

@Y]dn][ 'YbhgW\Y]XYh. 'K ]bX\_fUZh!5i gVUi  
hfc hn'K ]XYfghUbX 'XYf'5Z8 °

8Yf'GhUXhfUh'@Y]dn][ '\Uh'Ua ' & \* " ' & \$ & ) 'XYb'5i gVUi 'XYf  
K ]bXYbYf[ ]Y'VYgW'cggYb" 'Hfchn' < YfUi gZcfXYfi b[ Yb'd'Ubh  
X]Y'GhUXh'Y]bY'bUW\U'h][ Y'9bYf[ ]Yk YbXY"



@Y]dn][ ž'8Yi hgW\UbX '! 'b'@Y]dn][ 'ghY\h'XYf'K ]bX\_fUZhUi gVUi  
Ui ZXYf'5[ YbXU"5a ' & \* " ' & \$ & ) ] YfgUa a Y'hY'g]W'XYf'GhUXhfUhini f  
FUhgj YfgUa a 'i b[ ž'i a 'X]Y' HY]'ZcfhgW'fY]Vi b[ '9fbYi YfVUFY  
9bYf[ ]Yb 'XYg'FY[ ]cbU'd'Ubg'@Y]dn][ !K YghgUW'gYb'ni  
VYgdfYW'Yb"9]b'nYbhfU'Yg'H\Ya U'k UfYb'X]Y  
K ]bXj cffUb[ [ YV]YhYž'j cf'U'Ya ' ]b'XYf'C fhgW'UZh' < Ufha UbbgXcfZ  
? bUi hbUi bXcfZ' < ]Yf'VfUW'hY'XYf'C fhgW'UZhgfUh'Y]bYb  
ŸbXYfi b[ gUbhfU[ 'Y]bž'XYf'X]Y'9]b\U'hi b[ 'Y]bYf'A ]bXYgh!  
5VghUbXgfY[ Y'j cb'%"\$\$\$\$'A YhYfb'ZØf'bYi Y'K ]bX\_fUZhUb'U[ Yb  
ZcfXYfhY"8Yf'K Yfa i hghfcdZYb. 'Nk Y]'VYfY]hg'VYghY\YbXY  
K ]bX\_fUZhUb'U[ Yb'ØVYfgdf]b[ Yb'X]YgY'FY[ Y'ž'k Ug'ZØf  
8]g\_i gg]cbYb'gcf[ h"

6Ya Yf\_Ybgk Yfh]gh'Ui W ž'XUgg'XYf'C fhgW UZhgfUh]b'X]YgYb  
9bhgW Y]Xi b[ Yb'b]W h'X]fY\_h]bj c'j ]Yfh'k Ufž'YXcW 'l bhYfghØhni b[  
j cb'XYf'GhUXh]b'XYf'GhY''i b[ bU\ a Y'ZØf'XYb'D'Ubi b[ gj YfVUbX  
K YghgUW gYb'Yf\ ]Y'h"Ni XYa 'k ]fX' ]b'@Y]dn][ 'V]g'Ub[ 'bi f'\$ž  
DfcnYbh'XYg'GhUXh[ YV]Yhg'ZØf'K ]bX\_fUZhb' hni b[ 'Ui g[ Yk ]YgYb'  
XUg']gh'k Y]hi bhYf'XYa 'Ub[ YghfYVhYb'N]Y''j cb'nk Y]DfcnYbh'ZØf  
GUW gYb"

Dc`h]gW Y'5i gY]b UbXYfgYhni b[ Yb'i bX  
\_ca a YbXY' < YfUi gZcfXYfi b[ Yb

8]Y'dc`h]gW Y'Gh]a a i b[ 'fi bX'i a 'X]Y'K ]bX\_fUZh]gh'\ ]hn][ "'8]Y  
5Z8 'VY]gd]Y`gk Y]gY'nY][ h'g]W 'U`g'6fYa gYf'XYg'5i gVUi g'i bX'\ Uh  
XYb'D`ÀbYb`ghUf\_`k ]XYfgd'fcW Yb"78I !GhUXhfUh? UfghYb'5'VfYW h  
ghY''hY'k ]W h][ Y': fU[ Yb'ni f'GdY]W Yfi b[ 'XYg'YfnYi [ hYb'Ghfca gž  
XU'X]Y'J cf`U[ Y'XUni '\_Y]bY'5b[ UVYb'Ybh\ ]Y'h" ð'XYf  
K ]bXYbYf[ ]YVfUbW Y'g]bX'GdY]W YfUb`U[ Yb'VYgcbXYfg'ZØf  
6YhfY]VYf'j cb'K ]bX\_fUZhUb`U[ Yb'YbhgW Y]XYbXž'i a  
Ghfca j Yf'i ghY'ni 'j Yfa Y]XYb"

