

HU``U\UggYY`9UhYf]Yg': ][ \h'Gi a a Yf  
G`i a d`k ]h\`H]\_Hc\_`A U[ ]W

9I d`cfY`\ck`HU``U\UggYY`YUhYf]Yg`UXUdh`hc`gi a a Yf`i ``gž  
`Yj YfU[ ]b[ `H]\_Hc\_`hc`Vccghj` ]g]V)`]hm`UbX`W ghca Yf  
Yb[ U[ Ya Ybh"



HU``U\UggYYž`I G5`!`H\Y`gi a a Yf`gYUgcb`Vf]b[ g`U`k Uj Y`cZ  
W\U``Yb[ Yg`Zcf`HU``U\UggYY`YUhYf]Yg`Ug`h\Y`XYdUfhi`fY`cZ  
`Y[ ]g`Uh]j Y`UbX`ghi XYbh`Wfck Xg`fYgi`hg`]b`U`bch]W\UV`Y`Vi`g]bYgg  
X]d``F`YghUi`fUbhg`gi W\`Ug`œ9``Yb`g`\Uj Y`fYdcfhYX`U`g][`b]Z]W\Ubh  
XYWfYUgY`]b`dUhfcbg`UbX`h]dg`g]bW`gW\cc``Yh`ci`hž`k`]h\`gYfj`Yf  
œfXmb`Dck`Y``g\Uf]b[`\ck`h\Y`g`ck`gYUgcb`X]fYWh`m`UZZYWhg  
]bWca`Y```b`Ub`]bbcj`Uh]j`Y`hk`]ghž`Dck`Y``\Ug`hi`fbYX`hc`H]\_Hc\_`hc  
g\ck`WUgY`h\Y`fYghUi`fUbhg`VY`cj`YX`a`Ybi`]hYa`gž`\cd]b[`hc`Ybh]W  
Vch`\`cWU`g`UbX`j`]g]hcfg`hc`fYhi`fb``<Yf`H]\_Hc\_`j`]XYc`\Ug`U`fYUXm  
[`U]bYX`hfUWh]cbž`VcUgh]b[`cj`Yf`&ž)`\$\$``]\_Ygž`+\$\$`g\UfYgž`UbX`&\$\$  
Wca`a`Ybhgž`k`]h\`a`Ubmi`XYWUf]b[`h\Y`f`]bhYbh]cb`hc`j`]g]h`œ9``Yb`g  
UZhYf`gYY]b[`\Yf`dcgh``H\]g`hfYbX`fYZYWhg`U`VfcUXYf`g\]ž]b  
a`Uf\_Yh]b[`ghfUHy[ ]Yg`Ug`YUhYf]Yg`Ya`VfUW`gcWU`a`YX]U`hc`Vccgh

h\Y]f`j ]g]V]`]hm"

5g`bchYX`]b`**HU`U\UggYY"W@a** ž`æ9`Yb g`Wc!ck bYf`HYfYgU`B]l  
UW\_bck`YX[ Yg`h\Y`bYYX`Zcf`ghfUhY[ ]WUX`† gha Ybhg`hc`cZZgYh`h\Y  
Xck bhi fb`"H\Y`fYghUi fUbh`d`Ubg`hc`Vccgh]hg`WUhYf]b[ `gYfj ]Wg  
k \]`Y`B]l `UbX`\Yf`hYUa `Yl d`cfY`k Umg`hc`ghfYUa `]bY`a Ybi  
cZZf]b[ g`UbX`]a dfcj Y`gYfj ]W`YZZ]W]YbWm`"H\Y`fYgi `hg`cZ`U`fYWb h  
gi fj Ym`Zfca `A ; < `A Uf\_Yh]b[ `]bX]WUhY`h\Uh`), i `cZ`H]\_Hc`\_i gYfg  
\Uj Y`j ]g]hYX`U`fYghUi fUbh`UZhYf`gYY]b[ `]h`\][ \][ \hYX`cb`h\Y  
d`UhZcfa ž`U`bchUV`Y`]bWfYUgY`Zfca `` , i `]b`&\$&&"

