

B Yi Yf '5i gV]`Xi b[ gghUbXcfh.  
A Uf]bYcZZ]n]YfY`ghUfhYb`]b`DUfck`Xi fW` °

9fgha U`g`VY[ ]bbh`X]Y` ; fi bXUi gV]`Xi b[ `XYf`A Uf]bYcZZ]n]YfY  
Ua` %" `GYdhYa VYf`&\$& ) `]b`DUfck` " `6Ygi W`Yb`G]Y`XYb  
/ ei ch`HU[ `XYf`6i bXYgk Y`f/ ei ch`Ua` `&, " ' † b ]` °



DUfck ž`8Yi hgW` `UbX`!`9]b`bYi Yf`5VgW`b]h]b`XYf`5i gV]`Xi b[  
j`cb`A Uf]bYcZZ]n]YfYb`VY[ ]bbh`9fgha U`g`k ]fX`X]Y` ; fi bXUi gV]`Xi b[  
XYf`\_0bZ]h[ ]b`C`ZZ]n]YfgUb`k`ÀfhYf`]b`DUfck`ž`i`bk`Y]h]j`cb`GhfU`gi`bXž  
Xi fW` [ YZ0`fh`5V`XYa` %" `GYdhYa VYf`&\$& ) `k`YfXYb`Xcfh`V]g`ni  
` \$ \$ `5bk`ÀfhYf`i`bX`5bk`ÀfhYf]bbYb`Ub`XYf`A Uf]bYhYW`b]\_gW`i`Y  
fA`HGŁ`]\fY`YfghYb`GW`f]hY`]bg`a` ]`h`Àf]gW`Y`@YVYb`a`UW`Yb`"8`Ua` ]h  
n]Y`h`X]Y`5i gV]`Xi b[ ]`j`cb`XYf`A Uf]bYgW`i`Y`A`0fk`\_]`b` : `YbgVi`f[  
i`bX`XYf`A Uf]bYi`bhYfc`ZZ]n]YfggW`i`Y`]b`D`0b`i`a` "8`]YgY  
9bhgW`Y]Xi b[ `k`i`fXY`a`U» [ YV`]W`Xi fW`X]Y`i`a`ghY`i`b[ `XYf`  
C`ZZ]n]YfgUi`gV]`Xi b[ ]`j`cb`Y]bYa`Ui`Znk`Y]`š`Y`fY`a`ch]j`]Yfhž`i`a`a`Y`f  
D`Uhn`Z0f`X]Y`ghY][ ]bXY`NU`\`Ub`@Y`f`]b[ ]b`ni`gW`UZZYbž`X]Y`g]W`  
Z0f`Y]bY`?`Uff]YfY`VY]`XYf`A Uf]bY`]bhYfYgg]YfYb`"

5\_hi Y``\UVYb`g]W`VYfY]hg`&(\*`5bk`ÅfhYf`i`bX`5bk`ÅfhYf]bbYb  
fY[ ]ghf]Yfhž`k`cVY]`Y]bY`GhY][`Yfi`b[ `V]g`ni`a`5i`gV]`Xi`b[`gghUfh]`a  
GYdhYa`VYf`Yfk`UfhYh`k`]fX"``hYfYggUbh]`gh`XUVY]`XYf`5`hYfga`]l`  
Nk`Y]`8f]`hhY`XYf`BYi`]b[`Y`g]bX`nk`]gW`Yb`%+`i`bX`&%`Å\`fYb`U`hž  
k`Å\`fYbX`XYf`fUi`YbUbhY]`VY]`%)`DfcnYb`h`]Y[`h`Gc`nY][`h`g]W`ž  
XUgg`XUg`hYfYggY`Ub`Y]bYa`gc`]XYb  
;`fi`bXUi`gV]`Xi`b[`gdfc[`fUa`a`]b`XYf`A`Uf]bY`k`Y]hYf`\`cW`]a`?`i`fg  
ghY`h`

## HU[ `XYf`6i`bXYgk`Y`f`]b`GhfU`gi`bX

5a`&`,`"``ž`i`bX`XUa`]h`\`Yi`hYž`Z]bXYh`XYi`hgW`Ub`Xk`Y]h`XYf` HU[  
XYf`6i`bXYgk`Y`f`ghUhhž`k`Y`W`Yf`Ui`W`]b`DUfck`VYgc`bXYfY  
5\_nYb`hY`gY`mh"5V`%\$.`\$`I`f`g]bX`6Ygi`W`Yf`XUni`Y]b[`Y`UXYbž`X]Y  
A`HG`ni`Yf`\_i`bXYb`i`bX`g]W`ØVYf`X]Y`5i`gV]`Xi`b[`ž`HYW`b]\_`i`bX`XYb  
5`hU[`XYf`Gc`XU`hYb`ni`]bZcfa`]YfYb"8`Ug`A`chc`XYf`J`YfUbghU`hi`b[`ž  
K`]f`g]bX`XU`ž[`Y`h`<`UbX`i]b`<`UbX`a`]h`XYa`6YghfYVYbž  
HfUbgdUfYb`ni`gW`UZZYb`i`bX`XYb`8]U`c[`a`]h`XYf`6Yj`Ø`\_Yfi`b[`ni  
ZØfXYfb"8`UVY]\`UVYb`X]Y`6Øf[`Yf`X]Y`A`Ø[`W`\_Y]hž`a`]h`Gc`XU`hYb  
]bg;`Ygdf`ÅW`ni`\_ca`a`Yb`i`bX`HYW`b]\_`Ui`hbU`ni`Yf`YVYb"

