

E i U[ [ U!A i gW\Y`VYXfc\h'F Yb\_Yb`i bX  
X]Y`Ni \_i bZh`XYg`7\]Ya gYYg°

8]Y`E i U[ [ U!A i gW\Y`VfY]hYh'g]W\`gY]h'&\$&&]a `7\]Ya gYY  
Ui g`i bX`[ YZ\`fXYh`c\_U`Y`:]gW\UfhYb"5\_hi Y`Y  
9bhk ]W`\_i b[ Yb`i bX`<YfUi gZcfXYfi b[ Yb"



7\]Ya gYYž`8Yi hgW\`UbX`!`a `7\]Ya gYYž`Y]bYa `XYf`[ fÒ» hYb  
GYYb`6UmYfbgž`\Uh`g]W\`Y]bY`bYi Yž`]bj Ug]j Y`A i gW\Y`Ufhž`X]Y  
E i U[ [ U!A i gW\Y`ž`ni bY\`a YbX`Ui g[ YVfY]hYh"8]YgY`5fhž`X]Y  
i fgdføb[ `]W\`Ui g`XYa `GW\k Ufna YYffUi a `ghUa a hž`k i fXY  
Yfgha U`g`9bXY`&\$&&]a `7\]Ya gYY`YbhXYW`h"8]Y`:] UW\VYfUhi b[  
Zøf`:]gW\YfY]`XYg`6Yn]f\_g`CVYfVUmYfb`hY]`hY`]b`]\fYf`6]`Ubni`Zøf  
&\$&( `a ]hž`XUgg`X]Y`E i U[ [ U!A i gW\Y`ni f`:] YZU\`f`Zøf`Y]b\Y]a ]gW\Y  
5fhYb`k ]fXž`]bgVYgcbXYfY`Zøf`X]Y`FYb`\_Yž`X]Y`VY]`5b[ `Yfb`i bX  
:]Y]bgW\`a YW`\_Yfb`VYgcbXYfg`VY`]YVh`]gh`i bX`YVYbZU`g`j`cb  
D`Ub`\_hcb`Y`Vh"DB D`VYf]W\`hY`hž`XUgg`X]Y`FYb`\_Y`XYfnY]h`a ]h] ]Y`  
5i Zk UbX`i bhYfghøhnh`k ]fXž`i a `]\fYb`6YghUbX`ni `g]W\Yfb"

8Yf`9]bZi gg`XYf`E i U[ [ U!A i gW\Y`Ui ZX]Y`i a k Y`hi bX`X]Y

: ]gW\YfY] ]b`C VYfVUmYfb` ]gh`Yf\YV`]W\ "G]Y`\_cb\_i ff]Yfh`i a  
BU\fi b[ `a` ]h`UbXYfYb`d`Ub`hcbZfYggYbXYb`5fhYb`i bX`\_ÖbbhY  
gca` ]h`X]Y`BU\fi b[ gUi`ZbU\`a`Y`XYf`FYb`\_Yb`YfgW\k`YfYb`"8f"  
6Yfb\UfX` ; i`a`ž`@Y]hYf`XYf` : UW\VYfUhi` b[ `ZØf` : ]gW\YfY]ž`VYf]W\hYhY  
]a`6Ui`!`i`bX`!`a`k`Y`hUi`ggW\i`gg`ØVYf`X]Y`<YfUi`gZcfXYfi`b[ Ybž`a` ]h  
XYbYb`X]Y` : ]gW\YfY]`\_cbZfcbh]Yfh`]ghž`i`bX`ghY`hY`ZYghž`XUgg  
]bj`Ug]j`Y`5fhYb`k` ]Y`X]Y`E`i`U[ [ U!A`i`gW\Y`Y` ]bYb`Yf\YV`]W\Yb`8fi`W\_  
Ui`ZX]Y` : ]gW\VYgh`ÅbXY`Ui`gØVYb`"7\]Ya` [ Ui`&(`Yf[ `Åbnhž`XUgg  
Ui`W`Yi`hfYa`Y`K`YhhYfVYX]b[ i`b[ Yb`i`bX`X]Y`?`cb\_i`ffYbn`Xi`fW  
F`Ui`VZ]gW\Yž`k` ]Y` : ]gW\chYf`i`bX`?`cfa`cfUbYž`ni`g`Åm`]W\Yb`GhfYgg  
j`Yfi`fgUW\Yb`"

