yg']b'XU]'migdYbX]b[  
\UV]hg'Wci `X'fYgi `h']b'g][ b]Z]WUbhgUj ]b[ gž'dchYbh]U`mi d'hc') \$\$  
Yi fcg'Ubbi U`m"< ]g'df]a UfmYI Ua d`Y'WbhYfg'cb'h\Y'Wca a cb  
XU]'mi]bXi `[ YbW'cZ'WcZZY'žYgh]a Uh]b[ 'h\Uh'g\_]dd]b[ 'U'%) \$'Yi fc  
WcZZY'YUW\XUm'UXXg'i d'hc'bch]WUV`Y'gUj ]b[ g'cj Yf'U'mYUf"

<ck Yj Yfž'gUj ]b[ ']'g'cb`micbY'UgdYWh'cZ'dYfgcbU`Z]bUbW  
a UbU[ Ya Ybh'A Ubmi]bX]j ]Xi U'g'YUfb]b[ 'VYhk YYb', \$\$'UbX`%ž\$\$\$

Yi fcg`hYbX`hc`cj Yf`cc\_`Z]bUbWjU`d`Ubb]b[ ž`cZhYb`YUX]b[ `hc  
ghfi [ [ `Yg`Vm`h\Y`YbX`cZ`h\Y`a`cbh\"`6YWffc`gi [ [ Yghg`h\Uh  
XYX]WUh]b[ `f gh`%\$`hc`%) `aci fg`U`k YY`\_`hc`a`UbU[ ]b[ `cbY`g  
Z]bUbW`g`a`Um`m]Y`X`c`b[ !hYfa`fYk`UfXg`ZUf`[ fYUhYf`h\Ub`h\Y  
Ubbi U``aci fg`di h]bh`U`hmd]WU`cVž`k`\\W\`fUb[ Y`Zfca``%ž\$\$\$`hc  
%ž( \$`\$`aci fg`

Ghfi Whi f]b[ `Mc`i`f`:`]bUbWjU`:`ci`bXUh]cbg

9ZZYWhj Y`ZJa`]m`Z]bUbW`a`UbU[ Ya`Ybh]g`Wfi`WjU`Zcf`UW\Yj`]b[  
YWc`bca`]WghUV`]hm`UbX`Yb`UbW]b[ `ei`U`]hm`cZ`]ZY``5g`bchYX`Vm  
7`Uj Yg`:`]bUbWjYfUgž`U`k Y`!ghfi Whi fYX`Vi X[ Yh`bch`c`b`m]U]Xg`]b  
Zi hi fY`d`Ubb]b[ `Vi`h`U`gc`Y`d`g`k`]h`a`YYh]b[ `gdYWj]Z]WZ]bUbWjU`  
cV`YWhj Yg``9ghUV`]g\]b[ `WYUfž`UhU]bUV`Y`[ cU`g`cZhYb`fYZffYX`hc  
Ug`GA`5FH`[ cU`g`gYfj Yg`Ug`h\Y`Zci`bXUh]cbU`ghYd`hck`UfXg  
a`UghYf]b[ `Vi`X[ Yh]b[ ``H\]g`UddfcUW\`YbWci`fU[ Yg`]bX]j`]Xi`U`g`hc  
WUhY[ cf]nY`h\Y]f`]bWca`Y`UbX`YI`dYbgYg`a`Yh]W`ci`g`mž  
X]gh]b[ i`]g\]b[ `VYhk`YYb`YggYbh]U`UbX`X]gWfYh]cbUfm`gdYbX]b[ "

A`cfYcj Yfž`WfYUh]b[ `Ub`Ya`Yf[ YbWm`Zi`bX`h\Uh`Wci`X`Wci`Yf`h\fYY`hc  
g]l`a`cbh`g`cZ`]j`]b[ `YI`dYbgYg`]g`U`Wf]h]WU`Wca`dcbYbh`cZ`U`gc`]X  
Z]bUbWjU`ghfUhY[ m``6m`WUfYZi`m`UbU`m]b[ `a`cbh`m`YI`dYbgYg`hc  
]XYbh]Zm`dchYbh]U`UfYUg`Zcf`fYXi`Wh]cbž`ZJa`]`Yg`WUb`ZfYY`i`d  
bYW`ggUfm`Zi`bXg`Zcf`gUj`]b[ g`cf`]bj Ygha`Ybh``5g`YI`dYfhg`gi [ [ Yghž  
dUm]b[ `cZ`XYVhg`k`]h`\\[ \Yf`]bhYfYgh`fUhYg`Z]fgh`WUb`YUX`hc  
fYXi`W\X`Z]bUbWjU`ghfU]b`cj Yf`h]a`Y`

