

GYU\Uk \_g/ , \$' - /8 Ufb c`X`GYh`hc`G\]bY  
Ug`F c c\_]Y`A ]`fcY` : ][ \hg`Zcf`Gdch°

GYUh`Y`GYU\Uk \_g`ei UfhYfVUW`GUa`8 Ufb c`X`ZUW`g  
Wca`dYh]h]cb`Zfca`fcc\_]Y`ĤYb`A ]`fcY`UZhYf`U`ghUbXci`h`&\$&(  
gYUgcb`"



GYUh`Y`Ž`I`G5`!`H\Y`GYUh`Y`GYU\Uk \_g`\Uj`Y`U`ch`Uh`ghU`\_Y`Ug  
h\Ym`\YUX`]bhc`h\Y`&\$&)`B: @gYUgcb`": fYg\`c`ZZ`U`gdYWhUW`Uf  
&\$&(`gYUgcb`k`YfY`\Y`YX`h\Y`A ]bbYgchU`J`\_]b[ g`hc`h\Y`d`Umc`Zgž  
ei UfhYfVUW`GUa`8 Ufb c`X`\Ug`bck`]b\_YX`U`i`WfUh]Y`h`fYY`!mYUf  
WcbhfUWh`k`cfh\`~`%%\$")`a`j`]cb`k`jh`GYUh`Y`"8 Ufb c`X`g\ck`WUgYX  
fYa`Uf\_UV`Y`g\_]`""Ugh`mYUfž`h`fck`]b[ `Zcf`(`ž`%-`mUfXgž` )  
h`ci`W\Xck`bgž`UbX`cb`m`%&`]bhYfW`dh]cbgž`U`k` \]Y`a`U]bhU]b]b[ `U  
Wca`d`Yh]cb`dYfW`bhU[ Y`c`Z`\*`\*`&`"K`jh\`gi`W\`ja`dYgg]Y`Y`ghUhgž  
YI`dYWhUh]cbg`UfY`\][ \`Ug`Y`Ya`VUf\_g`cb`h\]g`bYk`W\UdhYf`]b`\]g  
WfYYf`"

<ck`Yj`Yfž`h\Y`GYU\Uk \_g`fYW`bh`migh]ffYX`h\Y`dch`Vm`XfUZh]b[  
ei UfhYfVUW`ĤYb`A ]`fcY`]b`h\Y`h\]fX`fci`bX`c`Z`h\Y`&\$&)`B: @

8fUZh" H\]g'a c j Y'fU]gYX'YmYVfck g'UbX'gdUf\_YX'gdYW'Uh]cb  
fY[ UfX]b[ '8Ufbc`X g'ghUfh]b[ 'd cg]h]cb": cfhi bUhY'm'Zcf'\]a ž  
GYU\Uk \_g'WcUW`A ]\_Y'A UWXcbU`X'\Ug'Wca Y'Zcfk UfX'hc'WYUf'h\Y  
U]fž'XYWUf]b[ '8Ufbc`X'Ug'h\Y'i bei Ygh]cbYX'ghUfhYf'i b`Ygg'Ub  
]b↑ fm'U'hYfg'h\Y'gWbUf]c"↯ ZUWhž'A UWXcbU`X'\Ug'dfU]gYX  
8Ufbc`X g'dYfZcfa UbW'Xi f]b[ 'cZgYUgcb'dfUWh]WVgžgdYW]Z]WU`m  
bch]b[ '\]g'YZZ]WYbWm]b'fYX'ncbY'g]hi Uh]cbg"B: @UbU'mgh'F]W  
9]gYb'U'gc'W]a YX'jbž`UVY'jb[ 'WcbWfbg'cj Yf'8Ufbc`X g'cV  
gYW f]hm'Ug' g]`mž 'k \]W'g\ci `X'fYUggi fY'ZUbg'k cff]YX'UVci h  
hYUa 'XmbUa ]Wg"

H\Y'7ca dYh]h]cb'UbX'↯hg'7cbhYI h

5g'h\Y'GYU\Uk \_g[ YUf'i d'Zcf'cf[ Ub]nYX'hYUa 'UWh]j ]h]Yg'fC H5głž  
A ]'fcYž'Wcbg]XYfYX'U`XYj Y`cda YbhU`dfc'YWhž']g'W ffYbhm  
d cg]h]cbYX'Ug'h\Y'h\]fX'ei UfhYfVUW\_ž'hfU']b[ 'VY\]bX'8Ufbc`X'UbX  
8fYk '@cW\_c'b'h\Y'XYdh\`WUfh"<]g'h]a Y'k ]h\h\Y'h\]fX!ghf]b[ 'i b]h  
a YUbg'\Y g[ Yhh]b[ 'ZYk Yf'dfUWh]WV'fYdg'h\Ub'\]g'a cfY  
YI dYf]YbW'X'Wci bhYfdUfhg"5WWcfX]b[ 'hc'6`YUWYf'FYdcfhž'k \]Y  
A ]'fcY g'dchYbh]U`']g'UW\_bck `YX[ YXž'h\Y'GYU\Uk \_g'gYYa 'bW]bYX  
hc'i h]`nY '@cW\_`Ug'U'hfUX]h]cbU`VUW\_i dž'dchYbh]U`mXYg][ b]b[  
d`Umg'hc`Yj YfU[ Y'A ]'fcY g'Uh\`Yh]W]ga 'Ug`\Y'UWW]a UhYg'hc'h\Y  
B: @"

