

5 Z8 'd`Ub h'A UW\ hØVYfbU\ a Y`]a `C ghYb.  
Ni \_i b ZhgghfUhY[ ]Yb`]a `J ]g]Yf°

8 ]Y`5Z8`Xca ]b]Yfh`K U\`Yb`]b`A YW\_`YbVi f[ !J cfdca a Yfb  
&\$&) ž'n]Y`h`Ui Z?cU`h]cbYb`i bX`Zcfa i `]Yfh  
ni \_i b Zhgcf]Ybh]YfhY`GhfUhY[ ]Yb"



A YW\_`YbVi f[ !J cfdca a Yfb ž`8Yi hgW\`UbX`!`8 Ug`dc`h]gW\Y  
?`]a U`]b`8Yi hgW\`UbX`]gh`ni fnY]h`]b`6Yk Y[ i b[ ž`i bX`XYf`6`]W\_  
f]W\hYh]g]W\`j cf`U`Ya `Ui Z`X]Y`5i Zgh]Y[ `XYf`5Z8 ž`X]Y`VY]`XYf  
6i bXYghU[ gk U\`]a `: YVfi Uf`&\$&` `Y]bXfi W\_gj c``]`fY`Gh`f`\_Y`i bhYf  
6Yk Y]g`ghY``hY``6YgcbXYfg`]a `C ghYb`XYg`@UbXYg`n]Y\`h`X]Y`DUfhY]  
X]Y`6`]W\_`Y`Ui Z]g]W\`i bX`\_cbbhY`]b`U`Yb`K U\`\_fY]gYb`j cb  
A YW\_`YbVi f[ !J cfdca a Yfb ž`6fUbXYbVi f[ ž`GUW\gYb!5b`U`hž  
GUW\gYb`i bX`H\Øf]b[ Yb`X]Y`K`À\`Yf.]bbYb`ØVYfnYi [ Yb``  
**GW\k`ÀV]gW\Y`VYf]W\hYhž`XUgg`** `8]YgY`9fZc`[ Y`g]bX`\_Y]b  
Ni ZU``/`VYfY]hg`VY]`XYb`@UbXhU[ gk U\`Yb`]a `<YfVgh`&\$&&`\UhhY`X]Y  
5Z8`]b`C ghXYi hgW\`UbX`cfXYbh`]W\`UV[ YgU\`bhž`Ui W\`k Ybb`g]Y  
XUa U`g`bcW\`\_Y]bY`F Y[ ]Yfi b[ gj YfUbhk cfhi b[ `ØVYfbY\`a Yb  
\_cbbhY"

8]Y`5Z8`Ui Z`XYa`J cfa UfgWx

8]Y`0b[ ghYb`6i bXYghU[ gk U\`Yb`nY][ Yb`Y]b`VYa Yf`Ybgk YfhYg  
6]X.`8]Y`5Z8`\Uh]`fYb`Gh]a`a`YbUbhY]`Ui Z`VYY]bXfi W`YbXY`&\$ž  
DfcnYbhj YfXcddY`hi bX`]gh]gca`]hni f`nk Y]hghAf`ghYb`?fUZi`\]bhYf  
XYf`i b]cb`f78I`#7GI`Ł`Ui Z[ Ygh]Y[ Yb`" `#`XYf`Gi`a`a`Y`Vf]b[ Yb`X]YgY  
VY]XYb`DUfhY]Yb`]bg[ YgUa`h`\*`\$`j`cb`\*`\$`G]hnYb`a`]h`k`Ug`Y]bY  
A`Y`f`Y]h`V]`XYh`8]Y`i b]cb`i bhYf`XYf`:`Ø`fi b[ `j`cb`:`f]YXf]Wx`A`Yfn  
\Uh`nk`Uf`X]Y`Ni`gUa`a`YbUfVY]h`a`]h`XYf`5Z8`Ui`g[ YgWx`cggYbž`XcWx  
X]Y`DUfhY]`gY`Vgh`VY`f`ÅZh][`h`\fYb`A`UWx`hUb`gdfi`Wx`i`bX`ghfYVh`bUWx  
Y]bYf`9]bZi`ggU`a`Y`]b`XYf`FY[ ]Yfi b[ "8Yi hgWx`UbXZi b`\_`k`Y]gh  
XUfUi Z`\]bž`XUgg` `5]W`K`Y]XY`\Uh`VYfY]hg`Ub[ Y`0bX][`hž  
UbXYfY`DUfhY]Yb`ni`"U[ Yb`"i bX`8fi W`Ui ZY]bY`a`Ø[ `]WxY  
?cU]h]cb`j`cb`i b]cb`i bX`GD8`Ui`gni`ØVYb"

