

K UggYfghc ZZhfUi a ' ]b '@Y]dn][ . 'Dfc ^Y\_h  
Xfc \h'YbX [ Ø`h][ 'ni 'gW\Y]hYfb °

@Y]dn][ g'K UggYfghc Zdfc ^Y\_h'ghY\hj cf'XYa '5i g. 'þj YghcfYb  
n]Y\Yb'g]W'ni fØW\_ž'a Ò[ 'W\Y': c'[ Yb'ZØF'X]Y'FY[ ]cb'i bX'XYb  
Ghfi \_hi fk UbXY`"



@Y]dn][ ž'8Yi hgW\`UbX'!'K c\]b'[ Y\h'X]Y'FY]gY'a ]h'XYb  
K UggYfghc Zdfc ^Y\_hYb' ]b'8Yi hgW\`UbX3'9]bY': fU[ Yž'X]Y'U\_hi Y`  
VYgcbXYfg'ja '@Y]dn][ Yf'F Ui a 'j ]Y'Y'? ÒdZY'VYgW\ÀZh][ h''8 Ug  
K UggYfghc Zdfc ^Y\_h'XYf' < &9'5; 'ja '@Y]dn][ Yf'GØXYb'ghY\hj cf  
XYa '5i g''9]b'FØW\_ni [ 'XYf'þj YghcfYb'i bX'X]Y'þgc'j Ybn'XYf  
A i hhYf[ YgY`gW UZh'\Uh'XUg'Dfc ^Y\_h]b'Uf[ Y'6YXfÀb[ b]g[ YVfUW h'  
**VYf]W hYh'6`UW\_ci h'B Yk g"**; Yd`Ubh'k Uf'Y]bY'bUW\U'h][ Y  
5b`U[ Y'ni f'<YfghY`i b[ 'j cb'[ fØbYa 'K UggYfghc ZZ'Ui Z'XYa  
'; Y'ÀbXY'Y]bYg'Y\Ya U`][ Yb'6fUi b\_c\`Y\_fUZhk Yf\_g''8Ua ]h'gc`hY  
b]W h'bi f'Y]b'\_fÀZh][ Yf'Z]bUbn]Y`Yf'9]bgUhn'j cb'&) \$'A ]`cbYb'9i fc  
j YfVi bXYb'gY]bž'gcbXYfb'Ui W\%) \$'bYi Y'5fVY]hgd`ÀhnY  
[ YgW UZZYb'k YfXYb"

8]Y`Yhnh[ YhfcZYbY`9bhgWXY]Xi b[ `ghÖ» h]b`XYf`FY[ ]cb`Ui Z  
9bhÄi gWxi b[ ``Dc`h]gWXY`Gh]a a Yb`Ui g`6cfbU`i bX`l a [ YVi b[  
VYnY]WbYb`X]Y`G]hi Uh]cb`U`g` \YfVYb`FØW\_gW`U[ `ZØf`X]Y`FY[ ]cb`  
8]YgY` ðj Ygh]h]cbYb`[ U`hYb`U`g`< cZZbi b[ ghfÄ[ Yf`ZØf`XYb  
Ub[ YghfYVhYb`Ghfi \_hi fk UbXY`]a `@Y]dn][ Yf`?c`YfYj ]Yfz`XYf  
Xf]b[ YbX`bÖh][ `]gh`8]Y`6Ui [ YbY`a ][ i b[ `ZØf`X]Y`5b`U[ Y``Y[ h  
V]g`Yf`b]W`hj cfz`Ui W`X]Y`:]bUbn]Yfi b[ `V`Y]Vhi b[ Yk ]gg`Gc`hY  
g]W`b]W`hXf]b[ YbX`ÄbXYfbz`\_ÖbbhY`XUg`K UggYfghcZZdfc`Y`\_h  
YbX[ Ø`h][ `gWXY]hYfb`

