

HcfbUXc`8Yj UghUhYg`@Uf[ c`A cV]`Y`<ca Y  
7ca a i b]hm`F Yg]XYbhg`F U``m`hc`F YVi ]`X

9I d`cfY`h\Y`UhYgh`i dXUhYg`Zfca`DUgWc`7ci bhmž`bWi X]b[  
gYj YfY`k YUh\Yf`ja dUWghž`Wca a i b]hm`fYgdcbgYg`hc`hcfbUXc  
XUa U[ Yž`UbX`cWU`bYk g`\][ \`][ \hg"



F UbWYfc`J ]`U[ Yž`@Uf[ cž: `cf]XUž`I G5`!`H\Y`gi a a Yf`cZ`&\$&)  
Vf]b[ g`Vch\`WU`Yb[ Yg`UbX`j ][ cf`hc`h\Y`HUa dU`6Um`UfYUž`k \YfY  
fYW`bh`k YUh\Yf`Yj Ybhg`\Uj Y`Wca a i b]h]Yg`ghUbX]b[ `hc[ Yh\Yf`]b  
fYg`]YbW`": c``ck ]b[ `U`gi fdf]g]b[ `9: %`hcfbUXc`h\Uh`k fYU\_YX  
\Uj cW]b`@Uf[ cž`fYg]XYbhg`UfY`Wca ]b[ `hc[ Yh\Yf`hc`fYVi ]`Xž`k \]`Y  
h\Y`ZcfYWgh`fYa ]bXg`Yj Yfmc`bY`cZ`h\Y`i bdfYX]WUUV`]`hm]b\YfYbh`]b  
: `cf]XU`g`k YUh\Yf`dUhYfbg"

Cb`K YXbYgXUm`b][ \hž`F UbWYfc`J ]`U[ Yž`U`a cV]`Y`\ca Y  
Wca a i b]hm]b`@Uf[ cž`ZY`h`h\Y`Z` ``ZcfW`cZ`bUhi fY`k \Yb`U`hcfbUXc  
ghfi W\_ž`WUi g]b[ `YI hYbg]j Y`dfcdYfhm`XUa U[ Y``F Ydcfhg`]bX]WUhY  
h\Uh`Ufci bX`) \$`\ca Yg`k YfY`gYj YfY`m]a dUW`YXž`U`cb[ g]XY`%)  
UXX]h]cbU``\ca Yg]b`h\Y`6Um`F UbW`Wca a i b]hm`H\]g`XYghfi W]j Y

hcfbUXcž'k ]h\`Ygh]a UhYX`k ]bX`gdYYXg`cZi d`hc`- \$`a d\ž`k Ug  
WŁbZ]fa YX`hc`\Uj Y`U`&!a ]`Y`dUh\`UbX`U`k ]Xh\`cZUVci h`%\$\$`mUfXg"  
FYa Uf\_UV`mž`bc` ]b`↑`f]Yg`k YfY`fYdcfhYXž`U``ck ]b[ `fYg]XYbhg` ]\_Y  
æUb`F`Ua` gYmž`k \c`ZUW`X`g][ b]Z]WUbh`XYghfi W]cbž`hc`ZcW`g`cb  
fYWŁj Yfm`G\Y`UbX`\Yf`dUfhbYfž`6Yj Yf`m`<U``]XUmž`UfY`bck`Ua`cb[  
h\cgY`Yb[ U[ YX` ]b`a`U\_]b[ `hYa`dcfUfm`fYdU]fg`UbX`gYUfW]b[ `Zcf  
gU`j U[ YUV`Y` ]hYa`g`k ]h\ ]b`h\Y`XYVf]g`UZhYf`h\Y`ghcfa`dUggYXž  
UWŁcfX]b[ `hc`**HUa dU`6Um`H]a Yg`**

## 7ca`a`i`b]hm`F`Ygd`cbgY`

H\Y`ci hdc`i`f]b[ `cZ`WŁa`a`i`b]hm`gd]f]h`Zc``ck ]b[ `h\Y`hcfbUXc` ]g  
\YUfhk`Ufa` ]b[ ``B`Y][ \Vc`fg` ]b`F`UbW`X`Yfc`J` ]`U[ Y`\Uj`Y` ]b]h]UhYX`U  
XcbUh]cb`Xf]j`Y`hc`gi`ddcfh`h\cgY`UZZY`W`YX`V`m`h\Y`X` ]gUghYf```#`g`U  
g\ ]b]b[ `YI`Ua`d`Y`cZ`gc` ]XUf]hm`k` \Yb`ZUW`X`k` ]h\`UXj`Yfg]hm``A`Ubm  
fYg]XYbhgž` ]bWi`X]b[ `8YVcfU\`F`cggž`k` \c`YI`dYf]YbW`X`h\Y`hcfbUXc  
Z]fgh\`UbXž`UfY`ZcW`g]b[ `cb`WYUbi`d`UbX`U]X` fYa`Uf\_UV`mž`F`cgg`g  
ck`b`\ca`Y`fYa`U]bYX`i`bXUa`U[ YXž`k` \]Y`g\Y`\Y`dYX`ch\Yfg  
fYWŁj`Yf`

