

Bi [ [ Yhg': UW' C ZZgYUgcb '8]`Ya a U. 'K ]`  
K YghVfcc\_`GhUm'cf'; c3

9I d`cfY`?Ym'K Ygh' , \$' - /g'j ]VfUbh`W`hi fYž'ghi bb]b[  
`UbXgWUdYgž'UbX`i b]ei Y`\"ghcfmž'dYfZYWh'Zcf'mci f'bYI h  
hfc d]WU`[ YhUk Um"



? Ym'K Yghž': `cf]XUž'I G5`!`H\Y`8Ybj Yf`Bi [ [ Yhg`UfY`Uh`U`d]j chU`  
↑ bWhi fY`Ug`h\YmibUj ][ UhY`h\Y`cZZgYUgcbž'a U\_]b[ `Wf]h]WU`WXc]Wg  
UVci h'h\Y]f`fcghYf`UbX`WcUW\]b[ `ghUZZ': c`ck ]b[ `U`X]gUddc]bh]b[  
d`UmcZZfi bž'h\Y`hYUa`a UXY`h\Y`Vc`X`a cj Y`hc`Z]fY`YUX`WcUW\  
A ]W\UY`A U`cbY`UbX`[ YbYfU`a UbU[ Yf`7U`j ]b`6cch\`"GhYdd]b[  
]bhc`h\Y`fc`Y`cZ`Z`"!h]a Y`YUX`WcUW\`]g`8Uj ]X`5XY`a Ubž`k`c`Ug  
W\cgYb`hc`dUfh`k Umg`k ]h\`U`a U`cf]hm'cZ`\]g`Ugg]ghUbh`WcUW\Yg`"H\Y  
hYUa`bck`ZUW`g`i bWfhu]bhmUVci h`k`W\`d`UmYfg`k ]`fYhi fbž`k ]h\  
VUW`i d`dc]bh[ i UfX`Fi ggY`K YghVfcc\_`c`X]b[ `U`d`UmYf`cdh]cb  
Zcf`bYI h`gYUgcb"

5g`h\Y`Bi [ [ Yhg`cc\_`U\YUXž`fYdcfhg`]bX]WUhY`h\Uh`<UdcY`HY`  
5j ]j ž`U`hYUa`]b`9i fcdYž`\Ug`a UXY`]b]h]U`Wc`bhUW`h`k ]h\`K YghVfcc\_"

H\Y`Wi`V`]g'dc]gYX`hc`YI`hYbX`U`i`WfUh]j`Y`WcbhfUWh`h`Uh]g`YI`dYWhYX  
hc`VY`i`bdfYWXYbHYX`]b`9i`fcdYUb`VUg\_YhVU`""`H\]g`Wci`X`dfca`dh  
U`g][`b]Z]WUbh`XYW]g]cb`Zcf`K`YghVfcc\_ž`k`c`Uj`YfU[`YX`%`""`dc]bhgž  
(`-`fYVci`bXgž`\*`"%`Ugg]ghgž`UbX`%`(`ghYU`g`dYf`[`Ua`Y`]b`\\]g`Z]fgh  
gYUgcb`k`j]h`h\Y`Bi`[[`Yhg`"8Ygd]hY`VY]b[`fYWc[`b]nYX`Ug`U`YUXYf  
UbX`\\i`ghY`d`UmYfž`K`YghVfcc\_]g`gYYb`Ug`\\Uj`j]b[`\\UX`U`a`j]YX  
gYUgcbž`dUfh]W`Uf`m]b`h\Y`d`Umc`Zg"

## K`\\Uh`g`B`YI`h`Zcf`K`YghVfcc\_3

5h`\*`mYUfg`c`Xž`Fi`gg]g`bYUf]b[`h\Y`hk`]][`\\h`c`Z`\\]g`WUfYfž`Vi`h  
h\YfY`g`gh]``U`Z]W\_Yf`c`Z`cddcfhi`b]hm`UVfcUX`"H\Y`]b]h]U`k`\\]gdYfg  
c`Z`U`a`U`cf`Z]bUbW]U`c`ZYf`Zfca`<`UdcY`HY`5j`j]`\\Uj`Y`a`UXY`h\Y  
fci`bXgž`UbX`U`h\ci`[`\\K`YghVfcc\_]g`bch`k`]XY`m`YI`dYWhYX`hc`\\YUX  
cj`YfgYUgž`cbY`WUbbch`XYbmi`h`Uh`U`Wca`dY``]b[`dfcdcgU`Wci`X  
g\\]Zh`\\]g`dYfgdYWh]j`Y`"FYdcfhg`Zfca`**Gdcfhg`≡`i`ghfUhYX`XYhU]**  
h\Uh`<`UdcY`HY`5j`j]`ž`h\Y`XYZYbX]b[`9i`fc7i`d`W\Ua`d]cbg`k`]h\`U  
\\]ghcfm`c`Zg][`b]b[`g`\_]Y`DUhf]W\_6Yj`Yf`Ymž`Wci`X`dfcj`]XY  
K`YghVfcc\_`k`]h\`U`i`b]ei`Y`W\UbW`hc`fYXYZ]bY`\\]g`WUfYf`c`b`Ub  
]bhYfbUh]cbU`ghU[`Y"

