

F UhhYbd`U[ Y`]b`DUi bgXcfZ. `5bk c`bYf  
\_`Àa dZYb`[ Y[ Yb`i b`Y]a `]WXY`B UWVUfb`°

⊕`@Y]dn][ !DUi bgXcfZ`k`ÀW gh`X]Y`F UhhYbdc`di`Uh]cb`"6Øf[ Yf  
ZcfXYfb`A U» bU`a Yb`[ Y[ Yb`X]Y` ; YZ`À`fXi b[ `Xi fW`X`F UhhYbž  
X]Y`Ài Z[ Y`6Y[ Y[ bi b[ Yb`UVYb`"



DUi bgXcfZ`Ž`@Y]dn][ ž`8Yi hgW`UbX`!`⊕`@Y]dn][ g`GhUXhhY`  
DUi bgXcfZ`gWXY]bYb`X]Y`F UhhYb`ni f`bYi Yb`< Ui dhUhhfU`\_h]cb`ni  
k YfXYb`"FYb`Å`7fYa Yf`U`h`X]Y`H]YfY`VYfY]hg`Ui g`XYf`V`Ui Yb`HcbbY  
gdf]b[ Yb`gY`Yb`i bX`VYgW`fY]Vh`X]Y`ghY][ YbXY`F UhhYbdc`di`Uh]cb  
U`g`VYgcf[ b]gYffY[ YbX`" ÆW`gY`Y`g]Y`hÀ[ `]W`ž`Ui W`hU[ gØVYf`Ui Z  
GhfU» Yb`i bX`Gd]Y`d`À`h`Yb`ž`VYf]W`h`Y`h`Y`f`i bX`k`Y]gh`Ui ZXUg  
; Ygi bX`Y]hgf]g]\_c`>`bž`XUg`j`cf`U`Ya`ZØf`?`]bXYf`VYghY`h`GY]bY  
6YgW`k`YfXYb`VY]XYb`J`Yfa`]YhYfb`g]bX`V]g`Ub[ `c`b`Y  
bYbbYbgk`YfhY`F`Ygi`h`UhY`[ YV`Y]VYb`" 8]Y`: U`Yb`g]bX`ni`\_`Y]b`i bX  
XUXi fW`X]bYZZY`\_hj` ž`VYa`Yf`\_h`7fYa`Yf`j`n`XY`"

8Yf`l`a`k`Y`h`VØf[ Yfa`Y]ghYf`<Y]\_c`F`cgYbh`U`f]b`\_Y`L`U`h`X]Y  
6f]gUbn`XYf`G]hi`Uh]cb`Yf`\_Ubb`hi`bX`hY]`h`a`]hž`XUgg`Ui`ZY]bYb

A YbgWXYb`j]b`8Yi hgW`UbX`j ]Yf`F UhhYb`\_ca a Yb``8]Yg`ghY``h`Y]b  
n]j ]]gUhc]gWXYg`DfcV`Ya `XUf``5bk c`bYf`\UVYb`]a a Yf`k ]YXYf  
<]Z`Y`VY]`XYb`ni gh`AbX][ Yb`6Y`O`fXYb`[ Ygi W`h`XcW`c`Zh`i`i`fXYb  
g]Y`j`cb`Y]bYa `5a`h`ni`a`UbXYfYb`j`Yfk ]YgYb``8 Ug  
E`i`Ufh]Yfga`UbU[ Ya`Ybh`\Uh`nk`Uf`j`Yfgi W`h`K`c`b`i`b[`gj`Yfa`]YhYf  
ni`f`GW`AX`]b[`gVY`\_Aa`dZ`b[`ni`VYk`Y[`Yb`z`Y`XcW`V]g`Ub[`c`b`Y  
8`i`fW`Vfi`W`a`Xf`"XY"

@Ub[ `A`\f][ Y`F UhhYbd`U[ Y`i`bX`i`b`Y]a``]WXY  
<Y]a`k`Y[`Y

8]Y`F UhhYbd`U[ Y`]b`DUi`bgXcfZ`]gh`\_Y]b`bYi`Yg`D`\Abca`Yb`/`A`Ufh]b  
<Ui`[`VYf]W`hYh`z`XUgg`X]Y`DfcV`Ya`Y`VYfY]hg`gY]h`%)`:\`fYb  
VY`\_Ubbh]g]bX`i`bX`g]W`j`YfgW`A`fZ`\UVYb```W`Z]bXY`fY[`Y`a`A`][  
F UhhYb`i`bhYf`XYf`A`chcf`\Ui`VY`a`Y]bYg`5i`hcg`z`gW`]`XYfh`Yf`gY]bY  
9f`YVb]ggY``A`]h`Y]bYf`k`O`W`Ybh]W`XYb`?`cbhfc``Y`gY]bYf`i`U`\fnYi`[`Y  
j`Yfgi`W`h`<Ui`[`z`XUg`DfcV`Ya`]b`XYb`;`f]Z`ni`VY`\_ca`a`Yb``8]Y  
F UhhYb`gWXY]bYb`g]W`j`cf`U`Ya`]b`XYb`ØVYfZØ`hYb`5VZU`VY`\A`hYfb  
Ub`XYf`;`c`XghYfbghfU`Y`k`c`\`ni`ZØ`\Yb`z`k`A`\fYbX`5bk`c`b`Yf`j`cb  
]\fYb`i`b`Y]a``]WXYb`<Y]a`k`Y[`Yb`VYf]W`hYb`z`X]Y`c`Zh`a`]h  
F UhhYbVY[`Y[`bi`b[`Yb`i[`Ygd]W`h`g]bX`a`Xf`"XY"

