

: `cf]XU/ ˆ \$' - /g'6Uhh`Y`5[ U]bgh`÷bj Ug]j Y  
=[ i UbUg. `5`7U``Zcf`5Wh]cb°

8]gWcj Yf`ck `]bj Ug]j Y`[ fYYb`][ i UbUg`h`fYUHYb  
: `cf]XU/ ˆ \$' - /g`YWcgmgHYa gž`dfca dh]b[ `i bh]b[ `Zcf`Wcbhfc`  
UbX`WcbgYfj Uh]cb`YZZcfhg"



D`UbhUh]cbž': `cf]XUž`I G5`!; fYYb`][ i UbUg`UfY`hi fb]b[ `YUXgž  
UbX`bch`i gh`VYWU i gY`cZ`h`Y]fj ]VfUbh`Wc`c`fg" H`YgY`Uf[ Y`]nUfXg  
`Uj Y`VYYb`a U\_]b[ `U`gd`Ug`]b': `cf]XU g`YWcgmgHYa gž`mY`h`bch`Zcf  
h`Y`f][ `h`fYUgcbg" `7`Ugg]Z]YX`Ug`Ub`]bj Ug]j Y`gdYW]Ygž`[ fYYb  
][ i UbUg`k fYU\_`Uj cWcb`c`WU`d`Ubh`]ZYž`a U\_]b[ `h`Y]f`d`fYgYbW`U  
hcd]WcZ`a i W`X]gW gg]cb`]b`Wc`a a i b]h]Yg`UWfcgg`h`Y`ghUhY"  
5W`cfX]b[ `hc`H`Y`7cc`8ck bž': `cf]X]Ub`g`Uj Y`hU`Yb`hc`i bh]b[  
UbX`Wcbgi a ]b[ `h`YgY`fYdh]Yg`hc`a ]h][ UhY`h`Y]f`]a dUW`H`Y  
XfUa Uh]W]bW`fYUgY`b`][ i UbU`dcdi `Uh]cbg`Ug`bch[ cbY`i bbch]W`X/  
Yj Yb`HJ`dYfgcbU`h]Ygž`]\_Y`8Uj Y`7UbhYfVi fm`Zfca `8]gWcj Yfm  
7`UbbY`g`8i U`Gi fj ]j U`ž `Uj Y`c]bYX`h`Y`ZfUm"

7UbhYfVi fm`ja gY`ZXcW`a YbhYX`]g`cVgYfj Uh]cbg`Uh`U`chY`]b

D`UbhUh]cbž`k \YfY`Y`gdchhYX`][ i UbUg`VUg\_]b[ `]b`h\Y`hfYYg U  
hY`]b[ `g][ b`cZh\Y]f`YgWU`UH\X`bi a VYfg" `h g`bc`gYWfYh\Uh`h\YgY  
WfYUhi fYg`WU`b`g][ b]Z]WU`b`h`m`X]gfi dh`h\Y`c`WU`Y`W`gmghYa `Vm  
W`bgi a ]b[ `bUh]j Y`d`Ubhgž`WU`i`g]b[ `XYW]bYg`]b`V]cX]j Yfg]hm`H\Y]f  
Vi`ffck]b[ ` \UV]hg`U`gc`Xc`XUa U[ Y`Vmi bXYfa ]b]b[ `g]XYk U`\_g`UbX  
dfcdYfhm`Zci bXUh]cbgž`dfYgYbh]b[ `ei ]hY`U`dfcV`Ya `Zcf`fYg]XYbhg  
UhhYa dh]b[ `hc`a U]bhU]b`h\Y]f`UbXgWUdY"

## H\Y`a dUW`h`c`Z`b`j Ug]j Y`GdYW]Yg

; fYYb`][ i UbUg`UfYb`h`h\Y`c`b`m`W`d`f]hgž`Ug`ch\Yf`]bj Ug]j Y`gdYW]Yg  
h\YU`hYb`:`c`f]XU`g`f]W`V]cX]j Yfg]hm`H\Ym`d`c`gY`U`Xi U`h\YU`h/  
k \]Y`XUa U[ ]b[ `c`WU`Z`c`f`Už`h\Ym`U`gc`W`a`d`Y`hY`k ]h`b`Uh]j Y  
gdYW]Yg`Zcf`fYgci`fW`g`H\]g`]a VU`UbW`WU`b`YUX`hc`Zi`fh\Yf  
XYW]bYg`]b`d`cdi`Uh]cbg`c`Z`d`Ubhg`UbX`h\Y`X]j YfgY`Ub]a U`gdYW]Yg  
h\Uh`fY`micb`h\Ya ž`Ug`b`chYX`Vm`h\Y`:`c`f]XU`:`]g\`UbX`K`]X`]ZY  
7cbgYfj Uh]cb`7ca`a ]gg]cb`"K ]h`h\Y]f`d`YW`]Uf`W`UfUW`hYf]gh]Wgž  
gi`W`Ug`h\Y`UV`]hm`hc`[ fck`i`d`hc`Z]j Y`ZY`h`c`b[ ž`UbX`h\Y]f`ghf`]b[  
XYk`Udg`h\Uh`a`U`Yg`i`gY`hc`Uh`fUW`h`a`UhYgž`h\YgY`][ i UbUg`UfY  
ZUgW]bUh]b[ `WfYUhi`fYg`"M`hž`XYgd]hY`h\Y]f`WUdh]j Uh]b[ `UddYUfUbW`ž  
h\Y]f`Y`W`c`[ ]WU`X]gfi dh]cb`]g]bXY`YX`U`d`fYgg]b[ `W`b`W`fb"

