

' %'Ubcg'XYdc]g. 'Wca c'cg'Z]`cg'XY'B]Wc`Y  
6fck b'G\cW\_`gY`YI dYf]a YbhUfUa

9a`%&'XY`† b\c'XY`&\$&) ž'c'UggUgg]bUhc`Vfi hU`XY`B]Wc`Y  
6fck b'G]a dgcb`Y`Fcb`; c`Xa Ubž'W`c`YfXY]fc`U]bXU  
hfUVU`U`U"



6fYbhk ccXž'@cg'5b[ Y`Ygž'U`]Zc'fb]Ybž'i G5`!`9a`%&'XY`† b\c  
XY`%- - (ž'B]Wc`Y`6fck b'G]a dgcb'Zc]'Vfi hU`a YbhY`UggUgg]bUXUž  
† bhUa YbhY`Wca`gYi`Ua][ c'Fcb`; c`Xa Ub"GYi g`Wc'fdcg'Zc'fUa  
YbWc'bhfUXcg`Ya`žFYbhY`Uc`gYi`UdUfhUa YbhC`Ya`@cg'5b[ Y`Ygž  
Ybei Ubhc`gYi g'Z]`cg'Xcfa`]Ua`GmXbYmY`† gh]b"i`ggc`UWc'bhYW`i  
UdYbUg`U`[ i a Ug`gYa UbUg`Udĭ g`c`fY`UW]cbUa YbhC`YbhY`B]Wc`Y`Y  
gYi`YI`!a Uf]Xc`C`">'G]a dgcbž'ei Y`Ā`Wc'bg]XYfUXc`c`df]bW]dU`  
gi gdY]hcžYbhfc`i`Ya`ZcWc`bcj`Ua YbhY`"Bc`' %" Ub]j Yfg]½]c`XYghY  
hf¼] Wc`Yj YbhCž'c`dÖV`]Wc`Wca Ya cfc`i`Ug`W]fW`bgh³`bW]Ug  
XfUa`½]W]Ugž'ei Y`Yj UfUa`U`i a`Xcg`dfcW`X]a Ybhcg`† fÉ]Wc`g`a U]g  
Wc'bhfcj Yfgcg`XU`\\ghĭ f]U`Xcg`9I`5ž'ei Y`hYfa`]bci`Ya`'`XY`ci hi Vfc  
XY`%- - )`"A U]g`fYW`bhYa YbhYž'i a`XcW`a Ybh½]c`]bh]hi`UXc`"5  
j]XU`Y`UggUgg]bUhc`XY`B]Wc`Y`6fck b'G]a dgcb`"hfc`i`I`Y`cg`Yj Ybhcg

¼`i n`Xc`dÖV`]Wc`"

`B]Wc`Y`6fck b`G]a dgcbž`bUgW]Xc`Ya`%-`XY`a U]c`XY`%-`)-`Ya  
: fUb\_ž fhž`5`Ya Ub\U`C`W]XYbhU`ž`Zc]`U`gY[ i bXU`YgdcgU`XY`C`">  
G]a dgcbž`YI`!`c[ UXcf`XY`Zi hYVc`Y`Uhc`f`"Gi U`j`]XU`Zc]`cZi gWUXU`dcf  
hfU[ ĀX]Ugž]bWi`]bXc`c`UVi gc`Ya`cW]cbU`Y`ZĚg]Wc`ž`ei`Y`G]a dgcb`U  
Wwi gci`Xi fUbhY`gYi`WUgUa`Ybhc`Y`Udĭ`g`c`X]j`ĭ`fW]c`Ya`%-`-&"  
GY[ i bXc`fY`Uhc`gž`B]Wc`Y`Y`C`">`B`c`Y`bhU`bhc`ž`Ya`a`U]c`XY`%-`-`(`ž`bc  
Y`bhU`bhc`ž`j`½f]Ug`j`YnYg`dUfU`fYdUfUf`gYi`fY`UW]cbUa`Ybhc`"

### `Ug`Wf]UbĀUg`Y`Ug`b`c`hĚW]Ug`W]c`WU`b`hY`g`

5dĭ`g`U`a`cfhY`XY`B]Wc`Y`ž`gYi`g`Z]`\cg`GmXbYmž`ei`Y`h]b\U`c]hc`Ubcg  
bU`ĀdcWUž`Y`š`gh]bž`ei`Y`h]b\U`W]bWc`Ubcgž`fYWVYi`Ug`b`c`hĚW]Ug  
UVU`UXUg`XY`gi`U`Uj`ĭ`š`X]h\Už`ei`Y`\\Yg`X]ggY.`"A`Ua`ž`Y`Ygh½`bc  
WĀi`""8ca`]b]ei`Y`6fck`bž]fa`ž`XY`B]Wc`Y`ž`Uggi`a`]i`U  
fYgdcbgUV]]XUXY`XY`dfchY[ Yf`Ug`Wf]UbĀUg`XU`Xcf`Y`Xc`WUcg`XU  
a`ĚX]U`ei`Y`WfWUj`Ua`c`WUgc`XY`UggUgg]bUhc`"GmXbYmY`š`gh]b  
U[ cfU`gž`c`UXi`hcg.`GmXbYm`hYa`" -`Ubcg`Y`š`gh]b`" )`Ubcgž`Ua`Vcg  
hfUVU`\Ua`bc`gYhc`f`]a`cV]]½f]c`Y`Z]WUa`ZcfU`Xcg`\c`c`ZchYg`"

