

6Yf`]b : Ug\]cb`K YY\_`&\$&) .`9]b`bYi Yf  
HfYbX!ÿ fU`ZØf`X]Y`A cXY\Ui dhghUXh°

5\_hi Y`Y`6Yf`]b : Ug\]cb`K YY\_`&\$&) .`bcj Uh]j Y`8Yg][ bYfž  
BUW\U`h][ \_Y]h]a` : c\_i gž]bhYfbUh]cbU`Y`5i Za Yf\_gUa \_Y]h`ZØf  
6Yf`]bYf`@UVY`g"



6Yf`]bž`8Yi hgW\`UbX`!`8]Y : Ug\]cb`K YY\_`]b`6Yf`]b`]gh`]b`j c`Ya  
; Ub[ Yž`i bX`X]Y`GhUXh`nY][ h]g]W\`j cb`]`fYf`VYghYb`GY]hY`U`g`Y]b  
Ui ZghfYVYbXYg`A cXYnYbhf`i a "`8Yg][ bYf] ]bbYb`Ui g`U`Yf`K Y`h  
dfÅgYbh]YfYb`]bbcj Uh]j Y`?c`Y`\_h]cbYbž`XUfi bhYf`XUg`6Yf`]bYf  
@UVY` <UXYf`i a d ž`XUg`g]W\`]bhYbg]j`Ui Z`bYi Y`Ci hZ]hg  
\_cbnYbhf]Yfh`8Yg][ bYf`æ\`Ubb`9\`f\`UfXh`ZØ\`fh`Y]b`hU`Ybh]YfhYg  
HYUa` j cb`Yhk U`%&`DYfgcbYbž`XUg`a` ]hZf]gW\`Yb`æXYb`Ub`X]Y  
² ZYbh]W\`\_Y]h[ Y`h` <UXYf`i a d` \`Uh`VYfY]hg`]bhYfbUh]cbU`Y  
5i Za Yf\_gUa \_Y]h`Yf`Ub[ hž`i bhYf`UbXYfYa` Xi fW`9fk`Å\`bi b[ Yb`]b  
fYbca` a ]YfhYb`Di V`]\_Uh]cbYb`k ]Y`XYf`J c [ i Y`i bX`XYa` ; i UfX]Ub"

æ a Yf`\`Ai Z][ Yf`k ]fX`6Yf`]b`a` ]h`XYb`[ fc» Yb`A cXY\Ui dhgh`ÅXhYb  
k ]Y`DUf]gž`A U]`UbXž`@cbXcb`i bX`BYk`Mcf`\_]b`Y]bYa` 5hYa` ni [

[ YbUbbh" :Øb[ ghY`ÝbXYfi b[ Ybž`]bgVYgcbXYfY`gY]h`X]Y  
Cf[ Ub]gUh]cb`XYf` : Ug\]cb`K`YY\_`]b`XYb`<`AbXYb`XYg` : Ug\]cb  
7ci bW` : Yfa`Ubm`]Y[ hž`\UVYb`ni`f`E`i`U`]h`h`XYg`9j`Ybhg  
VY][ YhfU[ Yb``8Ug`Dfc[ fUa`a`k`]fX`U`g`a`cXYfbYf`i`bX`Zf]gWXYf  
k`U`f[ Ybca`a`Ybž`k`Ug`b]W`h`bi`f`i`bhYfbY`a`Ybž`gcbXYfb`Ui`W`  
Zf]gWXYb`HU`YbhYb`ni`[ i`hY`\_ca`a`h`