2`\_c`c` [ ]gW\Y`i`bX`k` ]fhgW\UZh`]W\Y  
5i`gk` ]f`\_i`b[ Yb`

8]Y`A`UggYbj`Yfa`Y\fi`b[ `XYf`E`i`U[ [ U!A`i`gW\Y`\_ÖbbhY`ni`XYa`ni  
Yfbgh\UZhYb`DfcV`Ya`Yb` ]b`XYf`K`UggYfj`Yfgcf[ i`b[ `ZØ\Yb`"G]Y  
j`YfghcdZhf`c`fY`ZØf`X]Y`Hf]b`\_k`UggYf[ Yk` ]bbi`b[ `i`bX` : ]`hYfUb`U[ Ybž  
k`Ug`ni` `c`Yb`b`ghUbX`U`hi`b[ g`\_cghYb`ZØ\fh`GW\ÅXYb` ]b  
A` ]`cbYb`Ø\Y`g]bX`VYfY]hg` ]b`UbXYfYb`VYhfc`ZYbYb` ; Yk`ÅggYfbž  
k` ]Y`XYa` `6cXYbgYYž`Xc`\_i`a`Ybh]Yfh`"8]Y`i`b`j`Yfg]h`Åh`?`cbghUb`n  
k`Ufbhž`XUgg`Yg` ]b`XYb`b`ÅW\ghYb`X\Yb`ni`Y` ]bYa`g` [ b]Z`\_UbhYb  
5bgh]Y[ `XYf`6]ca`UggY` ]b`VYhfc`ZYbYb`GYb`\_ca`a`Yb`\_ÖbbhY`"

5`YfX]b[ g` [ ]Vh`Yg`Ui`W\`d`cg]h]j`Y`9bhk` ]W`\_i`b[ Yb`"8]Y  
 : ]gW\YfY]VYgh`ÅbXY` ]b`C VYfVUmYfb`nY][ Yb`g]W\`ghUV` ]i`bX  
k`UW\gYb`"a` `X\`f`&\$&(`k`i`fXYb` ]a` `7\]Ya`gYY`-`\$`HcbbYb` : ]gW  
 [ YZUb[ Ybž`XYf`J`cf`U`fYgk`Yfh`U[ `VY]`+(`HcbbYb`" : Øf`Y]bY  
bUW\`U`h][ Y` : ]gW\YfY]`k`YfXYb` [ Yn]Y`hY`BUW\`ni`W`ha`U`bU\`a`Yb  
Xi`fW[ YZØ\fhž`XUVY]`k`i`fXYb`i`bhYf`UbXYfYa` ; \$\$`@]hYf  
VYZfi`W`hYhY`FYb`\_Yb!9]Yf` ]bg` : ]gW\Vfi`h`Ui`g`bUW`Df]Yb`U`"  
7\]Ya`gYY` [ YVfUW`h`"7\]Ya` [ Ui`&(`VYf]W\hYh`Ui`W`j`cb`Y]bYa  
Dfc`Y`\_h`ni`f`K` ]YXYfUbg]YX`i`b[ `XYf`j`ca` `5i`gghYfVYb`VYXfc`hYb  
6UW`a`i`gW\Y`ž`XUg`a` ]h`%\$`\$`\$`\$`9i`fc` [ YZØfXYfh`k` ]fX`"

8]Y`<YfUi`gZcfXYfi`b[ Yb`Xi`fW`X]Y`E`i`U[ [ U!A`i`gW\Y`i`bX`UbXYfY  
]bj`Ug]j`Y`5fhYb`V`Y]VYb`YXcW\`Yf\YV`]W\`"A`U`bU\`a`Yb`ni`f  
9]bX`Å`a`i`b[ `XYf`5i`gVfY]hi`b[ `k`YfXYb`U`g`b`ch`k`YbX][ `YfUW\hYhž`

i a `X]Y`Y]b\Y]a ]gW\Yb`:]gW\VYghÅbXY`ni `gW\ØhnYb`i bX`X]Y  
 @YVYbgei U`hÅh`XYf`fY[ ]cbU`Yb`; Yk ÅggYf`ni `g]W\Yfb``8]Y  
 G]hi Uh]cb`]a `7\]Ya gYY`]gh`Y]b`6Y]gd]Y`ZØf`X]Y`\_ca d`YI Yb  
 K YW\gY`k ]f\_i b[ Yb`]b`² \_cgmghYa Ybž`X]Y`Xi fW\`a YbgW\`]W\Yg  
 <UbXY`b`i bX`\_]a Uh]gW\Y`J YfÅbXYfi b[ Yb`VYY]bZi ggh`k YfXYb`"

8YhU]`g	
J cfZU``	I a k Y`h
I fgUW\Y	]bj Ug]j Y`5fhYb
C fh	7\]Ya gYYž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "dbd"XY</li> <li>• k k k "W\]Ya [ Ui &amp;("XY</li> <li>• k k k "W\]a di g"i b]!_cbghUbn"XY</li> </ul>

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