8]Y`< YfUi gZc fXYfi b[ Yb`ZØf  
K UggYfghc ZZdfc`Y`\_hY

5VYf`XUg`]gh`b]W`h`bi f`Y]b`c`\_U`Yg`DfcV`Ya ``5i Z`bUh]cbU`Yf`9VYbY  
gY`Yb`g]W`K UggYfghcZZdfc`Y`\_hY`a ]h`Ä`b`]W`Yb`l`bg]W`Yf`Y]hYb  
\_cbZfcbh]Yfh` ð`8Yi hgW`UbX`k ]fX`Yg`bi f`k Yb][ `j Yfk YfhVUfYb  
ØVYfgW`Øgg][ Yb`Ghfca `Ui g`9fbYi YfVUfYb`9bYf[ ]Yb`[ YVYb`ghY`h  
X]Y`hUn`ZYgh`8Yf`ØVYfgW`Øgg][ Y`Ghfca ž`XYf`ZØf`9`Y`\_hfc`mgYi fY  
ni f`< YfghY`i b[ `j cb`K UggYfghcZZVYbÖh][ h`k ]fX`ž`k ]fX`j cffUb[ ][ `]a  
Gca a Yf`i bX`Ub`UfVY]hgZfY]Yb`HU[ Yb`YfnYi [ h`8 Ug`VYXYi hYhž`XUgg  
X]Y`6Yhf]YVgghi bXYb`XYf`9`Y`\_hfc`mgYi fY`ØVYfgW`Ui VUf`V`Y]VYb  
i bX`ni gÄh`]W`Y`?cghYb`VY]`Y]bYa ` [ Yf]b[ Yb`Bi hnYb`Yb`ghY`Yb  
\_ÖbbYb`

9]b`k Y]hYfYg`DfcV`Ya `]ghž`XUgg`X]Y` ðghU`Uh]cb`ni gÄh`]W`Yf  
9`Y`\_hfc`mgYi fY`cZi`bi f`ni `Y]bYf`[ Yf]b[ Yb`9f`Ö`i b[ `XYf  
6Yhf]YVgghi bXYb`ZØ`fh`A Ub`\_ÖbbhY`ZUgh`a Y]bYbž`XUgg`Yg`g]W`i a  
Ni gWxi gg[ YgW`ÄZhY`UbXY`h`8]Y`Ghfca j Yfgcf[ i b[ `ZØf  
K UggYfghcZZdfc`Y`\_hY`\_ÖbbhY`]b`ÄbXYfb`k ]Y`G`UbX]bUj ]Yb`cXYf  
: fUb`fY]W`Ub[ Zf]gh][ `ghUV]Yf`gY]bž`k Ug`XYb`6Yhf]YV`Y]Yfni `UbXY  
bcW`dfcV`Ya Uh]gW`Yf`a UW`h`

Dc`h]gWXY`GhfUHY[ ]Yb`i bX`X]Y`F c`Y`XYf  
B cfa i b[

I a`XYa`Ybh[ Y[ Ybni k ]f`Ybž`\UVYb`X]Y`Dc`h]\_]bgh]hi h]cbYb  
i bhYfgW]YX`]W`Y`K UggYfghcZZghfUHY[ ]Yb`]bg`@VYb`[ Yfi ZYb`8]Y

bUh]cbU`Y`K UggYfghcZZghfUHY[ ]Yž`X]Y`YfgHa U`g`&\$\$`j cf[ YghY``h  
i bX`ni`Yhnh`]a` `&`&`' `Zcfh[ YgW`f]YVYb`k i fXYž`U`h`XUg`N]Y`ž`X]Y  
9`Y`\_hfc`m`gY`\_UdUn]h`h`Ui Z`a` ]bXYghYbg`%\$` ; K` `ni` `Yf` \ `O` \ `Yb` `i` bX` `Y]b  
5`\_h]cbgd`fc[ fUa` a` `Z`f` `X`Yb` `5`i` Z`V`U`i` `Y]b`Y`f` [ f`Ø`b`Y`b  
K UggYfghcZk ]fhgW`U`Z`h`U`i` Z`ni` ghY``Yb` **V`Y`f]W`h`Y`h`8`-B`"**

