

B Yi Y '6U\ b!8]fY\_hj YfV]bXi b[ . 'DfU[ ž  
6Yf`]b`i bX`? cdYb\U[ Yb`UV`&\$&\* °

5V`A U]`&\$&\* `[ ]Vh`Yg`Y]bY`bYi Y`8]fY\_hj YfV]bXi b[ `j cb`DfU[  
ØVYf`6Yf`]b`bUW`?cdYb\U[ Yb`"N]Y`. `bUW\U`h][ Y`A cV]`]h`h  
Z0fXYfb"



6Yf`]bž`8Yi hgW\`UbX`!`K Yf`\`ÄhY`[ YXUW\hž`XUgg`X]Y`FY]gY  
nk ]gW\Yb`DfU[ `i bX`?cdYb\U[ Yb`gc`VYeI Ya`k YfXYb`\_ÖbbhY3`5V  
XYa`%"`A U]`&\$&\*`Yfk UfhYhi bg`Y]bY`gdUbbYbXY`bYi Y  
8]fY\_hj YfV]bXi b[ ž`X]Y`XYb`GW\]YbYbj Yf\_Y\`f`]b`9i fcdU  
fYj c`i h]cb]Yfh`'8Ub`\_Y]bYf`?ccdYfUh]cb`nk ]gW\Yb`XYf`8Yi hgW\Yb  
6U\`b`fB`6Ł`XYf`HgW\YW\]gW\Yb`6U\`b`fB`8Ł`gck ]Y`XYf`8`Äb]gW\Yb  
GhUUhgVU\`b`fB`G6Ł`k ]fX`Yg`a`Ö[ `]W\`gY]bž`c`bY`I`a`gh]Y[ `Y`j`cb`DfU[  
ØVYf`6Yf`]b`bUW`?cdYb\U[ Yb`ni`fY]gYb`"F66&(`VYf]W\hYhj`cb  
X]YgYa`\_]bbcj`Uh]j`Yb`J`cf\UVYb"

8]Y`bYi Y`J`YfV]bXi b[ `k ]fX`Yfgha`U][ `bUW\`XYf`; YbYfU`gUb]Yfi b[  
XYf`GhfYW\_Y`nk ]gW\Yb`6Yf`]b`i bX`<Ua`Vi`f[ `]b`6Yhf]YV`[ Ybca`a`Yb`  
Gck`c`\`]b`8Yi hgW\`UbX`U`g`Ui`W\`]b`HgW\YW\]Yb`a`UW\Yb`FY]gYbXY

Ub' < U'hYghY`Yb'k ]Y'8fYgXYb'i bX' < Ua Vi f[ ' < U'h"; Ubn`Å\ f][  
k YfXYb'nk Y]hÅ[ `]WXY`Ni [ dUUfY`]b`VY]XY`F]W`hi b[ Yb`Ub[ YVchYbž  
a ]h`Y]bYf`FY]gYnY]hj cb`bi f`+`Ghi bXYb'nk ]gWXYb`?cdYb\U[ Yb`i bX  
6Yf`]b`gck ]Y`%%`Ghi bXYb'nk ]gWXYb`?cdYb\U[ Yb`i bX`DfU[ "

## ? ca Zcfh'i bX`5i gghUhi b[ `XYf`NØ[ Y

8Yf`9]bgUhn`XYf`\cW`a cXYfbYb`7ca Zcfh>Yh!NØ[ Y`XYf`è8`k ]fX  
VY]`XYb` : U\ f[ `ÀghYb`g]W`XYf`]W`ZØf`6Y[ Y]ghYfi b[ `gcf[ Yb`"8]YgY  
NØ[ Y`YffY]W`XYb` ; YgW`k ]bX][ `\_Y]hYb`j cb`V]g`ni `&' \$`\_a `#`i bX  
V]YhYb`D`Uhn`ZØf` ) ) `DUggU[ ]YfYž`XUfi bhYf`- - `]b`XYf`%"`?`UggY`"Ni  
XYb`5bbY\`a `]W`\_Y]hYb`n`Å`\`Yb`Y]b`6cfXfYghUi fUbhž`K @5Bž  
a cV]`Zi b`\_Xi fW`Ågg][ Y`GW`Y]VYb`gck ]Y`D`Uhn`ZØf` : U\ ff`ÅXYf`i bX  
Fc``ghi `ZU\`fYf`"8]Y`8Yi hgW`Y`6U\`b `YVh`\`Yfj cfž`XUgg`X]Y`bYi Y  
GhfYW`\_Y`HY]`Y]bYg`Y\`f[ Y]n][ Yb`D`Ubg`]ghž`XYb  
[ fYbnØVYfgW`fY]hYbXYb`Ni [ j Yf`\_Y\`f`]b`9i fcdU`ni `ZØfXYfb"