8]Y`J`YfUbghU`hi`b[`\`Uh`g]W`U`g`Y]b`k`]W`h][`Yg`c`fi`a`Y`hUV`Yfh"  
@Yh`ha`U`g`ZUbX`g]Y`j`cf`gYW`g`Å\`fYb`ghUhh"8]YgYg`A`U`\_ØbbYb`X]Y  
;`ÅghY`b]W`h`bi`f`5i`gV]`Xi`b[`gY]bV`]W`\_Y`Yfk`UfhYbž`gc`bXYfb`Ui`W  
<][`\][`\hg`k`]Y`XUg`ZY]Yf]W`Y`Y`ØVb]g`XYf`F`Y`\_fi`hYb`Ui`Z`XYa  
5`hYb`A`Uf`\_h]b`GhfU`gi`bX";`YbYfU`]bgdY`\_hYi`f`XYf`6i`bXYgk`Y`fž  
;`YbYfU`7`UfghYb`6fYi`Yfž`k`]fX`X]Y`YghfYXY`\`U`hYb`i`bX`XYb  
9]bhfU[`]bg;`c`XYbY`6i`W`XYf`<`UbgYghUXh`GhfU`gi`bX`j`cfbY`a`Yb"

## 9]bV`]W`\_Y`]b`X]Y`5i`gV]`Xi`b[`gUb[`YV`chY

8]Y`A`HG`]gh`b]W`h`bi`f`ZØf`X]Y`C`ZZ]n]YfgUb`k`ÅfhYf`ni`gh`ÅbX][`ž  
gc`bXYfb`V]YhYh`Ui`W`hYW`b]gW`Y`5i`gV]`Xi`b[`g`Y`f[`Åb[`Y`ZØf`X]Y  
GYYghfY]h`f`ÅZhY`Ub"`,`VYf`X]Y`fi`bXUi`gV]`Xi`b[`\]bUi`g`Zc`[`h`ZØf`X]Y  
bYi`Ui`g[`YV]`XYhYb`A`Uf]bYc`ZZ]n]YfY`XYf`C`ZZ]n]Yfg`Y`f[`Ub[`Ub`XYf  
A`Uf]bYgW`i`Y`A`Øfk`\_]`8`cfh`k`]fX`Y]b`h]YZ[`Y`YbXYg`UW`k`]ggYb  
j`Yfa`]hY`hž`XUg`]b`XYb`i`bhYfgW`]YX`]W`ghYb`9]bgUhnVYfY]W`Yb`XYf  
6i`bXYgk`Y`f`YfZc`fXYf`]W`]gh`j`ca`UW`X]Ybgh`V]g`\]b`ni`f

: Ø\fi b[ g\_ca dYhYbn"8]Y'6i bXYgk Y\fi bhYfgWXY]XYh'X]Y  
 j YfgW]YXYbYb'@Ui ZVU\bYbž'X]Y'X]Y'i bhYfgW]YX'W]Yb  
 ?Uff]YfYWUbw'Wb'j]b'X]YgYa'6YfY]W'Ui ZnY][ Yb": U]fY  
 5bghY`i b[ gVYX]b[ i b[ Yb`UggYb'X]Y'@Ui ZVU\bYb'XYf  
 A UbbgWUZhYb'gck ]Y': UWXi bhYfcZZ]n]Yf]bbYb'i bX'!cZZ]n]YfY'Ui W  
 ZØf'6Yfi ZgY]bghY][ Yf'UhhfU\_h]j`k ]f\_Yb"

A ]h'Y]bYa`j ]Y`gY]h][ Yb'DcfhZc`c'Ub'5i gV]'Xi b[ gk Y[ Yb'j Yfgdf]W]h  
 X]Y'6i bXYgk Y\fi'† b[ Yb'A YbgWYb'Y]bY'YI nY`YbhY  
 ?Uff]YfYWUbw'ž'X]Y'b]W]h'bi f'VYfi Z]W]Y'E i U`]Z\_Uh]cbYb'ZØfXYfhž  
 gcbXYfb'ni XYa`Y]bYb'VYXYi hgUa Yb'6Y]hfU[ 'ni f'G]W]Yf\Y]h  
 i bgYfYg'@UbXYg`Y]ghYh"5a` HU[ 'XYf'6i bXYgk Y\fi` \UVYb'X]Y  
 6Øf[ Yf'X]Y'; Y'Y[ Yb\Y]hž'g]W] ØVYf'X]YgY'@Ui ZVU\bYb'Ui g'YfghYf  
 <UbX'ni` ]bZcfa ]YfYb"8 Ug'9j Ybh'gc`hY'g]W]b]Ya UbX'Ybh[ Y\Yb  
 `UggYb`

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni`XYf'J YfUbghU`hi b[ `i bX'XYb  
 5i gV]'Xi b[ gUb[ YVchYb'ghY\Yb']b'DUfck`nU\`fY]W]Y  
 ðZcfa Uh]cbggh`AbXY'VYfY]h"K Ybb'G]Y'g]W]Ui g[ Yk`A`hY  
 JcfZØ\fi b[ Yb'Ui g'XYf'5i gV]'Xi b[ `UbgY\Yb'a ØW]hYb'cXYf'X]Y  
 VYY]bXfi W\_YbXYb'HYW]bc`c[ ]Yb'XYf'A Uf]bY'\Ui hbU\`Yf'YVYb  
 k c`Ybž'd`UbYb'G]Y' ÆfYb'6Ygi W`

8YhU]`g	
Cfh	DUfck ž'8Yi hgW]`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "b!hj "XY</li> <li>• k k k "dfYggYdcfhU`"XY</li> <li>• k k k "Vi bXYgk Y\fi_Uff]YfY"XY</li> </ul>

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