Hfchn]`fYg`5i Zgh]Y[ g`V`Y]Vh`X]Y`5Z8`c`bY`GdYffa`]bcf]h`Åhi bX  
\_Ubb`XU`Yf`\_Y]bY`J`cf`\UVYb`]a`6i bXYghU[ `V`c`W\_]YfYb`"5i Wx`VY]a  
J`Yfgi`Wx`ž`5i`ggWx`i`ggj`cfg]hnY`ni`Yf`U`hYbž`gWxY]hYfhYb`g]Y`]b`XYf  
j`Yf[ Ub[ YbYb`@Y[ ]g`Uhi`fdYf]cXY`"9]b`J`]nYdf`Åg]XYbhYbdcghYb`]a  
6i bXYghU[ `ghY`h`U`Y`fX]b[ g]a`F`Ui`a`ž`i`bX`X]Y`5Z8`d`Ubhž`Ui`Wx`]a  
dUf`Ua`Yb`hUf]gWxYb`?`cb`hfc`Ui`ggWx`i`ggj`Yf`hY`hYb`ni`gY]b`"

8]Y`GhfUhy[ ]Y`XYf`5Z8`]a`C`ghYb

#`Y]bYf`\_Øfn`]Wx`UV[ Y`U`hYbYb`?`cbZYfYbn`]b`A`U[ XYVi`f[  
X]g`\_i`h]YfhYb`5Z8!:`fU`\_h]cbgWxYZg`Ui`g`XYb`@UbXYgdUf`Ua`Yb`hYb`]a  
C`ghYb`X]Y`GhfUhy[ ]Y`ni`f`@UbXhU[ gk U\`" `]b`GUWxgYb!5b`U`h`i`bX  
A`YW`\_`YbVi`f[ !J`cfdca`a`Yfb`]a`\_`ca`a`YbXYb`#`f`"B]\_`c`Ui`g  
?fUa`Yfž`XYf`:`fU`\_h]cbgWxYZ]b`A`YW`\_`YbVi`f[ !J`cfdca`a`Yfbž`XYi`hYhY  
Ubž`XUgg`Y]bY`?`cU]h]cb`a`]h`XYf`78I`XYb`\_VUf`gY]ž`YXcWx`bi`f  
i`bhYf`XYa`J`cfVY`U`hž`XUgg`X]Y`5Z8`X]Y`F`c`Y`XYg`GYb]cfdUf`hbYfg  
Y]bb]a`a`h`"GWx`k`ÅV]gWxY`YVh`Yfj`cfž`XUgg` `6Y]`XYf  
6i bXYghU[ gk U\`" `]b`A`YW`\_`YbVi`f[ !J`cfdca`a`Yfb`Yfn]Y`hY`X]Y`5Z8  
a`Y`f`U`g`" `) `DfcnYbh`XYf`Gh]a`a`Ybž`k`Å`fYbX`X]Y`GD8`bi`f`Yhk`Ug  
ØVYf`%&`DfcnYbh`i`bX`X]Y`78I`\_`bUdd`%` `DfcnYbh`YffY]Wx`hY"