8UfØVYf`\]bUi g`k ]fX`X]Y`VYghY\`YbXY`BUW`hj YfV]bXi b[ `nk ]gWXYb  
<Ua Vi f[ `i bX`?cdYb\U[ Yb`UV`&\$&`\*`ØVYf`6Yf`]b`i bX`8fYgXYb`V]g  
bUW`DfU[ `j Yf`Åb[ Yfh`"8]Yg`k ]fX`X]Y`FY]gYa Ò[ `]W`\_Y]hYb`ZØf  
BUW`hgW`k `Àfa Yf`i bX`FY]gYbXYž`X]Y`Yg`Y][ ` \UVYbž`Yf\`YV`]W`  
Yfk Y]hYfb"

## 9i fcdÅ]gWXY`I b]cb.`9]b`ghUf`\_Yg`NY]WXYb`ZØf X]Y`A cV]`]hÅh

8]Y`bYi Y`J YfV]bXi b[ `]gh`b]W`h`bi f`Y]b` ; Yk ]bb`ZØf`FY]gYbXYž  
gcbXYfb`Ui W`XUg`YfghY`j cb`nY\`b`9i !i bhYfghØhnhYb  
D]`chdfc`Y`\_hYbž`X]Y`XUfUi Z`UVn]Y`Ybž`XYb` [ fYbnØVYfgW`fY]hYbXYb  
GW]YbYbj Yf`\_Y\`f`ni `ZØfXYfb`"K ]Y`X]Y`9i !J YfhfYhi b[ `]b  
8Yi hgW`U`bX`VYf]W`hYhž`k ]fX`XUa ]h`Y]b` [ Ubn`VYgcbXYfYg  
5i [ Yba Yf`\_Ui Z`X]Y`6YgY]h][ i b[ `j cb`<]bXYfb]ggYb`]a  
]bhYfbUh]cbU`Yb`GW]YbYbj Yf`\_Y\`f`[ Y`Y[ hž`i a`X]Y  
A Uf`\_hVYX]b[ i b[ Yb`ni `j YfVYggYfb`"N]Y`]gh`Ygž`V]g`&\$` \$`XYb  
[ fYbnØVYfgW`fY]hYbXYb`6U\`bj Yf`\_Y\`f`ni `j YfXcddY`b`i bX`V]g`&\$) \$  
gc[ Uf`ni `j YfXfY]ZUWXYb"

NU\`fY]WXY`bYi Y`J YfV]bXi b[ Ybž`X]Y`X]YgYb`Gca a Yf`ghUfhYb  
k YfXYbž`nY][ Yb`XUg`9b[ U[ Ya Ybh`XYf`9i fcdÄ]gWXYb`?ca a ]gg]cb  
ZØf`Y]b`[ i hUi g[ YVUi hYg`GWX]YbYbbYhn" 8Uni `nÄ\`Yb  
8]fY\_hj YfV]bXi b[ Yb`j cb`[ fc»Yb`GhÄXhYb`k ]Y`A ØbWXYb`bUWX  
6i XUdYghi bX`Fca ž`gck ]Y`BUWXhmØ[ Y`j cb`GhcW\_\c`a `bUWX  
6Yf`]bž`X]Y`YVYbZU`g`XUg`F Y]gYb`]b`9i fcdU`Yf`Y]WXYb`hYfb"

Gca ]h`\Uh`X]Y`VYj cfghY\YbXY`J YfV]bXi b[ `j cb`DfU[ `ØVYf`6Yf`]b  
bUWX`?cdYb\U[ Yb`b]WXYh`bi f`XUg`DchYbn]U`ž`X]Y`F Y]gYnY]hYb`ni  
j Yf\_ØfnYbž`gcbXYfb`Ui W`Y]bYb`6Y]hfU[ `ni f` : ØfXYfi b[  
bUWX`U`h][ Yf`A cV]`]hÄh]b`9i fcdU`ni ``Y]ghYb``GhÄXhYfY]gYbž`X]Y`j cf  
Y]b][ Yb`đ\`fYb`bcWXY`\_ca`d`n]Yfh`YfgWXYbYbž`\_ØbbhYb`XUb`\_X]YgYf  
bYi Yb`6U`bj YfV]bXi b[ `VU`X`ni `Y]bYa`?]bXYfgd]Y`k YfXYb"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "fVV&amp;( "XY</li> <li>• k k k "XYi hgWXYVU`b"Wca</li> <li>• [ Yfa Ubm"fYdfYgYbhUh]cb"YWYi fcdU"Yi</li> </ul>

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