H\Y`:`c`f]XU`b`j Ug]j Y`GdYW]Yg`A UbU[ Ya`Ybh`D`Ub`h\Ug`]b]h]UhYX  
gYj YfU`ghfUhY[ ]Yg`hc`W`a`VUh`h\Y`bY[ Uh]j Y`]a dUW`hg`c`Z`gdYW]Yg`]Y  
h\Y[ fYYb`][ i UbU`H\Y`d`Ub`ci`h]bYg`h\Y`hc`d`hYb`]bj Ug]j Y`gdYW]Yg  
UbX`]a`d`Ya`Ybhg`UW`h]cbg`hc`d`fYj Ybh`h\Y]f`Zi`fh\Yf`gd`fYUX`UbX  
a`UbU[ Y`h\Y]f`]a`dUW`H\Y`YghUV`]g\`a`Ybh`c`Z`fY[ i`Uh]cbg  
fY[ UfX]b[ `h\Y`]a`d`cfhUh]cb`c`Z`\_bck`b`]bj Ug]j Y`gdYW]Yg`\`][ \`][ \hg  
h\Y`gYf]ci`gbYgg`c`Z`h\]g`]ggi Y`H\Y`8YdUfha`Ybh`c`Z`9bj ]fcb`a`YbhU`  
DfchYW`h]cb`]g`U`gc`k`cf\_]b[ ` \UfX`hc`W`b`h`f`c`h\Y`gd`fYUX`c`Z`h\YgY  
gdYW]Yg`h`fci [ \`di`V`]WYXi`WU]cb`]b]h]Uh]j Yg`UbX`ghf]W`h`a`cb]hc`f]b[  
dfchc`W`gž`Ug`XY`hU]`YX`Vm`GhUhY`F`Y[ g`HcXUm"

FYg]XYbhg`WU`b`[ Yh]bj`c`j YX`Vm`YUfb]b[ `UV`ci`h`c`WU`]bj Ug]j Y  
gdYW]Yg`UbX`W`b`hf]Vi`h]b[ `hc`fYa`cj`U`Y`Z`c`fhg`"h`g`YggYbh]U`hc  
dfcdYf`m`X]gd`c`gY`c`Z`b`cb`!bUh]j Y`d`Ubhg`UbX`hc`d`Ub`h`c`WU`gdYW]Ygž  
k \]W`gi`d`dc`fh`bUh]j Y`k`]X`]ZY`UbX`W`b`hf]Vi`hY`hc`h\YU`h\]Yf  
Y`W`gmghYa`g`H\]g`c`WU`Yb[ U[ Ya`Ybh`W`ci`X`a`U`\_Y`U`g][ b]Z]WU`bh

X]ZZYfYbW' ]b`hi fb]b[ `h\Y`h]XY`U[ U]bgh`]bj Ug]] Y`WfYUhi fYg`hU\_]b[  
i d`fYg]XYbW' ]b`:`cf]XU"

⊕`WcbWi g]cbž`k \]`Y`[ fYYb`]] [ i UbUg`a UmigYYa ``\_]Y`Ub`YI ch]W  
UXX]h]cb`hc`h\Y`:`cf]X]Ub`UbXgWUdYž`h\Ym`Wca Y`k ]h\`gYf]ci g  
]a d`]WU]cbg`Zcf`cWU`YWcgmgY`a g``H\Y`WcdYfUh]] Y`YZZcfhg`cZ  
fYg]XYb`hgž`k ]`X`]ZY`Ui h\cf]h]Ygž`UbX`WcbgYfj Uh]cb`[ fci dg`Wci `X`VY  
\_Ym`hc``YggYb]b[ `h\Y]f`]a dUW``Gc`h\Y`bYI h`h]a Y`mci `gdch`Ub  
][ i UbU`ci b[ ]b[ `]b`mci f`VUW\_mUfXž`fYa Ya VYf`h\Uh`h\Ym`a ][\h  
`cc\_`ZUgW]bUh]b[ ž`Vi h`a UbU[ ]b[ `h\Y]f`dc`di `Uh]cbg`]g`Wfi W]U`Zcf  
a U]bhU]b]b[ `h\Y`VU`UbW`cZ:`cf]XU g`j ]VfUbh`bUhi fU``\Yf]hU[ Y"

8YhU]`g	
Cfh	D`UbhUh]cbž`:`cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "h\YWc`c`Xck b"Wca</li><li>• a mžk WWca</li><li>• k k k "ghUhYfY[ ghcXUm"Wca</li></ul>

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