8]Y`FYgc`i`h]cbgVYgWx`ØggY`XYf`5Z8`i`a`ZUggYb`k`Y]hfY]WxYbXY  
A`U`b`U`a`Ybž`X]Y`i`bhYf`UbXYfYa`X]Y`?`ØbX][`i`b[ `XYf`

A YX]YbghUUhj YfhfÄ [ YžY]bY`5VgWk]YVY!`i bX  
 FYa ][ fUh]cbgczZYbg]j Y`gck ]Y`Y]bY`FYXi \_h]cb`XYf`Z]bUbn]Y`Yb  
 I bhYfghØhni b[ `ZØf`b\_Y`B; Cg`j cfgY\Yb"8]YgY`Jcf\UVYb`nY][ Ybž  
 XUgg`X]Y`5Z8`ZYgh`YbhgWk`cggYb`]ghž`\fY`ÆYc`c[ ]Y`U\_hj`]b`X]Y  
 Dc`]h`\_Y]bni Vf]b[ Yb"

K Ä\`Yfghfi \_hi f`i bX`Ni \_i bZh`XYf`5Z8

8]Y`K Ä\`YfgWkUZh`XYf`5Z8`]gh`VfY]h[ YZÄWkYfhž`i bX`k Ä`fYbX`ZUgh  
 nk Y]`8f]hhY`]\fYf`K Ä\`Yf`a Äbb`]Wk`g]bXž`nY][ Yb`g]Wk`Ui Wk  
 XYi h`]WkY`5`hYfgi bhYfgWk]YXY" `Nk Uf`V`Y]VYb`X]Y`Ä`hYfYb  
 ; YbYfUh]cbYb`i bhYffYdfÄgYbh]Yfhž`XcWk`j cf`U`Ya`X]Y`; fi ddY`XYf  
 ` )!`V]g` ) - !`Ä\`f][ Yb`]gh`ghUf`\_j YfhfYhYb"6D6`UbU`mg]Yfhž`XUgg`  
 Ni XYa`nY][ h`X]Y`5Z8`Y]bY`\c\Y`A cV`]g]Yfi b[ gZÄ\][ \_Y]hi bhYf  
 ZfØ\YfYb`B]Wk`hk Ä\`Yf.]bbYbž`k Ug`ni`Y]bYf`]bg[ YgUa`h[ Ygh]Y[ YbYb  
 K U\`VYhY`][ i b[ `gY]h`&\$%\*`[ YZØ\`fh`Uh"

A ]h`XYb`VYj cghY\YbXYb`@UbXhU[ gk U\`Yb`]b`GUWk`gYb!5b`U`hi bX  
 A YW\_`YbVi f[ !Jcfdca`a Yfbž`8Yi hgWk`UbX  
 ?UfhYb`ZØf`X]Y`5Z8`[ i h[ Ya`]gWk`h" ÆfY`GhfUhY[ ]Y`ni f  
 A UWk`hØVYfbU`a Y`]b`CghXYi hgWk`UbX`\_ØbbhY`YbhgWkY]XYbX`gY]b  
 ZØf`X]Y`ni \_ØbZh[ Y`dc`]h]gWkY`@UbXgWUdY`8Yi hgWk`UbXg"K ]Y`g]Wk  
 X]Y`bÄWk`ghYb`A cbUhY`Ybhk ]W\_Y`b`k YfXYbž`V`Y]Vh`UVni k UfhYbž  
 UVYf`Y]bYg`]gh`\_Uf.`8]Y`5Z8`]gh`VYfY]h`ni f`C ZZYbg]j Y"

8YhU]`g	
C fh	A YW_`YbVi f[ !Jcfdca`a Yfbž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gWk k UYV]gWk Y"XY</li> <li>• k k k "XYi hgWk`UbXZi b_"XY</li> <li>• k k k "VdV"XY</li> </ul>

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