

F UncfVUW\_g'G\]bY'Ug': ci f'D`UmYfg'9Ufb  
5`!5a Yf]WU'<cbcfg°

5f\_UbgUg'VUgYVU`WY'YVfUhYg'U` \]ghcf]WXUm'Ug'K Y\]k U'5`cm  
YUfbg'G97'D`UmYf'cZ'h\Y'MYUf'UbX'Zci f'd`UmYfg'UW\]Yj Y'5`!  
5a Yf]WU'\cbcfg"



@Umhc bž'5f\_UbgUgž'I G5'!' ð'U'fYa Uf\_UV`Y`X]gd`Um'cZ'hU`Ybh'UbX  
\UfX'k cf\_žZci f'5f\_UbgUg'F UncfVUW\_g'\Uj Y'UW\]Yj YX'5`!5a Yf]WU  
\cbcfg'Zfca 'h\Y'BUh]cbU`7c`Y[ ]UhY'6UgYVU`K f]hYfg'5ggcW]Uh]cb  
h\]g'mYUf" 'H\Y'gY'YWhYX'd`UmYfg'UfY'K Y\]k U'5`cmž'7\Uf`Yg  
8Uj U`Ubž'?'i \]c'5`cmž'UbX'NUW\F cchž'a Uf\_]b[ 'U'g][ b]Z]WUbh  
a ]YghcbY'Ug]hg'h\Y`\][ \Ygh'bi a VYf'cZ'5`!5a Yf]WUbg'Zcf'h\Y  
dfc[ fUa ']'b'U'g]b[ `Y'gYUgcbž'gi fdUgg]b[ 'dfYj ]ci g'mYUfg'k \YfY  
cb`m'h\fYY'k YfY'fYWc[ b]nYX' ]b'Vch\ '&\$%- 'UbX'&\$&%" 'K Y\]k U'5`cm  
ghUbXg'ci h'Ug'U'gYWcbX!hYUa '5`!5a Yf]WU bž'fYZYWh]b[ '\]g  
]a dfYgg]j Y'dYfZcfa UbW'h\fc i [ \ci h'h\Y'gYUgcb"

K Y\]k U'5`cmž'k \c'\Ug'VYYb'Xi VVYX' H\Y'Df]nYX'C bYž '\Ug'\UX'U  
gYUgcb'hc'fYa Ya VYf"'5`cb[ 'k ]h\'\]g'5`!5a Yf]WU'fYWc[ b]h]cbž'\Y

k Ug`U`gc`bUa`YX`h\Y`&\$&) `G97`D`UmYf`cZ`h\Y`M`Ufž`Zc`ck`b[ `]b  
h\Y`Zc`chghY`dg`cZ`F`UncfVUW`\_`[`fYU`h`5`bX`fYk` `6Yb]b`hY`bX]ž`k` \c`Ugh  
WU]a`YX`h\Y` \c`b`c`f`]b`&\$%) ""5`cm`Vc`Ughg`U`VUhh]b[ `Uj`YfU[ `Y`cZ  
"" ( , ž`k`]h\`&\$` \ca`Y`fi`bg`UbX`\*( `F`6`gž`d`UW]b[ ` \]a`Ua`cb[ `h\Y  
hcd` \]h`hYfg`]b`Wc`Y`[ `]UhY`V`UgYVU`""GdYW]Z]WU`mž` \]g`&\$` \ca`Y`fi`bg  
UfY`h]YX`Zc`f`h\Y`Zci`fh\!a`cgh]b`dfc[`fUa` \]ghc`fmž`U`hYghUa`Yb`h`hc  
 \]g`cZ`ZYbg]j`Y`dfc`k`Ygg`"B`chUV`mž` \Y`U`gc` \Ug`h\Y` \][` \Ygh`cb`!V`UgY  
d`i`g`g`i` [ [ ]b[ `dYfW`b`hU[ `Y`Uh`%"%&\*ž`]bX]WU]b[ `b`ch`!`gh` \]g`UV`]`]hm  
hc`fYUW`V`UgY`Vi`h`U`gc`hc`Xf]j`Y`]b`g`Wc`fYg`"

## F`Y`Wc`fX`!G`Y`hh]b[ `5`W`X`]Y`j`Y`a`Y`b`hg`

H\]g`]a`dfYgg]j`Y`gYUgcb`Z][`i`fYg`Xcb`h`ghcd`Uh`K`Y` \]k`U`<`]g  
Vfch\Yfž`?`i` \]c`5`cmž`k` \c`gYfj`Yg`Ug`h\Y`XYg][`bUhYX` \]h`hYfž`U`gc  
YUfbYX`5`!5a`Yf]WU` \c`b`c`f`g`k`]h\`U`VUhh]b[ `Uj`YfU[ `Y`cZ`"" ` ` \$ž  
Wc`b`hf]Vi`h]b[ `%'` \ca`Y`fi`bg`UbX`U`hYUa`!`YUX]b[ `+`\$`F`6`g`"  
:`i`fh\Yfa`c`fYž`7` \Uf`Yg`8`Uj`U`Ub` \Ug`a`UXY` \YUX`]bYg`k`]h\`U`""` )` )  
VUhh]b[ `Uj`YfU[ `Yž`Wc`a`d`]b[ `%(` \ca`Y`fi`bg`k`]h\ci`h`Wc`a`a`]h]b[  
UbmiYffcf]g`]b`h\Y`ci`hZ]Y`X`"A`YUb`k` \]Yž`NUW`F`cchž`h\Y`cb`m  
d]hW`Yf`Ua`cb[ `h\Y` \c`b`c`fY`Y`gž` \Ug`a`U]b`hU]bYX`U`gc`]X`9`F`5`cZ`"`)` -`ž  
ghf]\_]b[ `ci`h`%"%-`VUhhYfg`c`j`Yf`-`&`&#` `]b`b]b[ `g`"