Gi`a`a`Yf`GhfUhY[ ]Yg`Zcf`@cWU``9UhYf]Yg

G]a i`hUbYci g`mž`ch\Yf`fYghUi fUbhgž`\_]Y`< Umk UfX`<ci gYž`UfY  
hUdd]b[ `]bhc`h\Y`dchYbh]U`cZ`gi`a`a`Yf`Yj Ybhg`hc`XfUk`]b`a`cfY  
[ i Yghg`"5g\`Ym`7\`UbYm`a`Ybh]cbg`\`cgh]b[ `dU]bh]b[ `b][ \hg`UbX`]j Y  
`Unn`a`i`g]Whc`\_YYd`h\Y]f`c`mU`W`ghca`Yf`VUgY`Yb[ U[ YX`k \]`Y  
UddYU`]b[ `hc`bYk`X]bYfg`"8Ygd]hY`h\Y]f`YZZcfhgž`h\Y`g`ck`gYUgcb  
fYa`U]bg`U`hci [ \`i fX`Y`hc`cj YfW@a`Yž`UbX`UXX]h]cbU`dUhfcbg`UfY  
bYWggUfm`Zcf`gi`ghU]b]b[ `Vi`g]bYgg"

5g`h\Y`X]b]b[ `gWbY`Wc`bh]bi Yg`hc`bUj ][ UhY`h\YgY`gi`a`a`Yf  
g`ck Xck bgž`cWU`YghUV`]g\`a`Ybhg`\Uj Y`X]j Yfg]Z]YX`h\Y]f`cZZf]b[ g`  
9UhYf]Yg`gi W\`Ug`5ggYa`V`micb`5XUa`gž`7\`i`W`g`:]g\ž`H\Y`9[ [  
7UZ`Y`UbX`9UhYfmž`UbX`< Uffmg`GYUZccX`6Uf`/` ; f]`Y`UfY`U`dUfh`cZ  
HU`U\UggYY`g`j ]VfUbh`fYghUi fUbh`W@a`a`i`b]hmž`YUW\`hfm]b[ `hc`Z]bX  
h\Y]f`i`b]ei`Y`Ub[ `Y`hc`WUdhj`UhY`X]bYfg"

H\Y`Dck`Yf`cZ`H]\_Hc`\_

K \]`Y`hfUX]h]cbU`UXj Yfh]g]b[ `cdh]cbg`\Uj Y`h\Y]f`d`UWž`h\Y`f]gY`cZ  
H]\_Hc`\_]g`fYg\Ud]b[ `ck`fYghUi fUbhg`fYUW\`dchYbh]U`W`ghca`Yfg`  
5Wc`fX]b[ `hc`+**g\Zhg"W@a** ž`H]\_Hc`\_cZZfg`Ub`cf[ Ub]Wk Um`Zcf  
ga`U`Vi`g]bYggYg`hc`Yl dUbX`h\Y]f`Ui X]YbW`k`]h\ci`h`fYei`]f]b[ `U  
j Ugh`Zc`ck ]b[ "`BchUV`mž`H]\_Hc`\_fYWb`h`migi fdUggYX` ; cc[ `Y`Ug`h\Y  
a`cgh`dcdi`Uf`k`YVg]hYž`VcUgh]b[ `cj Yf`%`V`]cb`i`gYfg`k`cf`Xk`]XY"

