

; `YhgWk Yfghi fn`]b `XYf`GWk Y]n. `6Yf[ XcfZ  
6`UhhYb`k ]fX`j cb`K UggYf`VYXfc`h`

B UWk `Y]bYa `; `YhgWk Yfghi fn`]b `XYf`GWk Y]n`g]bX  
FYhhi b[ gY]bgÅhnY`k Y[ Yb`Yf\`0`hYf`; YZU`fYb`XYfnY]h  
Ui g[ YgYhnh`6YhfcZZYbY`; Ya Y]bXYb`ghY`Yb`j cf`[ fc»Yb  
<YfUi gZcfXYfi b[ Yb"



6`UhhYbž`GWk Y]n`!`đ`XYf`GWk Y]n`U`h`Y]b`j Yf\`YYfYbXYf  
; `YhgWk Yfghi fn`]a `K U`]g`ni `Y]bYa `XfUa Uh]gWk Yb`GnYbUf]c  
[ YZ0`fhž`XUg`X]Y`9]bgUhn\_fÅZhY`j cf`[ fc»Y`<YfUi gZcfXYfi b[ Yb  
ghY`h`8Yf`; `YhgWk YfUV[ Ub[ `U`h`a Ugg]j Y`GWk i h`a Yb[ Yb  
j Yfi fgUWk hž`X]Y`X]Y`5i ZghUi i b[ `j cb`K UggYfa UggYb`[ YZ`A`fXYb`  
GdYn]U`]ghYb`k UfbYbž`XUgg`XYf`GWk i h`\_Y[ Y`X]Y`Ub[ YgUa a Y`hYb  
K UggYfa UggYb`b]Wk h`a Y`f`Ub[ Y`U`h`Yb`\_0`bbhYž`k Ug  
i ba ]hhY`VUFY`:`i h[ YZU`f`VYXYi hYh`đ`XYf`VYhfcZZYbYb`FY[ ]cbž  
]bgVYgcbXYfY`]a `6Yf[ XcfZ`6`UhhYbž`]gh`X]Y`@U[ Y`Ub[ YgdUbbh`  
60f[ Yfa Y]ghYf`J U`Yb]b`K Yf`Yb`j cb`:`YfXYb`VYgWk fY]Vhž`XUgg`X]Y  
G]Wk Yf\`Y]h`XYf`6Yj 0`\_Yfi b[ `Ub YfghYf`GhY`Y`ghY`Yb`a i ggž  
k Å`fYbX`X]Y`Gi Wk Y`bUWk `Y]bYa `j Yfa ]gghYb`A Ubb`XYfnY]h

dUi g]Yfh'k YfXYb'a i gghYž'i a 'F]g]\_Yb'ni 'j Yfa Y]XYb"Bi f'k Yb][ Y  
8ÅWYf'g]bX'Ui Z'8fc\bYbV]'XYfb'g]W'hVUfž'k Ug'X]Y'J Yfk Øghi b[  
j YfXYi h]W'hž'j cb'XYf'Yhk U'' \$\$'A YbgWYb'VYhfcZZYb'g]bXž'X]Y  
U''Yg'j Yf'cfYb'\UVYbž'k ]Y'XYf'6Øf[ Yfa Y]ghYf'j cb'6`UhYb  
VYf]W'hYh''

8]Y'6Y\ØfXYb'\UVYb'VYfY]hg'HY]'Yj U\_i ]Yfi b[ Yb'j]b'VYbUWVUfhYb  
CfhgWUZhYb'Ub[ YcfXbYhž'i a 'X]Y'5bk c\bYf'j]b'G]WYf\Y]h'ni  
Vf]b[ Yb" 'A YbgWYbž'X]Y'j]b'XYf'BA\Y'XYg': 'i ggYg'@cbnU''YVYbž  
g]bX'j cfØVYf[ Y\YbX'Yj U\_i ]Yfh'k cfXYb"8Yf'DY[ Y'ghUbX'Y]bYg'bYi  
YbhghUbXYbYb'GYYg'ja 'i: 'i gg'@cbnU'ghY][ h'VYgcf[ b]gYffY[ YbX'Ub"  
7\ f]gh]Ub'Ghi XYf'j cb'XYf'K U''gYf'B Uhi f[ YZU\ fYb!6Y\ØfXY'\cV  
\Yfj cfž'XUgg'ni gÅhn']WY'; YZU\ fYb'Xi fW'\YfUVghØfnYbXYg  
A UHYf]U''VYghY\Yb"9I dYfhYb'k UfbYb'j cf'XYf'A Ø[ 'j]W\_Y]hj cb  
6'cW\_gW'À[ Ybž'Fi hgW'i b[ Yb'i bX'<Ub[ a i fYbž'X]Y'X]Y'F Y[ ]cb  
ni gÅhn']W' [ YZÅ\ fXYb'\_ØbbhYb"

? f]gYbY]bgÅhnY'i bX'a ]'hÅf]gWY  
I bhYfghØhni b[

8]Y'GWk Y]nYf'5fa YY'ghY'h'VYfY]hž'i a 'a ]h'? UhUghfcd\Yb\]ZY!  
9]b\Y]hYb'j]b'X]Y'F Y[ ]cb'Y]bni fØW\_Ybž'gcVU'X'g]W'X]Y'@U[ Y  
ghUV]'g]Yfh'\Uh"8]Y'I a gYhni b[ 'X]YgYf'<]ZY'k ]fX'U'g'YbhgWY]XYbX  
YfUW'hYhž'i a 'X]Y'VYhfcZZYbYb'A YbgWYb'ni 'i bhYfghØhYb'i bX'X]Y  
G]WYf\Y]h'j]b'XYb'i a 'j]Y[ YbXYb'; YV]YhYb'ni '[ Yk Å\ f'Y]ghYb"8]Y  
9I dYfhYbgW'Åhni b[ Yb'ni Zc'[ Y'k ]fX'Y]b'K c fgh!7UgY!GnYbUf]cž'VY]  
XYa 'XYf'GYY'ØVYf'Åi Zhi bX'Y]bY': 'i hk Y''Y'Ui g'Øghž'U'g'k Yb][  
k U\ fgWY]b'j]W'Y]b[ YgW'Åhnhž'XcW'Y]bY'U\_i hY'; YZU\ fYb'U[ Y  
V'Y]Vh'VYghY\Yb"