8]Y'GhUXhfUhg a ]h[ `]YXYf'gh]a a hYb'a ]h'( %'!Gh]a a Yb'ZØf'X]Y  
GhY''i b[ bU\ a Y'ni f' HY]'ZcfhgW fY]Vi b[ '9fbYi YfVUfY'9bYf[ ]Yb " "  
8]Y'5Z8 'k Uf'X]Y'Y]bn][ Y'DUfhY]ž'X]Y'g]W 'XU[ Y[ Yb'ghY''hY"'9]b  
k Y]hYfYf'YbhgW Y]XYbXYf'Di b\_h`Ui hYhYž'XUgg'X]Y'GhUXh]b'XYb  
\_ca a YbXYb' ð\ \fYb'\ \fYb'Ghfca j YfVfUi W 'j cb'XYfnY]h'&"\$\$\$  
; ][ Uk Uhh'Ui Z(' \$\$\$ ; ][ Uk Uhh'ghY][ Yfb'a i gg"l a 'X]Yg'ni  
YffY]W Ybž'gh'XYf'5i gVUi 'XYf'K ]bXYbYf[ ]Y'i bj Yfn]W hVUf"

: ]bUbn]Y`Y'6YhY]`][ i b[ 'i bX'F Ydck Yf]b[

9]b'k YgYbh]W Yf'GW f]h]b'X]YgY'F ]W h' b[ 'k Uf'X]Y'5bbU\ a Y'j cb  
Z]bUbn]Y`Yb'6YhY]`][ i b[ ga cXY`Yb'ZØf'X]Y'VYhfcZYbYb  
C fhgW UZhYbž'X]Y'a ]h'( ) 'ni '%\$'Gh]a a Yb'Xi fW [ Yk i b\_Yb'k i fXYb"  
5i W 'X]Y'J cf`U[ Y'ni a 'FYdck Yf]b[ ž'U`gc'ni f'9fbYi Yfi b[  
j cf\ UbXYbYf'5b`U[ Yb']b' < Ufha UbbgXcfZ? bUi hbUi bXcfZ'ZUbX'a ]h  
( &'ni '%\$'Gh]a a Yb'Ni gh]a a i b[ "'78I !GhUXhfUh'A Uf\_i g'A ØbX'Y]b  
Ài » YfhY'XYb'K i bgW ž'X]Y'?ca a i b[\_Uh]cb'a ]h'XYb'VYhfcZYbYb

C fhgWk UZhgfÅhYb`ni`j`YfVYggYfbž`i`a`]b`XYf`Ni`\_i`bZ`h`X`Y`5`\_n`Y`d`h`U`b`n`  
ZØf`K`]bX`\_f`U`Z`h`d`f`c`Y`\_`h`Y`ni` `Y`f`Å`Ø`Y`b`"

F ØW\_VUi` `i`bX`F`Y`W`h`W`]b`[` `j`c`b`  
K`]bX`\_f`U`Z`h`U`b`U`[`Y`b`

A`]h`X`Y`a` `V`Y`j`c`f`g`h`Y`Y`b`X`Y`b`5`i`g`V`U`i` `f`Ø`W`\_`h`i`U`i` W`X`U`g`H`Y`a` U`  
F`Ø`W`\_`V`U`i` `Å`h`Y`f`Y`f`K`]bX`\_f`U`Z`h`U`b`U`[`Y`b`a` Y`f`i`b`X`a` Y`f`i`]b`g`6`]W`Z`Y`X`"  
9`b`X`Y`&`\$`&`&`k`U`f`Y`b`]b`8`Y`i`h`g`W`\_`U`b`X`fi`b`X`&`,`(`(``\$`  
K`]b`X`Y`b`Y`f`[`]`Y`U`b`U`[`Y`b`]b`6`Y`h`f`]Y`V`ž`j`c`b`X`Y`b`Y`b`Y`h`k`U`,`"\$`\$`\$`Å`h`Y`f`U`g`  
&`\$`\_`Å`Y`g`]b`X`"8`U`g`F`Ø`W`\_`V`U`i`Y`b`U`h`Y`f`5`b`U`[`Y`b`\_`Ø`b`b`h`Y`f`Z`c`f`X`Y`f`]W`X`  
k`Y`f`X`Y`b`ž`i`a` `D`U`h`n`ZØf`a`c`X`Y`f`b`Y`i`b`X`Y`]g`h`i`b`[`g`g`h`Å`f`\_`Y`f`Y`H`i`f`a`Y`ni`  
g`W`U`Z`Y`b`"F`Y`[`Y`a`Å`»`][`Y`K`U`f`h`i`b`[`i`b`X`Z`U`W`[`Y`f`Y`W`h`Y`f`F`Ø`W`\_`V`U`i`  
g`]b`X`Y`b`h`g`W`Y`]X`Y`b`X`ZØf`X`]Y`i`a`k`Y`h`"

