

8Ua dZYf`Ui Z`XYf`9`VY`k ]YXYf`i bhYfk Y[ g  
`@i gh`Ui Z`Y]bYb`5i gZ`i [ 3

9fZU`fYb`G]Yž`k ]Y`X]Y`gÅW`g]gW`Y`8Ua`dZgW`]ZZU`fh`]b  
8fYgXYb`bUW`HfcW`Yb`Y]h`k ]YXYf`]b`6Yhf]YV`[ Y`h`i`bX  
U`hi`Y`Y`K`UggYfgh`ÅbXY`XYf`9`VY`"



8fYgXYbž`8Yi hgW`UbX`!`8]Y`5i gZ`i [ ggW`]ZZU`fh`Ui Z`XYf`9`VY`]b  
8fYgXYb`U`h`g]W`\_`Øfn`]W`k ]YXYf`VY`YVhž`bUW`XYa`X]Y  
Ub`U`h`YbXY`HfcW`Yb`Y]h`i`bX`XYf`XUXi`fW`VYX]b[ hY`b]YXf][ Y  
K`UggYfghUbX`X]Y`5`h]j`]h`ÅhYb`ghUf`\_`Y]b[ YgW`fÅb`h`UhhYb`"5`hi`Y`  
]gh`X]Y`GÅW`g]gW`Y`8Ua`dZgW`]ZZU`fh`c`d`h]a`]gh]gW`i`bX`j`Yf`ØbXYhž  
XUgg`UV`8]YbghU[ `X]Y`@]b]Y`" %`k ]YXYf`V]g`D]fbU`VYZU`fYb`k`]fX`  
8]Yg`]gh`Y]bY`YfZfYi`]W`Y`B`UW`f]W`h`ZØf`U`Y`5i gZ`i [ gZfYi`bXYž`X]Y  
X]Y`gW`ØbY`@UbXgW`UZh`Yb`h`Ub[ `XYf`9`VY`[ Yb]Y»Yb`a`ØW`hYb`  
8U`Yf`g]bX`X]Y`GhUXhfi`bXZU`fhYb`gY]h`A`cbhU[ `YVYbZU`g`k ]YXYf`]a  
Dfc[ fUa`a`"9]b`k`Y]hYfYf`G`W`f]h`h`ni`f`B`c`fa`U`]h`Åh`5`V`A`]h`k`c`W`k`]fX  
XYf`8Ua`dZYf`8]YgVUf`Ui Z`XYf`K`Y]b`UbX`]b]Y`nk`]gW`Yb`A`Y]»Yb  
i`bX`GYi`»`]h`Y]b[ YgYhnhž`k ]Y`A`8`F`VYf]W`hYh`"

8]Y`GdfYWX`Yf`XYg`i bhYfbY`a Ybg`[ YVYb`Ubž`XUgg`X]Y`5i gZU`fhYb  
XYfnY]h]a a Yf`nk Y]`HU[ Y`]a `J cfUi g`[ Yd`Ubh`k YfXYbž`Y`XcW`Ui W  
gdcbhUbY`5bdUggi b`[ Yb`VY]`ghY][ YbXYb`K UggYfgh`AbXYb`a Ò[ `]W  
g]bX"8]YgYf`ZYI ]V`Y`5bgUhn`XYa cbghf]Yfhž`XUgg`a Ub`VY]`XYf  
GÅW`g]gW`Yb`8Ua dZgW`]ZZU`fh`Y]b`[ i hYg`<`ÅbXW`Yb`U`hž`i a`Ui Z  
X]Y`k YW`gY`UZhYb`6YX]b`[ i b`[ Yb`ni`fYU[ ]YfYb"

: Å`fYb`k ]YXYf`]a `: U`fVYhf]YV

Ni gÅh`]W`ni`XYb`8Ua dZgW`]ZYb`U`VYb`Ui W`X]Y`8fYgXbYf  
J Yf`\_Y`fgVYhf]YVY`fBJ 6E`VY`\_Ub`bh`[ Y`[ YVYbž`XUgg`U`Y`]: Å`fYb  
k ]YXYf`]b`6Yhf]YV`g]bX"8Ua ]h`ghY`Yb`XYb`DUggU[ ]YfYb`Ui Z`XYf  
9`VY`\_Y]bY`9]bgW`fÅb`\_i b`[ Yb`a Y`f`]a`K Y`[ ž`k Ug`X]Y`9f`\_i bXi b`  
XYf`F`Y`[ ]cb`Ub`[ Y`h`9]bn][ `XYf`K UggYfghUbX`a i gg`XUVY]`]a`6`]W  
VY`U`hYb`k YfXYb.`5a`A`cbhU[ `k`i`fXY`]b`8fYgXYb`Y]b`DY`[ Y`ghUbX  
j`cb`bi`f`\*,`NYbh]a`Y`hYfb`[ Y`a`YggYbž`k`Å`fYbX`]b`D]fbU`,`+  
NYbh]a`Y`hYf`fY`[ ]ghf]Yfh`k`i`fXYbž`k`]Y`X]Y`6Yf]W`hYfghU`hi`b`[ ]`cb`b!  
hj`Y]bXfØW`\_]W`nY][`h"