## 9]b`6`]W`\_`Ui`Z`X]Y`U`\_`hi`Y``Yb`<`][`\`][`\hg

5i`ZXYf`X]Yg`h`f][ Yb` : Ug\]cb`K`YY\_`\UVYb`j`]Y`Y`8Yg][ bYf]`bbYb  
X]Y` ; Y`Y[ Yb`Y]hž`\fY`?`fYUh]cbYb`j`cfni`ghY``Yb``6YgcbXYfg  
\Yf]`cfni`\VYb`]gh`X]Y`DfYa`]YfY`XYg`6Yf`]b  
7cbhYa`dcfUfm`!` : cfa`Uhgž`XUg`g]W`b`Yi`Ybž`Ui`ZghfYVYbXYb  
HU`YbhYb`k`]Xa`Yh`5i`g`ØVYf`%` ,`A`cXYa`Uf`\_`Ybž`X]Y`XUfUb  
hY]`bY`a`Ybž`ghYWXYb`]bbcj`Uh]j`Y`B`Ua`Yb`\Yf]`cf`k`]Y`8Ybb]g  
7`i`YbY`i`bX`G]U`5fb]\_`Už`gck`]Y`YhUV`]YfhY`A`Uf`\_`Yb`k`]Y`C`899<`i`bX  
A`U`U`\_`U`F`U]gg``6Yf`]b` : Ug\]cb`K`YY\_`V]YhYh`Y]bY`VfY]hY`DU`YhY  
Ub`J`YfUbghU`hi`b[ Ybž`XUfi`bhYf`A`cXYUi`ZØ`fi`b[ Ybž`\_`fYUh]j`Y  
`bghU``Uh]cbYb`i`bX`nU`\fY]WXY`K`cf`\_`g`cdg``9]b`Ui`ZfY[ YbXYg`bYi`Yg  
 : cfa`Uh]gh`Yhk`U`XYf`J`C`F`B` : Ug\]cb`G`ck`ž`XYf`g]W`[`Ubn`XYb  
bUW`U`h][ Yb`6fUbXg`k`]Xa`Yh`

9]b`k`Y]hYfYg`<`][`\`][`\h]gh`XUg`D@5HH9"6Yf`]b!` : Ygh]j`U`ž`XUg  
8]j`Yfg]h`h`]b`XYb` : c`\_i`g`f`ØW`\_`h` `b`6Yf`]b!`7`Uf`c`hYbVi`f[`\UVYb`X]Y  
gh]`k`Yf`\_`?`Ubh` : UfU[ Yb`[ Y`U`hYbž`X]Y`a`]h`]\fYa`]bXi`ghf]Y``Yb  
8Yg][ b`i`bX`XYa`\_`\]ghcf]gWXYb`7`Ufa`Y`XYf`dYfZY`\_`hY`C`fh`ZØf`gc`WXY  
J`YfUbghU`hi`b[ Yb`g]bX`

## B`UW`U`h][`\_`Y]h`i`bX``c`\_`U`Y`DfcXi`nYb`hYb

9]b`k`]W`h][ Yg`H`Y`a`U`VY]`XYf` : Ug\]cb`K`YY\_`]gh`X]Y`B`UW`U`h][`\_`Y]h`  
J`]Y`Y`8Yg][ bYf]`bbYbž`XUfi`bhYf`XUg`bYi`Y`@UVY`K`cf\_]b[ `H]hYž  
h`h`][`i`bhYf`XYf`@Y]hi`b[ `j`cb`5bhcb]U` ; cmi`bX`6`Øfb`?`i`VY`Už  
gYhmYb`g]W`X`U`ZØf`Y]bž`X]Y`DfcXi`\_`h]cb`i`a`k`Y`hžfYi`bX`]WXYf`ni  
[ YghU`hYb```f`N]Y``]gh`Ygž`V]c`c`[ ]gW`U`V`U`i`V`U`f`Y`?`c``Y`\_`h]cbYb  
\Yfni`ghY``Yb`i`bX`XUVY]`Ui`Z`?`i`bghghc`Z`j`c``gh`AbX][`ni`j`Yfn]W`hYb`  
8]YgY`J`]g]cb`k`]fX`j`cb`j`]Y`Yb`]b`XYf`6fUbWXY`i`bhYfgh`Ø`h`h`i`bX`]gh  
a`Y`f`U`g`bi`f`Y]b`HfYbX` `g]Y`gWXY]b`h`X]Y`Ni`\_i`bZ`XYf`A`cXY`ni`