8`U`g`I`a`k`Y`h`V`i`b`X`Y`g`U`a`h`Y`V`h`Y`f`j`c`f`ž`X`U`g`g`K`]b`X`Y`b`Y`f`[`]`Y`U`b`U`[`Y`b`  
g`d`Y`n`]Z`g`W`Y`F`Ø`W`\_`V`U`i`!`i`b`X`F`Y`W`h`W`]b`[\_`c`b`n`Y`d`h`Y`V`Y`b`Ø`h`[`Y`b`"8`]Y`g`Y`  
?`c`b`n`Y`d`h`Y`i`a`Z`U`g`g`Y`b`b`]W`h`i`b`i`f`X`]Y`8`Y`a`c`b`h`U`[`Y`X`Y`f`5`b`U`[`Y`b`X`i`f`W`  
e`i`U`]Z`h`]Y`f`h`Y`g`:`U`W`d`Y`f`g`c`b`U`ž`g`c`b`X`Y`f`b`U`i`W`X`]Y`i`a`k`Y`h`[`Y`f`Y`W`h`Y`  
9`b`h`g`c`f`[`i`b`[`j`c`b`5`h`Ø`Y`b`i`b`X`U`b`X`Y`f`Y`b`6`Y`h`f`]Y`V`g`Z`Ø`g`g`[`\_`Y`]h`Y`b`"  
<`c`W`k`Y`f`h`[`Y`g`F`Y`W`h`W`]b`[`Y`f`Z`c`f`X`Y`f`h`Y`]b`Y`g`c`f`[`Z`Å`h`[`Y`H`f`Y`b`b`i`b`[`j`c`b`  
A`U`h`Y`f`U`]Y`b`k`]Y`?`i`d`Z`Y`f`ž`5`i`a`]b`]i`a`i`b`X`?`i`b`g`h`g`h`c`Z`Y`b`ž`k`U`g`X`i`f`W`  
g`d`Y`n`]U`]g`Y`f`h`Y`i`b`h`Y`f`b`Y`a`Y`b`[`Y`k`Å`f`Y`]g`h`Y`h`k`Y`f`X`Y`b`a`i`g`g`"

8`]Y`Y`f`g`h`Y`b`G`W`f`]h`h`Y`ni`f`F`Ø`W`[`Y`k`]b`b`i`b`[`j`c`b`K`Y`f`h`g`h`c`Z`Y`b`  
V`Y`[`]b`b`Y`b`V`Y`f`Y`]h`g`a`]h`X`Y`f`8`Y`a`c`b`h`U`[`Y`X`Y`f`F`c`h`c`f`V`Å`h`h`Y`f`ž`k`Å`f`Y`b`X`  
X`]Y`g`h`f`i`\_`h`i`f`Y`Y`b`?`c`a`d`c`b`Y`b`h`Y`b`k`]Y`G`h`U`h`Ø`f`a`Y`g`Y`e`i`Y`b`h`Y`Y`  
U`V`[`Y`V`U`i`h`k`Y`f`X`Y`b`a`Ø`g`g`Y`b`"8`]Y`g`U`Y`g`]g`h`a`]h`g`d`Y`n`]Z`g`W`Y`b`  
5`b`Z`c`f`X`Y`f`i`b`[`Y`b`i`b`X`J`c`f`[`U`V`Y`b`]b`X`Y`b`6`i`b`X`Y`g`!`i`b`X`  
@`U`b`X`Y`g`[`Y`g`Y`h`Y`b`[`Y`f`Y`[`Y`h`ž`X`]Y`j`c`b`X`Y`b`6`Y`Å`Ø`f`X`Y`b`Y`X`c`W`  
i`b`h`Y`f`g`W`]Y`X`]W`k`]f`h`g`W`U`Z`h`]W`k`[`Y`Å`U`b`X`Å`U`V`h`k`Y`f`X`Y`b`"

8`]Y`8`Y`V`U`h`h`Y`i`a`K`]b`X`\_f`U`Z`h`]b`@`Y`]d`n`[`[`]`g`h`X`U`a`]h`b`]W`h`i`b`i`f`Y`]b`  
K`]b`X`g`d`]Y`ž`g`c`b`X`Y`f`b`Y`]b`g`Y`b`g`]V`Y`g`H`Y`a`U`ž`X`U`g`j`]Y`Y`:`U`W`h`h`Y`b`  
Å`U`h`8`]Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b`[`Y`b`Å`]b`g`]W`h`]W`X`Y`g`k`Y`]h`Y`f`Y`b`5`i`g`V`U`i`g`  
i`b`X`X`Y`f`b`c`h`k`Y`b`X`][`Y`F`Ø`W`\_`V`U`i`g`h`Y`Y`b`Å`c`W`]a`?`i`f`g`ž`i`b`X`Y`g`k`]f`X`  
g`d`U`b`b`Y`b`X`g`Y`]b`ni`V`Y`c`V`U`W`h`Y`b`ž`k`]Y`g`]W`X`]Y`g`]b`X`Y`b`\_`c`a`a`Y`b`X`Y`b`  
Å`f`Y`b`Y`b`h`k`]W`Y`h`"

8YhU]`g	
C fh	@Y]dn][ ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "!]n"XY</li> <li>• k k k "i a k Y`hVi bXYgUa h"XY</li> <li>• k k k "YbYf[ ]Yni _i bZh"Yi</li> </ul>

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