H\YgY`UW`Wc`UXYg`UfY`d`Ufh`cZ`U`Vfc`UXYf`hfYbXž`Ug`5`f`\_`Ub`g`Ug  
XYZYbgY`Vc`Ughg`h\Y`gY`Wc`bX!VYgh`Z]Y`X]b[ `dYfW`b`hU[ `Y`]b`h\Y`bUh]cb  
Uh`"-` ,` (``Gi`W`X`XYZYbg]j`Y`ghfYb[ `h\`]g`Wf]h]WU`ž`YgdYW]U`m`]b` \][` \!  
ghU`\_Yg`[`Ua`Ygž`ci`h]b]b[ `5`f`\_`Ub`g`Ug`Wc`a`dfY` \Ybg]j`Y`Uddfc`UW`hc  
h\Y`[`Ua`Y`h\]g`gYUgcb`"

## 5`c`m`g`=bX]j`]Xi`U`F`Y`Wc`[`b]h]c`b`

5g`Ub`]bX]j`]Xi`U`ghUbXci`hž`K`Y` \]k`U`5`cm`]g`U`gc`i`bXYf`h\Y  
gdch][` \h`Zc`f`j`Uf]ci`g`d`fYgh][`]ci`g`Uk`UfXgž`]bWi`X]b[ `VY]b[ `U  
Z]bU`]gh`Zc`f`h\Y`;`c`XYb`Gd`\_Yg`5`k`UfX`UbX`gYa`]Z]bU`]gh`Zc`f`h\Y`8]W`  
<ck`gYf`Hfcd` \m`K`]h\`U`VUhh]b[ ``]bY`h\Uh]bWi`XYg`U`""` )` )`Uj`YfU[ `Y  
UbX`U` \][` \`g`i` [ [ ]b[ `dYfW`b`hU[ `Y`cZ`"" ,` \*ž`]hg`bc`gi`fd`f]gY`h\Uh` \Y  
 \Ug`YI`W`Y`X`Vch` \Uh`h\Y`d`UhY`UbX`]b`h\Y`Z]Y`X`"<`]g`XYZYbg]j`Y  
ghUhg`UfY`Yei`U`m`]a`dfYgg]j`Yž`a`U\_]b[ `cb`m`Z]j`Y`Yffcf]g`]b`&\$)  
W`Ub`W`g`Zc`f`U`"-`+`\*`Z]Y`X]b[ `dYfW`b`hU[ `Yž`g` \c`k`WU]b[ `Vch` \` \]g`

g\_]`g`UbX`fY`]UV`]hm"

⌘h\Y`5`!G97`gY`YWh]cbgž`K Y\]k Už`?i \]cžUbX`7\Uf`Yg`8Uj U`Ub`U`  
a UXY`]h`hc`h\Y`:]fgh`HYUa ž`k \]Y`7Ua`?cnYU``č]bYX`h\Ya`Ug`U  
GYWčbX`HYUa`gY`YWh]cbž`Ž fh\Yf`XYa`cbghfUh]b[ `5f\_UbgUg  
Xca`]bUbW`]b`h\Y`G97`h\]g`gYUgcb``Cj YfU``ž`h\Y`F UncfVUW\_g`\Uj Y  
dfcj Yb`h\Ya`gY`]Yg`U`Zcfa`]XUV`Y`ZcfWž`k`]h\`]bX]j`]Xi U``UbX  
Wč``YWh]j Y`YZZcfhg`W`a`]bUh]b[`]b`\]ghcf]WUW\]Yj Ya`Ybhg`h\]g`mYUf"

⌘g`WYUf`h\Uh`h\YfY`g`gca`Yh\]b[`]dfcZci`bX`UVci`h`h\]g`mYUf`g`hYUa  
UbX`h\Y]f`UWWča`d`]g\`a`Ybhg``F UncfVUW`ZUbg`WUb`hU`Y`df]XY`Ug  
h\Y]f`hYUa`di`g\Yg`h\Y`Vci`bXUf]Yg`cZk`\Uh`g`UW\]Yj UV`Y`]b  
Wč``Y[`]UhY`VUgYVU``"

8YhU]`g	
Cfh	@Jmhcbž`5f_UbgUgž`I G5
EiY``Yb	<ul style="list-style-type: none"><li>• k k k "Uf_UbgUgcb`]bY"Wča</li><li>• k k k "i gUVUgYVU``"Wča</li><li>• Uf_UbgUgfUncfVUW_g"Wča</li></ul>

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