A`UI`]a`]n]b[ `GUj`]b[ g`UbX`b`j Ygha`Ybhg

b`j Ygh]b[ `XcYgb`hia`YfY`m`VY`cb[ `hc`h\Y`k`YU`h`m`]h`g`Ub`YggYbh]U`  
dfUWh]W`Zcf`Ubmc`bY`gYf]ci`g`UVci`h`Z]bUbWjU`[ fck`h\"`6YWffc  
Ya`d\Ug]nYg`h\Y`]a`dcfhUbW`cZ`fYj`]Yk`]b[ `]bgi`fUbW`dc`]WjYg  
Ubbi U``m`H\]g`g]a`d`Y`UWh`Wci`X`YUX`hc`gUj`]b[ g`cZ`(\$i`hc`) \$i  
h\fc`i [ \`YZZYWhj Y`bY[ ch]Uh]cb`UbX`VYhhYf`cZZYfg`Zfca`ch\Yf  
dfcj`]XYfg``: i`fh\Yfa`cfYž`UggYgg]b[ `Y`YWhf]Wjhm`V`]g`]g`U`k`]gY  
a`cj Yž`Ug`a`Ubm`]bX]j`]Xi`U`g`Z]bX`h\Ym`UfY`dUm]b[ `a`cfY`h\Ub  
bYW`ggUfm`Zcf`h\Y]f`YbYf[ m`Wcbgi`a`dh]cb`

7fYUh]b[ 'UbX`UX\Yf]b[ 'hc`U`Vi`X[ Yh]gb`h`U`cbY!h]a`Y`UWh]j`]hmV`h  
fYei`]fYg`fY[ i`Uf`fYj`]Yk`g`hc`UWwCa`a`cXUhY`Ubmi`WU`b[ Yg`]b  
]bWCa`Y`cf`YI`dYbgYg"<Ufj`UfX`\][\`][\hg`Ubch\Yf`\_Ym`UgdYWh  
Z]bUbW]U``]hYfUWm]b]h]Uh]j`Yg`UfY`]bWfYUg]b[ `mYa`dck`Yf]b[  
]bX]j`]Xi`U`g`hc`a`U\_Y`VYhYf!`]bZcfa`YX`XYW]g]cbg`fY[ UfX]b[ `h\Y]f  
a`cbYm`K`]h\`h\Y`f]gY`cZX][`]hU`Z]bUbW`hcc`gž`hfUW\_]b[ `Vi`X[ Yhg  
UbX`YI`dYbgYg`\Ug`bYj`Yf`VYYb`YUg]Yfž`U`ck`]b[ `U`a`cfY`\UbXg!cb  
UddfcUW`hc`Z]bUbW]U``a`UbU[ Ya`Ybh"

H\Y`DUh\`hc`:`]bUbW]U``@]hYfUWm

5g`ZJa`j`]Yg`U]a`hc`W`h]j`UhY`\YU`h\mZ]bUbW]U``\UV]hgž`YXi`WU]b[  
W]XfYb`UVci`h`a`cbYmia`UbU[ Ya`Ybh`VYWCa`Yg`j`]hU``"9bWci`fU[ ]b[  
Ub`i`bXYfghUbX]b[ `cZ`gUj`]b[ ž`]bj`Ygh]b[ ž`UbX`Vi`X[ Yh]b[ `WU`b  
dfYdUfY`h\Ya`Zcf`h\Y]f`Z]bUbW]U``Z`hi`fYg``H\Y`]b]h]Uh]cb`cZ`h\YgY  
`Yggcbg`WU`b`VY[ ]b`Uh`\ca`Yž`Ybgi`f]b[ `h\Uh`h\Y`bYI`h[ YbYfUh]cb`]g  
k`Y`!Yei`]ddYX`hc`bUj`][`UhY`h\Y]f`ck`b`Z]bUbW]U``UbXgWUdYg"

⊖`WcbWi`g]cbž`h\Y`gi`Wwgg`cZ`dYfgcbU`Z]bUbW`a`UbU[ Ya`Ybh`]Yg  
]b`WCa`a`]ha`Ybh`hc`ga`U`ž`Wcbg]ghYbh`WU`b[ Yg":`fca`fY!Yj`U`i`Uh]b[  
gdYbX]b[ `\UV]hg`hc`]bj`Ygh]b[ `k`]gY`mž`Yj`Yfm`]h`Y`YZZcfh`UXXg`i`d"  
K`]h\`h\Y`f][`h`\_bck`YX[ Y`UbX`hcc`gž`UbmcbY`WU`b[ Yh`U[ f]d`cb  
h\Y]f`Z]bUbW]U``XYgh]bmi`UbX`gWcfY`U`gk`YYh`XYU`Vmia`UbU[ ]b[ `h\Y]f  
a`cbYmia`cfY`YZZYWh]j`Y`m`5ZhYf`U`ž`Ug`6YWffc`gi`[ [ Yghgž`ci`f  
Z]bUbW]U``]j`Yg`WU`b`j`Ugh`m`X]ZZYf`VUgYX`cb`\ck`k`Y`df]cf]h]nY`UbX  
cf[ Ub]nY`ci`f`fYgci`fW`g"

Hc`X]j`Y`XYYdYf`]bhc`h\YgY`]bg][\hgž`Wcbg]XYf`WXYW\_]b[ `ci`h`a`cfY  
Zfca`9`9gdUÍ`c`ž`7`Uj`Yg`:`]bUbW]YfUgž`UbX`<Ufj`UfX"

8YhU]`g	
Cfh	Bc`YI`UWh`UXXfYgg`Uj`U]`UV`Y"
Ei`Y`Yb	<ul style="list-style-type: none"><li>• k`k`k`"Y`YgdUb`c``WCa</li><li>• WUj`YgZ]bUbW]YfUg"WCa</li><li>• dc`]Wm`k`]nUfX"ZUg`\Ufj`UfX"YXi</li></ul>

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