8]Y`GhUXhf`A]b`6YUhY`9`a`g`\Uh]b`XYf`j`Yf[`Ub[`Yb`Y]h`nU`\fY]WXY  
A`Y`Xi`b[`Yb`Ub`gh`AXh]gWXY`Y`a`hYf`k`Y]hYf[`Y`Y]hYh`z`X]Y`Y`XcW`c`Zh  
YfZc`[`cg`V`]YVYb```8]Y`A`YbgWXYb`k`i`fXYb`c`Zh]`cb`Y]bYa`5a`h`ni`a  
UbXYfYb`[`YgW`jW`h`z`\_f]h]g]Yfh`g]Y`X]Y`gW`Y`W`hYb`Ni`gh`AbXY``8 Ug  
DfcV`Ya`k`fX`i`a`gc`gW`k`Yfk`jY[`YbXYf`z`k`Ybb`GYb]cfYb`z`k`jY`X]Y  
ØVYf`,`\$!`A`\f][`Y`i`fUi`i`<`i`\b`z`F UhhYb`Ui`Z`Gd]Y`d`A`hYb`VYc`VUW`hYb`z  
k`c`g]W`Ui`W`?`]bXYf`Ui`Z`U`hYb``]j`n`"XY"

I fgUWXYb`i`bX`@Øgi`b[`gUb`g`A`h`n`Y

8]Y`I`fgUWXYb`ZØ`f`X]Y`F UhhYbd`U[ Y`g]bX`j`jY`Z`A`h][`i`bX`\`Ab[`Yb  
Ui`W`Yb[`a`]h`XYf`A`Ø`Ybhgc]f[`i`b[`XYf`5bk`c`b`Yf`ni`gUa`a`Yb`  
:`U`gW`Y`bhgc]f[`hYf`A`Ø``i`bX`ØVYfZØ`hY`5VZU`VY`\A`hYf`k`YfXYb`U`g  
A`]h`i`fgUWXY`[`Yb`Ubb`h`A`]hUfVY]hYf`XYf`GhUXhfY]b][`i`b[`VY`hcb`Yb`z  
XUgg`X]Y`F UhhYbdc`di`Uh]cb`Xi`fW`i`bgUW`[`Ya`A`Y`A`Ø`Ybhgc]f[`i`b[

Ub[ Y\Y]nh'k ]fX"" 5VZÄ`Y`k YfXYb`cZhbYVYb`XYb`A Ø`Y]a Yfb  
 UV[ YghY`hž`k Ug`X]Y`F UhhYb`Ubn]Y\h ž'a Yf\_h`9\ a g`Ub""9]bY  
 5fVY]hg[ fi ddY`]a `F Uh\Ui g`k i fXY`[ Y[ fØbXYhž`i a `X]Y`G]hi Uh]cb  
 [ Ya Y]bgUa `ni `UbU`mg]YfYb`i bX`@Øgi b[ gUb gÄhnY`ni `Z]bXYb`j n"XY  
 "

⊖`Y]bYf`NY]hž`]b`XYf`j ]Y`Y`GhÄXhY`[ `cVU`a ]h`Ä`b`]WXYb`DfcV`Ya Yb  
 \_Äa dZYbž`nY][ h`Y]bY`5bU`mgY`XYg`l a k Y`hVi bXYgUa hYgž`XUgg  
 : U\_hcfYb`k ]Y`?`]a UYfk Äfa i b[ `i bX`ghY][ YbXY`GhUXhVYj Ø`\_Yfi b[  
 YVYbZU`g`ni f`F UhhYbdfcV`Ya Uh]\_`VY]hfU[ Yb""l a `Y]bY`bUW\U`h][ Y  
 @Øgi b[ `ni `Z]bXYbž`k ]fX`Ya dZc`Ybž`X]Y`BU\fi b[ gei Y`Yb`ZØf  
 F UhhYb`ni `j Yff]b[ Yfb`i bX`X]Y`Ni gUa a YbUfVY]h`nk ]gWXYb  
 GhUXhj Yfk U`hi b[ `i bX`6Øf[ YfgWUZh`ni `]bhYbgj] ]YfYb"" Bc`ZccXž`bc  
 fUhg` `]gh`XUg`A chhc`i a k Y`hVi bXYgUa h"XY"

8]Y`F UhhYbd`U[ Y`]b`DUi bgXcfZ`\Uh`VYfY]hg`X]Y`5i Za Yf\_gUa \_Y]h  
 XYf`GhUXhj Yfk U`hi b[ `YffY[ hi bX`\_ØbbhY`VU`X`ni `Yfbgh\UZhYb  
 A U»bU`a Yb`ZØ\ fYb""Gc`hYb`5bk c`bYf`i bX`6Y\ØfXYb`Ub`Y]bYa  
 GhfUb[ `n]Y\Ybž`\_ØbbhY`XYf`F UhhYbVYgi W`j ]Y`Y]W`h`VU`X`XYf  
 J Yf[ Ub[ Yb`Y]h`Ub[ Y\ØfYb""9g`V`Y]Vh`UVni k UfhYbž`cV`Y]b  
 \_ccfX]b]YfhYf`5bgUhn`X]Y`[ YZØfW`hYhYb`BU[ Yf`hUhgÄW`]W`  
 ni fØW\_XfÄb[ Yb`\_Ubb"

8YhU]`g	
C fh	DUi bgXcfZž`@Y]dn][ ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "j n"XY</li> <li>• k k k "a Xf"XY</li> <li>• k k k "i a k Y`hVi bXYgUa h"XY</li> </ul>

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