9]b`k` ]W`h][ Yf`Di` b`\_`h`X`U`V`Y]`]gh`X]Y`B`c`f`a` i` b[ ž`X]Y`Y]b`Y`n`Y`b`h`f`U`Y  
F`c``Y`]b`X`Y`f`9`b`h`k` ]W`\_`i` b[ `i` bX`9`h`U`V`]Y`f`i` b[ `Y]b`Y`f`  
K UggYfghcZk ]fhgW`U`Z`h`gd]Y`h``9]b` \ `Y]h`]W`Y`G`h`U`b`X`U`f`X`g`i` b`X  
N`Y`f`h]Z`n]Y`f`i` b[ gg`m`g`h`Y`a` Y`gc``Y`b`X`Y`]b`h`Y`f`b`U`h]c`b`U`Y  
N`i` g`U`a` a` Y`b`U`f`V`Y]h`i` b`X`X]Y`E`i` U`]h`h`h`j` c`b`K` UggYfghcZ`h`Y`W`b`c`c`[ ]Y`b  
Z`Ø`f`X`Y`f`b``8`Y`b`b` `b`i` f`k` Y`b`b`X]Y`E`i` U`]h`h`h`g`h]a` a` h`ž`\_`U`b`b`X`U`g`J`Y`f`h`f`U`i` Y`b  
]b`X]Y`g`Y`b`Y`i` Y`9`b`Y`f[ ]Y`e`i` Y``Y`g`h`Y][ Y`b"

Ni` g`h`n``]W` `g`Y`h`h`8`Y`i` h`g`W` `U`b`X` `U`i` Z`]b`h`Y`f`b`U`h]c`b`U`Y`D`U`f`h`b`Y`f`g`W`U`Z`h`Y`b  
ni` f`K` UggYfj`Y`f`g`c`f[ i` b[ ž`Y`h`k` U`a` ]h`@`h`X`Y`f`b`k` ]Y`5`i` g`h`f`U`]Y`b`i` b`X  
B`U`a` ]V]U`ž`i` a` ``U`b[ Z`f]g`h][ Y`æ` d`c`f`h`g`h`f`U`h`Y[ ]Y`b` `ni` `Y`b`h`k` ]W`\_`Y`b``8`U`g  
n`Y][ h`ž`X`U`g`g`K` UggYfghcZ`b]W`h`b`i` f`Y]b`Y``c`\_`U`Y`ž`g`c`b`X`Y`f`b`Y]b`Y  
[ `c`V`U`Y`<`Y`f`U`i` g`Z`c`f`X`Y`f`i` b[ `X`U`f`g`h`Y``h`ž`X]Y`]b`b`c`j` U`h]j` Y`@`Ø`g`i` b[ Y`b`i` b`X  
Y]b` [ Y`a` Y]b`g`U`a` Y`g`J`c`f[ Y` \ `Y`b` `Y`f`Z`c`f`X`Y`f`h"

C`V`X]Y`D`f`c`Y`\_`h`Y`]b`8`Y`i` h`g`W` `U`b`X`ž`g`d`Y`n]Y``X`U`g`]a` `@]d`n][ Y`f`F`U`i` a` ž  
h`f`c`h`n`X]Y`g`Y`f`<`Y`f`U`i` g`Z`c`f`X`Y`f`i` b[ Y`b`f`Y`U`]g]Y`f`h`k` Y`f`X`Y`b`\_`Ø`b`b`Y`b`ž`V`Y]V`h  
U`V`n`i` k` U`f`h`Y`b``8]Y`G`i` W`X`Y`b`U`W` `b`Y`i` Y`b` `b`j` Y`g`h`c`f`Y`b`i` b`X  
: `Ø`f`X`Y`f`a` ]h`h`Y`b` `U`h`V`Y`f`Y]h`g`V`Y[ c`b`b`Y`b`ž`Y`X`c`W` `c` \ `b`Y`g]W`X`Y`f[ Y`g`h`Y``h`Y  
: ]b`U`b`n]Y`f`i` b[ `k` ]f`X`X`U`g`K` UggYfghcZ`d`f`c`Y`\_`h`a` Ø[ `]W`X`Y`f`k` Y]g`Y`V`U`X  
; Y`g`W`]W`h`Y`g`Y]b"

8YhU]`g	
C fh	@Y]dn][ ž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• V`U`W`_`c`i` h`!`b`Y`k` g`"X`Y`</li> <li>• h`U`n`"X`Y`</li> <li>• k`k`k` "X]b`"X`Y`</li> </ul>

6Ygi W`X`Y`b`G]Y`i` b`g`U`i` Z` `b`!`U[ "b`Y`h`