`9a`%-`-`\*`ž`C`">`G]a dgcb`i`gci`dUfU`Ug`Wf]UbĀUg`Ya`i`a`U`X]gdi`hU  
XY`W`ghĭ`X]U`Wc`bhfU`U`ZUa`Ě]U`6fck`b`Wc`a`c`[ i`UfX]ž`c`"9a`i`a`U  
YbhfYj`]ghUž`8ca`]b]ei`Y`Ya`Vfci`!`gY`XU`XYgdYX]XU`Ya`cW]cbU`ei`Y  
Y`U`Uggi`a`]i`Ya`i`a`U`a`Ub\ž`XY`B`Uhu`XY`GmXbYmY`š`gh]b`"5dYgUf  
XU`]b`¾bW]U`X]ZĚW]ž`cg`Xc]g`dUfYW`a`Wc`ffYf`VYa`"

### `C`Y[ UXc`XY`B]Wc`Y`6fck b`G]a dgcb`

`B]Wc`Y`6fck b`G]a dgcb`YfU`ZfYei`YbhYa`YbhY`fYhfUHUXc`Ya  
dÖV`]Wc`Wc`a`c`j`Ěh]a`U`XY`j`]c`ĀbW]U`Xca`Āgh]WU`"9a`i`a`]bW]XYbhY  
Ya`%-`,`-`ž`cg`dc`]W]U]g`XcW`a`YbhUfUa`ei`Yž`Udĭ`g`i`a`U`X]gW`ggž`c  
Wc`a`C`">`hYj`Y`ZYf]a`Ybhc`g`j`]gĚ`Y]g`"9ggYg`Y`ci`hfcg`]bW]XYbhYg`Xc  
UVi`gc`Zi`ĚUa`dUfU`c`dfcW]X]a`Ybhc`"GYi`g`dU]g`Z]nYfUa  
WUa`dUb\U`UhĀ`U`a`cfhY`Y`U`Āa`dUfU`c`dcĀc`XY`gYi`g`bYhc`g`Y  
Zi`bXUfUa`U`i`bXUĀ`ž`c`B]Wc`Y`6fck b`G]a dgcbž`ei`Y`a`U]g`hUfXY`Zc]  
fYbca`YUXU`dUfU`U`i`bXUĀ`ž`c`7\Uf]hĚ`Y`B]Wc`Y`6fck b`"

`5`a`Ya`ĭ`f]U`XY`B]Wc`Y`dYfa`UbYW`ZcfhYž`bž`c`UdYbUg`dY`Ug  
hYffĚ`Y]g`W]fW`bgh¾bW]Ug`XY`gi`U`a`cfhYž`a`Ug`hUa`VĀa`dY`c`Y[ UXc  
ei`Y`Y`U`XY]i`ci`Ya`hYfa`cg`XY`Wc`bgW]ĀbW]U`XU`j`]c`ĀbW]U  
Xca`Āgh]WU`"GYi`YI`!`a`Uf]Xc`C`">`G]a dgcb`a`cffYi`XY`W¾bWf`Ya`"

%\$`XY`UVf]`XY`&\$&(`Ucg`+\*`Ubcgž`Y`c`WUgc`Wčbh]bi`U`gYbXc`i`a  
 Xcg`hí`d]Wčg`a`U]g`X]gW`h]Xcg`bU`W``hi`fU`Ua`Yf]WU`bU`Y`bU`\\]ghí`f]U  
 ↑`X]W]U`"

8YhU]`g	
J`c`f`Z`U``	A`c`f`X`#`H`c`h`g`W`X``U`[
I`f`g`U`W`X`Y	9]Z`Y`f`g`i``W`X`h`ž`A``]g`g`\\`U`b`X`i``b`[
C`f`h`	6`f`Y`b`h`k``c`c`X`ž`i`@`c`g`5`b`[`Y`Y`g`ž`?`U`i`]Z`c`f`b`]Y`b`ž`i``G`5
:`Y`g`h`b`U`\\`a``Y`b`	%
E`i`Y`Y`Y`b`	<ul style="list-style-type: none"> <li>• k`k`k`"[`U`U`"XY</li> <li>• Y`b`"a`"k`_]d`Y`X`]U`"c`f`[</li> <li>• U`f`W`X`]j`Y`"g`Y`U`h`h`Y`h`]a`Y`g`"W`č`a`</li> </ul>

6Ygi`W`X`Y`b`'G]Y`i`b`g`'Ui`Z.`b`!`U`[`"b`Y`h`