9Zcfhg`bck`YI`hYbX`VYmcbX` ]a`a`YX]UhY`WYUbi`d``K` ]h\`h\Y`h\`fYUh  
cZ`UXX]h]cbU`ghcfa`g`cca` ]b[ ž`h\Y`B`Uh]cbU`K`YUh\Yf`GYfj` ]W`\Ug  
UXj` ]gYX`WU`i`h]cb`Ug`k`YUh\Yf`ZcfYWUghg`d`fYX]W`h`g\ck`Yfg`UbX  
ghcfa`g` ]b`h\Y`WŁa` ]b[ `XUmgž`k` ]h\`fU]b`WŁj`YfU[ Y`YI`dYW`YX`hc`\` ]h  
Ufci`bX`,`\$`i`UbX`hYa`dYfUhi`fYg`dYU\_]b[ `Ufci`bX`,`\*`.:`":`cf`Ubmc`bY  
 ]b`h\Y`UfYUž`h\ ]g`gYfj`Yg`Ug`U`fYa` ]bXYf`hc`ghUm`j` ][ ]Ubh``H\Y  
k`YUh\Yf`gYfj` ]W`\UX` ]ggi`YX`k`Ufb]b[ `g`Zcf`ghfcb[ `k` ]bXg`UbX`\U` ]ž  
Vi`h`bchUV`m`X]X`bch`d`fYX]W`h`U`hcfbUXcž`\` ][ \` ]b[ `h\Y  
W`U``Yb[ Yg` ]b`ZcfYWUgh]b[ `gYj`YfY`k`YUh\Yfž`ci`h` ]bYX` ]b`XYhU` ]YX  
ghUh]gh]Wg`cb`\UnUfXci`g`k`YUh\Yf`Zfca`h\Y`**B`Uh]cbU`K`YUh\Yf`  
GYfj` ]W`**

## @cc\_]b[ `:`cfk`UfX`

5g`WŁa`a`i`b]hm`WYUbi`d`WŁbh]bi`Ygž`HUa`dU`6Um`d`fYdUfYg`Zcf`U  
gYf]Yg`cZ`W`Y`VfUh]cbg```#`Ub`YI`W]h]b[ `XYj`Y`cda`Ybhž`h\Y`HUa`dU  
6Um`< ]ghcfm`7YbhYf`k` ]``VY`cZZYf]b[ `fYXi`W`X`UXa` ]gg]cb`cZ` ( `cb  
ž`m` ( h\`hc`YbWŁi`fU[ Y`a`cfY`j` ]g]hcfg``H\ ]g` ]b]h]Uh]j`Y`bch`cb`m`

dfca chYg'WŁa a i b]hm'Yb[ U[ Ya Ybh'Vi h'U'gc 'ŲY'dg'hc 'Vc'ghYf'cWU' hci f]ga 'UbX'gi ddcfh'cWU'Vi g]bYggYg"

HŲYgY'cWU'ŲUddYb]b[ g'WŁa Y'U[ U]bgh'U'VUW\_Xfcd'cZ'g][ b]Z]WUbh bUh]cbU'Yj Ybhgž]bWi X]b[ 'U'V]dUfh]gUb'V]'U]a YX'Uh'a dfcj ]b[ XYa Ybh]U'hfU]b]b[ 'Zcf'df]a Ufm'WUfY'd\mg]W]Ubg'VY]b[ ' ]bhfcXi WŲX ]b'hŲ'i "G"<ci gY'UbX'HUa dU'gYW f]b[ ' ]hg'd'UWŲ'Ug'hŲ'hcd'i "G" W]hm'Zcf']bhYfbUh]cbU'Vi g]bYgg'UWŁcfX]b[ 'hc'U'fYWŲbh'fUb\_]b[ 'Zfca : ]bUbW]U'H]a Yg"7'YUf'mž'hŲYfY g'U[ ccX'XYU'cZ'UWh]cb'cb'hŲ dc']h]WU'UbX'YWŁbca ]WZfcbhg'Ug'ci f'WŁa a i b]hm'bUj ][ UhYg hŲfci [ \hŲYgY'hi fVi 'Ybh'h]a Yg"

5g'k Y'cc\_ 'hck UfXg'hŲ'Zi hi fYž'k \YhŲYf']hg'fYWŁj Yf]b[ 'Zfca 'hŲ fYWŲbh'Ya Yf[ YbW]Yg'cf'WŲ'YVfUh]b[ 'cWU'Ų]ghcfmž'hŲYfY g gca YhŲ]b[ 'hc'VY'gU]X'Zcf'hŲ'fYg]'YbWŲ'UbX'i b]hm'icZ'HUa dU'6Umg fYg]XYbhg'"Hc[ YhŲYfž'hŲm'XYa cbghfUhY'hŲUh'Yj Yb']b'hŲ'ZUWŲ'cZ i bYI dYWhYX'WŲU'Yb[ Ygž'ŲY'd']g'bYj Yf'ZUf'Uk Um'"HŲ'gd]f]h'cZ WŁa a i b]hm'fYa U]bg'ghfcb[ ž'k fUdd]b[ 'i g'U'']b'U'fYUggi f]b[ k Ufa hŲ'Ug'k Y'a cj Y'Zcfk UfXž'a ]bXZi 'cZ'hŲ'k YUhŲYf g i bdfYX]WhUV]' ]hm'UbX'YUWŲ'chŲYf g'k Y'!VY]b[ "

8YhU]'g	
C fh	F UbWŲYfc'J ]'U[ Yž'@Uf[ cž':`cf]XUž'I G5
E i Y'Yb	<ul style="list-style-type: none"><li>• VUmbYk g- "WŁa</li><li>• k k k "hUa dUVUm"WŁa</li><li>• k k k "k YUhŲYf"[ cj</li></ul>

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