

6YfWx hYg[ UXYbYf'@UbX. 'Hc d!D`Uhn]Yfi b[  
]a 'Hci f]ga i g!F Ub\_]b[ ' & \$ & ( °

6YfWx hYg[ UXYbYf'@UbX`Yfn]Y`h]a 'Hfi ghGWc fY`&\$&( 'a ]h' , , ž%  
Di b\_hYb`F Ub[ ' ' i bhYf`%( - `XYi hgWxYb`F Y]gYfY[ ]cbYb"



6YfWx hYg[ UXYbYf'@UbX ž`8 Yi hgWx`UbX`!`8 ]Y`hci f]gh]gWxY  
5hhfU\_hj] jh`h`XYf`XYi hgWxYb`F Y[ ]cbYb`nY][ h]g]Wx`Y]bXfi W\_gj c``]a  
U\_hi Y``Yb`F Ub\_]b[ `XYg`Hfi ghGWc fYg]j cb`Hfi ghMci`i bX`8 K = "8 Ug  
6YfWx hYg[ UXYbYf'@UbX`Uhi`0fn]Wx`YfUi gfU[ YbXY` , , ž%Di b\_hY  
Yfn]Y`hi bX`VY`Y[ h`XUa ]h`XYb`" "D`Uhn`i bhYf`%( - `UbU`mg]YfhYb  
F Y]gYfY[ ]cbYb`]b`8 Yi hgWx`UbX"8 ]YgYf`GWc fY`gd]Y[ Y`h`X]Y  
Ni Zf]YXYb`Y]h`XYf`; ÅghY`k ]XYf`i bX`k ]fX`Xi fW`X]Y`5i gk Yfhi b[  
j cb`Cb`]bY!6Yk Yfhi b[ Yb`Yfa ]hY`h"

6YgcbXYfg`VYY]bXfi W\_YbX`g]bX`X]Y`c`Yb`6Yk Yfhi b[ Yb`]b`XYb  
j YfgWx]YXYbYb`?UhY[ cf]Yb.`8 ]Y`F Y[ ]cb`Yf`Y]h]b`XYf`?UhY[ cf]Y  
GYfj ]Wx`-` ž+`Di b\_hY ž`k`Å`fYbX`X]Y`@U[ Y`a ]h`-`&ž+`Di b\_hYb`i bX  
XUg`9ggYb`/`Hf]b\_Yb`a ]h`, - ž( `Di b\_hYb`YVYbZU`g`ghUf`\_

UVgWk b]hhYb" HYfYgU' < U`]b [ Yfž`@Y]hYf]b`XYg  
8Ygh]bUh]cbga UbU[ Ya Ybhgž`Ài » YfhY`8Ub\_VUf\_Y]h[ Y[ YbØVYf`XYb  
; Ugh[ YVYfbž`X]Y`a U» [ YV`Wk`ni`X]YgYf`c\Yb` ; ÀghYni Zf]YXYb\Y]h  
VY][ YhfU[ Yb`UVYb"

B Yi Yf`DYfZcfa UbW`GWcfY`i bX`X]Y`Hcd!

8Ygh]bUh]cbYb

8Ug`FUb\_]b[ `VUg]Yfh`Ui ZY]bYa`bYi Yb`DYfZcfa UbW`GWcfYž`XYf  
X]Y`6Yk Yfhi b[ Yb`XYf`YhnhYb`%&`A cbUhY`VYfØW\_g]Wk]h[ h`a`ž\ f  
&\$&(`Y][ h`XYf`Xi fWk`gWk b]hh]Wk`Y`Hfi ghGWcfY`ZØf`8Yi hgWk`UbX`VY]  
,`ž`Di b\_hYb`i bX`nY][ h`gca`]h`Y]bY`J YfVYggYfi b[ `i a`\$ž`Di b\_hY  
]a`J Yf[ `Y]Wk`ni a`J cf`U\ f"Ni`XYb`Hcd`%\$!8Ygh]bUh]cbYb`nÀ\`Yb  
XYf`CVYfdZÀ`nYf`K U`X`f| - ž&`Di b\_hYž`X]Y`5\ f`i bX`XUg`9]Wk`gZY`X  
fMY]XY`,`ž(`Di b\_hYž`gck`]Y`XUg`6YfWk`hYg[ UXYbYf`@UbX`]b`XYf  
j`]YfhYb`Dcg]h]cb"