[ YghU`hYb"

5VYf`b]W\h`bi f`X]Y`[ fc» Yb`@UVY`g`Yb[ U[ ]YfYb`g]W\ž`Ui W  
9]bnY`\_Àa dZYf`k ]Y`@mX]U`A Ui fYf`UfVY]hYb`Ub`bUW\`U`h][ Yb  
6UXYa cXYbž`X]Y`g]W\`Ub`U`Y`? ÒfdYfZcfa Yb`UbdUggYb" `ÀfY  
?fYUh]cbYb`\_ca a Yb`X]fY`\_h`Ui g` ; CHG!nYfh]Z]n]YfhYb` : UVf]\_Yb`i bX  
g]bX`ZU]f`d`fcXi n]Yfh" `8]Y`6YXYi hi b[ `XYf`gcn]U`Yb`J YfUbhk c`fhi b[  
k ]fX`\_`Yf`ghUf`\_`Yfj c`f[ Y`cVYbž`XYbb`BUW\`U`h][ \_Y]h`]gh`k Y]h  
a Y`f`U`g`bi f`Y]b`GW\`U[ k c`fh"

Hfchn`XYf`d`cg]h]j Yb`9bhk ]W`\_i b[ Yb`ghY`Yb`↑ b[ Y`8Yg][ bYf`j c`f  
<YfUi gZc`fXYfi b[ Yb" `6Y[ fYbnhY`?Ui Z`fUZh]b`6Yf`]b`i bX`ghY][ YbXY  
5hY`]Yfd`fY]gY`ghY`Yb`< ]bXYfb]ggY`XUf" `8Yf`6Yf`]bYf`GYbUh`gYmnh  
g]W\`YXcW`U`\_hj`ZØf`X]Y`A cXYVfUbW\Y`Y]b`i bX`i bhYfghØhnh  
\_fYUh]j Y`HU`YbhY`a ]h`fi bX`j ]Yf`A ]`]cbYb`9i fc`À`f`]W" , VYf  
&) "\$\$\$`5fVY]hgd`ÀhnY`i bX`Y]b`l a gUhn`j cb`ZØbZ`A ]`]UfXYb`9i fc  
VYgh`Àh][ Yb`X]Y`F`Y`Yj Ubn`XYf`6fUbW\Y`]b`XYf`<Ui d`hghUXh"

8]Y`6YXYi hi b[ `j cb`gcn]U`Yb`A YX]Yb`i bX`Cb`]bY]J Yfhf]YV`ghY][ h  
VYgh`ÀbX][ ži bX`æ`Ubb`9`f`UfXh`Yfa i h][ h`U`Y`↑ b[ Yb`8Yg][ bYfž  
]`fY`5fVY]hYb`cb`]bY`ni`d`f`ÀgYbh]YfYb`i bX`b]W\h`bi f`]a`Y][ YbYb  
?Yn`ni`j Yfa Uf`\_hYb" ` ; YfUXY`]b`NY]hYb`k ]Y`X]YgYb`a UW\h`Yg`G]bbž  
X][ ]hU`Y`D`UhZcfa Yb`]b`XYb` : c`\_i g`ni`ghY`Yb` ž`gc`XYf`8Yg][ bYf"  
6Yf`]b`V`Y]Vh`U`gc`b]W\h`bi f`Y]b`C`fh`XYg`\_fYUh]j Yb`GW\`UZZYbgž  
gcbXYfb`Ui W\`Y]b`<c`hgdch`ZØf`]bhYfbUh]cbU`Y`A cXY]bhYfYgg]YfhY"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "fVV&amp;("XY</li> <li>• ZUg\]cbk YY_"VYf`]b</li> <li>• k k k "j c[ i Y"XY</li> </ul>

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