8Yf'; 'YhgWYfghi fn'\Uh'Ui W'F ØW\_gW'ØggY'Ui ZX]Y'\_]a Uh]gWYb  
JYfÅbXYfi b[ Yb'i bX'XYfYb'5i gk ]f\_i b[ Yb'Ui ZX]Y  
6Yf[ 'UbXgWUZhYb'XYf'5'dYb"@Ui h'6Yf]W'hYb'XYg'K 8F' ]gh'X]Y  
Ni bU\ a Y'j cb'6Yf[ ghØfnYb'i bX'9fcg]cbgj cf[ Åb[ Yb'ja '?cbhYI h  
XYg'?]a Uk UbXY'g'ni 'gY\Yb"9g'k ]fX'XUfUi Z\]b[ Yk ]YgYbž'XUgg  
'YhgWYfgW'a Y'nY'i bX'XUg'5i ZhUi Yb'XYg'DYfa UZfcghg'X]Y  
GhUV]'hÅhj cb'; YV]f[ Yb'VYY]bhfÅW'h][ Yb'i bX'ni 'a Y\ f  
6Yk Y[ i b[ gZfY]\Y]h'XYg'; YghY]bg'ZØ\ fYb" 'GhUh]gh]gWY'5bU'mgYb

nY][ Ybž'XUgg'ja a Yf'a Y\': Y`gghØfnY'a ]h'gWk ]bXYbXYa  
 DYfa UZfcgh'j YfVi bXYb'g]bX'i bX'g]W' ]b'XYb`YhnhYb'↵\fnY\bhYb  
 X]Y'<Ài Z][ \_Y]h'\_Y]bYfYf'GhY]bgW`À[ Y'i bX': Y`gghØfnY`Yf\Ò\h\UH"

8]Y`Ub[ Zf]gh][ Yb'J YfÅbXYfi b[ Yb']b'XYf'; YV]f[ g`UbXgWUZh'gck ]Y  
 X]Y`9I dcg]h]cb'[ Y[ YbØVYf'B Uhi f[ YZU\fyb'g]bX'gY]h'↵\fyb`Y]b  
 k UWgYbXYg'H\Ya U'i bhYf'9I dYfhYb"8Yf'FØW\_ni [ `XYf'; `YhgWYf  
 ]gh'b]W'h'bi f']b'h]YZYfYb'@U[ Ybž'gcbXYfb'Ui W' ]b'<Ò\Yb`U[ Yb'ØVYf  
 ' "\$\$\$'A YhYfb'ZYghni ghY`Yb"8]YgY'9bhk ]W`i b[ Yb'k YfZYb': fU[ Yb  
 ni f'G]WYf\Y]h'i bX'ni f'6Yk c\ bVUf\_Y]h'XYf'6Yf[ fY[ ]cbYb'Ui Z'XU  
 X]Y'; YZU\f'Xi fW`B Uhi fYfY][ b]ggY`Zcfhk À\fybX'ni b]a a h"9g  
 V`Y]Vh'ni `cZYbž'XUgg'X]Y`VYhfcZYbYb'; Ya Y]bXYb`VU`Xa Ò[ `]Wgh  
 X]Y'bØh][ Y'i bhYfghØhni b[ `Yf\U`hYbž'i a`X]Y`XfUa Uh]gWYb': c'[ Yb  
 X]YgYg'; `YhgWYfghi fnYg'ni `VYk À'h][ Yb"

↵`X]YgYf'\_f]h]gWYb'@U[ Y`VYcVUW`hYb'X]Y`c\_U`Yb'i bX'bUh]cbU`Yb  
 6Y\ØfXYb'X]Y'9bhk ]W`i b[ '[ YbUi "'8]Y'<cZbi b[ `Ui Z'9bh'Ughi b[  
 Xi fW`Y]bY'g]WYfY'5VZØ\fi b[ `XYf'K UggYfa UggYb`V`Y]Vh  
 VYghY\Ybž'k À\fybX'fY[ ]cbU`Y': UW`\_fÅZhY'Ui ZX]Y'i bhYfghØhni b[  
 XYf'6Yj Ò`\_Yfi b[ `Ub[ Yk ]YgYb'g]bX"

: Øf'k Y]hYfY'↵Zcfa Uh]cbYb'i bX`U\_hi Y`Y'9bhk ]W`i b[ Yb'ni `X]YgYa  
 H\Ya U`Ya dZY\`Yb'k ]f'X]Y'6Yf]W`hYfghUhi b[ ]cb'HU[ YggWUi ž'  
 Gd]Y[ Y`i bX'K 8F "

8YhU]`g	
J c fZU``	B Uhi f_UhUghfcd\Y
I fgUWXY	; `YhgWYfgW`a Y`nYž'?`]a Uk UbXY`
C fh	6`UhhYbž'GW`k Y]n
J Yf`YhnhY	' \$\$
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "hU[ YggWUi "XY</li> <li>• k k k "gd]Y[ Y`"XY</li> <li>• k k k %"k Xf"XY</li> </ul>

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