K ]h\`]hg`Yb[ U[ ]b[ `bUhi`fYž`H]\_Hc`\_]g`dUfh]W`Uf`m`YZZYWh]j Y`Zcf

fYghUi fUbhg" j ]XYcg'h\Uh'ZYUhi fY'Xfcc'!k cfh\m'ZccXž'i b]ei Y'a Ybi  
]hYa gž'cf'Yj Yb'h\Y'VY\]bX!h\Y!gWbYg'i ghY' ]b'h\Y' ]hWYb'WUb  
dfca dh'U'j ]VfUbh'k Uj Y'cZ' ]bhYfYgh": cf'YI Ua d'Yž') ) i 'cZ'H]\_Hc\_  
i gYfg'fYdcfhYX'X]b]b[ 'Uh'U'fYghUi fUbhg]a d'm'VYWUi gY'h\Ym'gUk  
UddYU' ]b[ 'ZccX'WcbhYbh'cb'h\Y'd'UhZcfa "'5g'fYghUi fUbhg'i h] ]nY  
H]\_Hc\_'Zcf'a Uf\_Yh]b[ ž' ]hg'WYUf'h\Uh'h\YfY g'U'XmbUa ]W  
cddcfhi b]hm'hc'WcbbYWh'k ]h\ 'W ghca Yfg'h\ fci [ \ 'fY'UhUV'Y'UbX  
WfYUh]j Y'g\cfh'Zcfa 'j ]XYcg"

Hcc'g'UbX'hUWh]Wg'Zcf'gi Ww'ggZ' 'H]\_Hc\_'a Uf\_Yh]b[ ' ]bWi XY  
i h] ]n]b[ 'hfYbX]b[ 'gci bXgž'dfcXi W]b[ 'cf][ ]bU'WcbhYbhž'UbX  
UWh]j Y'm'Yb[ U[ ]b[ 'k ]h\ 'j ]Yk Yfg'h\ fci [ \ 'Wca a Ybhg": cf  
fYghUi fUbhg'ghfi [ [ ' ]b[ 'hc'h\ f]j Y'Xi f]b[ 'ei ]YhYf'gYUgcbgž  
]bWcfdcfUh]b[ 'H]\_Hc\_'ghfUhY[ ]Yg'WUb'gYh'h\Ya 'cb'h\Y'dUh\ 'hck UfX  
fYbYk YX'W ghca Yf' ]bhYfYgh"'5g'Ya d\Ug]nYX' ]b'  
**Hci W 6 ]ghfc" Wca** ž'H]\_Hc\_ g'VYbYZ]hg' ]bWi XY'XfUk ]b[ ' ]b'bYk  
W ghca Yfg'h\ fci [ \ 'WUdh] Uh]b[ 'j ]XYc'WcbhYbhž'cWU' ]nYX  
YI dcgi fYž'UbX'Yb\UbW'X'Yb[ U[ Ya Ybh U''k ]h\ci h\YZh  
UXj Yfh]g]b[ 'Wcghg"

H\ ]g'gi a a Yfž'HU''U\UggYY'fYghUi fUbhg'UfY'dfcj ]b[ 'fYg' ]Ybh'Vm  
UXUdh]b[ 'hc'h\Y'YVV'UbX'Zck 'cZ'gYUgcbU'hfUZZ]W'6m'Yj YfU[ ]b[  
d'UhZcfa g' ]\_Y'H]\_Hc\_ž'h\Ym'UfY'bch'cb'm'Ya VfUW]b[ ' ]bbcj Uh]j Y  
a Uf\_Yh]b[ 'ghfUhY[ ]Yg'Vi h'U'gc' ]bj ]h]b[ 'h\Y'Wca a i b]hm'hc'X]gWc'j Yf  
h\Y'WUfa ]b[ 'Uha cgd\YfY'UbX'XY'YWUV'Y'X]g\Yg'h\Uh'a U\_Y  
X]b]b[ 'ci h'U'XY' ] [ \ hž' 'YI dYf]YbW'"K ]h\ 'cj Yf'%", 'V' ]cb'UWh]j Y  
i gYfg'YI dYW'YX'cb'H]\_Hc\_'gccbž'h\Y'dcgg]V' ]h]Yg'Zcf'WfYUh]j Y  
ci hfYUW\ 'Uj Y'bYj Yf'VYYb'a cfY'dfca ]g]b[ "

8YhU]`g	
Cfh	HU''U\UggYYž'I G5
E i Y''Yb	<ul style="list-style-type: none"><li>• k k k "hU''U\UggYY"Wca</li><li>• k k k "+g\ ]Zhg"Wca</li><li>• k k k "hci W 6 ]ghfc"Wca</li></ul>

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