H\Y`Bi`[[`Yhg`UfY`]b`U`h][`\\h`gdch`"@cg]b[`U`d`UmYf`c`Z`K`YghVfcc\_`g  
WU`]VYf`Wci`X`Y`Uj`Y`U`[`Ud]b[`\\c`Y`]b`h\Y]f``]bYi`d`"K`]h\``]a`]hYX  
WUg\`UbX`UggYhgž`h\Y`hYUa`k`]``bYYX`hc`a`U\_Y`WU`W`UhYX  
XYW]g]cbg`a`cj`]b[`Zcfk`UfX`"?YYd]b[`\\]a`Zcf`Ubch\Yf`mYUf`a`][`\\h  
VY`h\Y`a`cgh`dfi`XYb`hdUh`g\ci`X`\\Y`cdh]bh`c`\\]g`d`UmYf`cdh]cb`"  
5g`h\Y`gW`bUf]c`i`bZc`Xgž`h\Y`ei`Ygh]cbg`UVci`bX.`<`ck`k`]``h\]g  
g\UdY`h\Y`Zi`hi`fY`c`Z`h\Y`Bi`[[`Yhg3`7Ub`h\Ym`fYhU]b`U`d`UmYf`k`\\cgY  
Wcbhf]Vi`h]cbg`[`c`VYmc`bX`a`YfY`bi`a`VYfg3

H\Y`@Uf[`Yf`D]Whi`fY.`H\Y`:`]bUbW]U`  
@UbXgWUdY

I`bXYfghUbX]b[`h\Y`Z]bUbW]U`]a`d`]WUh]cbg`c`Z`h\YgY`XYW]g]cbg  
c`ZYfg`Zi`fh\Yf`]bg][`\\h`5W\cfX]b[`hc`**9GDB**ž`B65`d`UmYfg`ZUW  
XYXi`Wh]cbg`Zfca`h\Y]f`[`fcgg`gU`Uf]Ygž`k`\\]W\`WUb`g][`b]Z]WUbh`m  
UZZYWh`h\Y]f`hU\_Y!`ca`Y`dUm`9j`Yb`d`UmYfg`VUgYX`]b`bc!]bWca`Y!hU!

ghUhYg`WŁbhYbX`k ]h\`k \UhUfY`hYfa YX` `æWŁ`HUI Yg` `Zcf`[ Ua Yg  
d`UmYX`]b`↑ f]gX]Wh]cbg`k ]h\`hUI`cV`][ Uh]cbg`"H\YgY`Z]bUbW]U`  
bi UbW]g`d`Um]bh`c`h\Y`XYW]g]cbg`d`UmYfg`a U\_Y`fY[ UfX]b[ `h\Y]f  
W]fYYfg` YgdYW]U``migca YcbY``]\_Y`K YghVfcc`ž`k \c`]g`k Y``!  
UWēi U]bhYX`k ]h\`h\Y`bi UbW]g`cZB65`WŁbhfUW]g`"K \Yb`mci`ZUW]cf  
]b`YbXcfgYa YbhXYU`g`UbX`j Uf]ci g`ghUhY`hUI`Uk gž]hg`WYUf`h\Uh  
Z]bUbW]U`gYW`f]hm]g`U`hcd`WŁbW]fb"

Æ`h\Y`WŁa ]b[ `k YY\_gž`h\Y`Bi [ [ Yhg`k ]``bYYX`hc`Yb[ U[ Y`]b`W]fYZ`  
XY`]VYfUh]cb`fY[ UfX]b[ `h\Y]f`Zi hi fY`"K ]h\`dchYbh]U`cZZYfg`cca ]b[  
Zfca`cj YfgYUg`UbX`ei Ygh]cbg`UVci h`d`UmYf`fYhYbh]cbž`h\Y`ghU\_Yg  
\Uj Y`bYj Yf`VYYb`\][ \Yf`"Æ`g`U`XY`]W]hY`VU`UbW]`VYhk YYb  
W]d]hU`]n]b[ `cb`h\Y`dfYgYbh`UbX`dfYdUf]b[ `Zcf`h\Y`Zi hi fYž`UbX`Zcf  
h\Y`Bi [ [ Yhgž`Yj YfmXYW]g]cb`WŁi`bhg"

8YhU]`g	
Cfh	?YmK Yghž: `cf]XUžI G5
E i Y``Yb	<ul style="list-style-type: none"><li>• bYk`g`mU\`cc`"WŁa</li><li>• k`k`k`"g]"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