K UggYfghUbXgghUV]`]hÅh

9]b`VYgcbXYfYg`5i [ Yba`Yf`\_]Y`[ h`Ui Z`XYb`GW`k`Ub`\_i`b`[ Yb`XYg  
K UggYfghUbXg`XYf`9`VYž`XYf`Ua``&\$"5df]`&\$&'`[ Y`[ Yb`' ž`-`A`Y`hYf  
`U`[ `i`bX`]a`@Ui`ZY`XYg`HU[ Yg`Ui`ZV]g`ni`' ž`+`A`Y`hYf`Z]Y`"Hf`ch  
X]YgYf`<`YfUi`gZcfXYfi`b`[ `V`Y]Vh`X]Y`5`Ufa`ghi`ZY`%`VYghY`Ybž`k`Ug  
Ui`ZdchYbn]Y`Y`GW`k`Ub`\_i`b`[ Yb`Xi`fW`5V[ UVYb`Ui`g  
hgW`YW`]gW`Yb`HU`gdYffYb`Y`]bk`Y]gh"8Ua ]h`V`Y]Vh`Ui`W`Y]bY  
[ Yk`]ggY`J`cf]g]W`h`[ YV`chYbž`XU`X]Y`c`Yb`K UggYfgh`AbXY`k`Å`fYbX  
XYg`J`f`i`bXYfh`cW`k`UggYfg`&\$&\$`a`]h`-`ž`(\$`A`Y`hYfb`]b  
9f]bbYfi`b`[ `V`Y]VYbž`k`Å`fYbX`XYf`bcfa`U`Y`K UggYfghUbX  
i`bhYf`U`V`XYf`5i [ i`ghi`gVfØW`Y`VY]`bi`f`nk`Y]`A`Y`hYfb`]Y`[`h"

8]Y`GÅW`g]gW`Y`8Ua dZgW`]ZZU`fh`]gh`b]W`h`bi`f`Y]bY`hc`i`f]gh]gW`Y  
5hhfU`\_h]cbž`gc`bXYfb`Ui`W`Y]b`HY]`XYg`\_i`hi`fY`Yb`9fVYg`XYf  
F`Y`[ ]cb`"<`]ghcf]gW`Y`8Ua dZgW`]ZY`i`bX`XUg`i`a`ZUb`[ fY]W`Y  
5b`[ YV`ch]a`6YfY]W`XYf`8Ua dZgW`]ZZU`fh`g]bX`Y]b  
5bn]Y`i`b`[ gdi`b`\_h`ZØf`j`]Y`Y`6Ygi`W`Yfž`X]Y`X]Y`gÅW`g]gW`Y  
@UbXgW`UZh]ca`K UggYf`Ui`g`Yf`\_i`bXYb`a`ÒW`hYb"8]Yg`]gh`Y]b

k Yfhj c`Yf`HY]`XYg`hci f]gh]gW`Yb`5b[ YVchg]b`XYf`FY[ ]cbž`XUg  
 Xi fW`X]Y`J ]Y`ZU`h`Ub`\ ]ghcf]gW`Yb`6U`b`Yb`ž`k ]Y`Yhk U`XYf  
 @Ö» b]hn[ fi bXVU`b`cXYf`XYa`8fYgXYb`HfUbgdcfh`A i gYi a ž  
 Yf[ Åbnh`k ]fX``5i W`UbXYfY`hfUbgdcfh\ ]ghcf]gW`Y`9]bf]W`hi b[ Yb  
 k ]Y`XUg`GW`a U`gdi fVU`ba i gYi a` ]b`K` ]`gXfi ZZi bX`X]Y  
 HfUX]h]cbgVU`b`F UXVYi`Y`J`"hfU[ Yb`ni f`6Y[ Y]ghYfi b[ `ZØf`X]Y  
 gÅW`g]gW`Y`8Ua`dZgW`]ZZU`fh`VY]ž`gc`VYf]W`hYh`X]Y`K`YVgY]hY`XYf`  
 GÅW`g]gW`Yb`8Ua`dZgW`]ZZU`fh`"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Xf"XY</li> <li>• k k k "ghYUa !fci hY!gUI cbm"WŁa</li> <li>• k k k "b!hj "XY</li> </ul>

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