žg[ YgUa`highY`h`XUg`8K`= `ZYghž`XUgg`g]Wk`nU\`fY]Wk`Y`VUmYf]gWk`Y  
FY[ ]cbYb`[ i`h`d`Uhm]YfYb`\_cbbhYb"8Uni`nÀ\`Yb`bYVYb`XYa  
6YfWk`hYg[ UXYbYf`@UbX`Ui`Wk`XYf`6UmYf]gWk`Y`K U`X`ž`XYf  
6UmYf]gWk`Y`ž`fU`i bX`XYf`7\`]Ya`[ Ui`"8]YgY`9f[ YVb]ggY`g]bX`HY]  
Y]bYf`i a`ZUggYbXYb`5bU`mgY`XYf`E`i U`]hÀh`XYf`i bhYf\_ØbžhY`Ui`g  
G]Wk`h`XYf` ; ÀghY"8UVY]`nY][ Yb`g]Wk`Ui`Wk`fY[ ]cbU`Y`i bhYfgWk]YXY  
]a`DfY]g!@Y]ghi b[ g]J Yf\`À`hb]g`i bX`XYf`ž`bhYfbYhj YfZØ[ VUf\_Y]h"

Hci f]ga`i`g`]b`8Yi hgWk`UbX`]a` : c`\_`i`g

8Yf`9fZc`[ `XYg`6YfWk`hYg[ UXYbYf`@UbXYg`fY]\`h`g]Wk`]b`XYb  
d cg]h]j Yb`HfYbX`XYg`Hci f]ga`i`g`]b`8Yi hgWk`UbX`]b" @Ui`h`GhUh]ghU  
hfÀ[ h`XYf`Hci f]ga`i`g`bU\`Yni`bYi b`DfcnYbhini a`XYi hgWk`Yb  
6fi`hnc]b`UbXgd`fcXi`\_h`VY]"`a`ž\ f`&\$&`[ YbYf]YfhYb  
]bhYfbUh]cbU`Y`FY]gYbXY`9]bbU\`a`Yb`j`cb`" +ž(`A`j`]UfXYb`i`G!  
8c``Uf"8UfØVYf`\]bUi`g[ UVYb`XYi hgWk`Y`FY]gYbXY]a`gY`VYb`ž\ f  
fi bX`%&&`A`j`]UfXYb`i`G!8c``Uf`Ui`g`i bX`ZØ\`fhYb`gc`8Yi hgWk`UbX`ni  
XYb`Xf]hh\`ØWk`ghYb`Hci f]ga`i`g`Ui`g[ UVYb`k`Y`hk`Y]h"

A`]h`fi bX`%,`"A`j`]cbYb` ; ÀghYUb\_ØbžhYb`]b

6Y\YfVYf[ i b[ gVYhf]YVYb`i bX`Yhk U` ( , "&\$ \$`c ZYbYb  
6Y\YfVYf[ i b[ gVYhf]YVYbžXUfi bhYf`%&`&\$ \$`< chY`gž`nY][`h`g]W\`X]Y  
\c\Y`B UW\ ZFU[ Y``6YgcbXYfg`6UmYfb` ]gh`XUg`[ YZFU[ hYghY  
6i bXYg`UbXž`[ YZc`[`h`j`cb`BcfXf\Y]b!K YghZU`Yb`i bX`6UXYb!  
K ØfhYa VYf[ ``8Yf`5bgh]Y[ `]b`XYf`NU\``XYf  
gcn]U`j Yfg]W\Yfi b[ gdZ]W\h][ Yb`6YgW\ÀZh][ hYb`]a` ; Ugh[ Yk YfVY  
Ui ZY]bYb`bYi Yb`< ÒW\ghk Yfhj`cb`Yhk U`%ž%A ]``cbYb`i bhYfghfY]W\h  
X]Y`6YXYi hi b[ `XYg`Hci f]ga i ggY`hc fg`ZØf`X]Y`XYi hgW\Y  
K ]fhgW\UZh"

Æg[ YgUa`h`j`YfXYi h]W\h`X]Y`U`\_hi Y``Y`9bhk ]W`\_i b[ ž`XUgg  
8Yi hgW\`UbX`k`Y]hYf\ ]b`Y]bY`XYf`ZØ\ fYbXYb`B`Uh]cbYb`]a  
]bhYfbUh]cbU`Yb`Hci f]ga i g`V`Y]Vhi bX`XUgg`fY[ ]cbU`Y  
Hci f]ga i gghfUhY[ ]Yb`k`]Y`]a`6YfW\hYg[ UXYbYf`@UbX`ni  
\YfUi gfU[ YbXYb`@Y]ghi b[ Yb`ZØ\ fYb`\_ÒbbYb"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	6YfW\hYg[ UXYbYf`@UbXž`8Yi hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "fcgYb\Y]a &amp; ("XY</li> <li>• k k k "Xk ]Z"XY</li> <li>• XY"ghUh]ghU"WŁa</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U[ "bYh