8Ygd]hY'h\Y'UXX]h]cbU`Wca dYh]h]cbž'8Ufbc`Xž'bck 'Uh'&+ž'UddYUfg  
hc'VY'YbhYf]b[ 'h\Y'df]a Y'cZ'\]g'WUfYfž'k \]W'h\Y'GYU\Uk \_g'U]a  
hc'WUd]hU']nY'cb'Ug'h\Ym'a c j Y'Zcfk UfX'Zfca 'h\Y]f'dUgh  
ei UfhYfVUW\_ž'; Ybc'Ga ]h\""; YbYfU'a UbU[ Yf'x\`b'GWbY]XYf'Yj Yb  
\UX'df]cf'X]gW gg]cbg'k ]h\`8Ufbc`X'VYZcfY'XfUZh]b[ 'A ]'fcYž  
Ya d\Ug]n]b[ 'h\Uh'h\Y'd]W\_k Ugb h]bhYbXYX'hc'g][ bU`Ubm'h\fyUh  
hc'\]g'cV'gYW f]hm"

K \Uh'@]Yg'5\YUX'Zcf'E i UfhYfVUW\_g']b'h\Y  
@YU[ i Y

H\Y']bhf][ i Y'Ufci bX'8Ufbc`X'UbX'\]g'ghUbX]b[ 'g]b h']gc`UhYX'hc  
↑ gh'GYUhhY"B: @hYUa g'UfY'YbhYf]b[ 'U'dYf]cX'cZ']bhYbgY

ei UfhYfVUW\_ei Ygh]cbg'Ug'h\Ym'dfYdUfY'Zcf'h\Y'i dWŁa ]b[ 'gYUgcb"  
9GDB g'8Ub'; fUn]Ubc'fYdcfhYX'cb'j Uf]ci g'ei UfhYfVUW\_g]hi Uh]cbg  
UWfcgg'h\Y'YU[ i Yž'bc]b[ 'h\Y'g][ b]Z]WUbW'cZ'h\YgY'd]j chU'fc`Yg  
]b'g\Ud]b[ 'h\Y'hYUa g'Zcfhi bYg": cf']bghUbW'ž'fcc\_]Y  
ei UfhYfVUW\_g`\_]Y'7U`YV'K ]`\_]Ua g'UfY'i bXYf'WŁbg]XYfUV`Y  
dfYggi fY'hc'XY`]j Yf']a a YX]UhY'mž'k \]Y'j YhYfUbg`]Y'? ]f\_`7ci g]bg  
UbX`ž]a a m; Ufcd dc`c'UfY'bUj ][ Uh]b[ 'i bW'fhU]b'Zi hi fYg"

I `h]a UhY'mž'h\Y'GYU\Uk \_g`\Uj Y'a UXY'h\Y]f']bhYbh]cbg'WYUf. 'h\Ym  
UfY'WŁa a ]hhYX'hc'Vi ]X]b[ 'Ufci bX'8Ufbc`X'Ug'\Y'dfcj Yg'\]g  
a YhhY'h\]g'gYUgcb"H\Y'YmYg'cZ'h\Y'B: @k ]``VY`\_YYb`mik UhW]b[  
\ck 'h\]g'ei UfhYfVUW\_gU[ U'i bZc`Xg']b'GYUh'hYž'YgdYW]U`mik ]h\  
A ]fcY'cb'h\Y'\cf]ncb"H\Y'dUh\ 'U\YUX'a Um'VY'Z``YX'k ]h\ 'hk ]ghg  
UbX'hi fbgž'Vi h'k ]h\ '8Ufbc`X g'hfUW`fYWŁfX'UbX'h\Y'GYU\Uk \_g  
VUW\_]b[ ž'h\YfY g'U'[ ccX`W\UbW'ZUbg'k ]``Yb`cmik \Uh'hfUbgd]fYg  
cb'h\Y'Z]Y`X"

5g'h\Y'gYUgcb'XfUk g'WŁcgYfž'h\Y']bhYfd`Um'VYhk YYb'YghUV`]g\YX  
hU`Ybhg'UbX'ZfYg'\dfcgdYW'g`YbXg'Ub'YI W]h]b[ 'VUW\_Xfcd'hc'h\Y  
i bZc`X]b[ 'XfUa U'cZ'Yj Yfm'B: @hYUa "6Y']h'8Ufbc`X g'YI d`cg]j Y  
cZYbg]j Y'WUdUV`]h]Yg'cf'A ]fcY g'dchYbh]U`[ fck h\ž'h\Y'ghU[ Y']g  
gYh'Zcf'U'WUdh]j Uh]b[ 'mYUf'U\YUX"

8YhU]`g	
Cfh	GYUh'hYž'I G5
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "g]"WŁa</li><li>• V`YUW\YffYdcfh"WŁa</li><li>• k k k "Ygdb"WŁa</li></ul>

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