

@Y hnhY `7 \ Ub W° `Gc `fY ]W\ hY b `G]Y `≠ fY  
GhYi YfYf\_`Àfi b[ `fY W\ hnY ]h][ `Y ]b °

9fZU\ fYb `G]Y `U`Yg`ni f`VYj c fghY \ YbXYb `: f]gh`ZØf`X]Y  
GhYi YfYf\_`Àfi b[ `&\$&( `]b `A Y]» Yb.`H]ddgž  
5V[ UVYa Ò[ `]W\ \_Y]hYb`i bX`k ]W\h][ Y`HYfa ]bY`°



A Y]» Ybž`8Yi hgW\ `UbX`!`8]Y`NY]h`Xf`Àb[ h`°6]g`ni a `` %"ž`]'&\$&( a ØggYb`U`Y`GhYi YfYf\_`Àfi b[ Yb`ZØf`XUg`>\f`&\$&( `VY]a ni gh`ÀbX][ Yb`:`]bUb`nUa`h`Y]b[ YfY]W\h`k YfXYb`"K Yf`X]Y`:`f]gh j Yfg`Ài a hž`a i gg`a ]h`Ghf`UZYb`fYW\`bYb`i bX`j Yf[ ]Vhni XYa`X]Y 7\UbW`Ui Z`a Ò[ `]W\Y`GhYi Yfj Yf[ Øbgh][ i b[ Yb`"8]Y`5V[ UVY YfZc`[ h]b`XYf`FY[ Y`Y`Y`\_hfc]b]gW\`ØVYf`XUg`C`b`]bYdcfhU` A Y]b 9`ghYf ``<]Yf`\_ØbbYb`@c`bghYi YfVYgW\Y]b][ i b[ Yb`cXYf FYbhYb`Y]ghi b[ Yb`X]fY`\_h`ØVYfbca`a Yb`k YfXYbž`k Ug`X]Y`GUW\Y XYi h]W\`Yf`Y]W\hYfh`8cW\`b]W\h`YXYa```Y[ h`XUg`H\Ya`U`GhYi Yfb`XUg`]gh`Ui W\`\_Y]b`k i bXYfž`XU`\_Ubb`gW\`bY`"a`U`XYf` , VYfV`]W\_ j Yf`cYb`[ Y\Yb`": Øf`U`"YbYž`X]Y`g]W\`b]W\h`fY[ Y`a`À»][ `a`]h GhYi YfZfU[ Yb`VYgW\`ÀZh][ Ybž`ghY`h`igY]h`ž`]'X]Y`5bk YbXi b[ Y]bZUW`9@GH9F`d`i`g`VYfY]hž`X]Y`Y]bY`VYbi`hYfZYi`bX`]W\Y

@0gi b[ 'V]YhYh"8Yf'X]YgUWk gYb"XY'5fh]\_Y''\YVh\Yfj cfžXUgg'X]Y  
5bk YbXi b[ 'Y]bZUW'ni 'VYX]YbYb']gh'i bX'Xi fW'Y]bYb'[ YZØ\fhYb  
DfcnYgg'`Y]hYhž'k Ug'VYgcbXYfg'\`]ZFY]W'`]gh"

5VYf'k Ug'[ YbUi 'Y]ghYh' Y]bZUW'9@GH9F d'i g 3'8]YgY'5ddž'X]Y'HY]  
XYf'9@GH9F!: Ua `]Y']ghž'nY][ h'XYa '6Ybi hnYf'Ui gž'k Y'WXY  
ϕZcfa Uh]cbYb'Yf'VYfY]hghY''Yb'a i gg'i bX'ZØ\fh'Xi fW'Y]bZUWXY  
: fU[ Yb'ni 'gY]bYf'@YVYbgg]hi Uh]cbž'i a 'X]Y'GhYi YfYf\_`Àfi b[  
GWk f]hh'ZØf'GWk f]hh'ni 'VYZØ''Yb"BYVYb'XYf'A Ò[ `]Wk\_Y]hž  
Y'Y\_hfc b]gWXY'8UhYb'k ]Y'@c\bgH'i YfVYgWXY]b][ i b[ Yb  
Ui hca Uh]gW'ni 'ØVYfbY\ a Ybž'Yfa Ò[ `]Wk h'X]Y'GcZk UfY'Ui W'Y]bY  
bU\h'cgY'ϕhY[ fUh]cb'a ]h'XYa '9@GH9F!DcfhU''9]bY'UVgW'`Y»YbXY  
DfØZ b[ 'XYf'5b[ UVYb'j cf'XYf'9]bfY]Wk i b[ 'gc f[ h'XUZØfž'XUgg'U''Yg  
gY]bY'F]Wk h][ \_Y]h'\Uh"; YbUi YfY'ϕZcfa Uh]cbYb'XUni 'V]YhYh'X]Y  
GY]hY'Y`ghYf"XY"

: f]ghj Yf`Àb[ Yfi b[ 'ZØf'GhYi YfYf\_`Àfi b[ Yb

K i gghYb'G]Yž'XUgg'X]Y': f]ghYb'ZØf'X]Y'5V[ UVY'XYf  
GhYi YfYf\_`Àfi b[ Yb'ZØf'X]Y'ϕ\UfY'&\$&\$'V]g'&\$&('j Yf`Àb[ Yfh  
k i fXYb3'8 Ug']gh'Y]bY' [ i hY'BUWk f]Wk hž'X]Y'j ]Y'Y'GhYi YfnU\`Yf  
ZfYi h"8]Y'bYi Yb': f]ghYb'gY\Yb'j cfž'XUgg'ZØf'XYb  
6YghYi Yfi b[ gnY]hfUi a '&\$&' 'X]Y'9f\_`Àfi b[ 'V]g'ni a ''%'A U]'&\$&\*<br>UV[ Y[ YVYb'k YfXYb'\_Ubb"8]YgY'FY[ Y'i b[ '[']h'i bUV\Àb[ ][ 'j ca<br>9]b\_ca a Yb'i bX'k i fXY'U'g'5bhk cfh'Ui Z'X]Y'GWk k ]Yf][ \_Y]hYb<br>k À\fybX'XYf'7cfc bU!DUbXYa ]Y'i bX'XYf'I \_fU]bY!?'f]gY'Y]b[ YZØ\fh"<br>N]Y'']gh'Ygž'XYb'GhYi YfdZ]Wk h][ Yb'a Y\ f'NY]h'ni '[ YVYbž'i a 'X]Y<br>bÒh][ Yb'8c\_i a YbhY'ni 'YfghY''Yb'i bX'VY]'XYb': ]bUbnÀa hYfb<br>Y]bni fY]Wk Yb"ϕZcfa Uh]cbYb'ni 'XYb': f]ghYb'\_ÒbbYb'G]Y'Ui W'Ui Z<br>XYf'K YVgY]hY'j cb'ghYi YfgWk fcYXYf"XY'bUWk'YgYb"

: Øf'U''Yž'X]Y'a Ò[ `]Wk Yfk Y]gY'Ui Z'Ua h]Wk'j cf[ YgWk f]YVYbY<br>: cfa i 'UfY'ni fØW\_[ fY]ZYb'a ØggYbž'gY]' [ YgU[ h'8 Ug'5i gZØ''Yb'j cb<br>DUd]YfZcfa i 'UfYb']gh'bUWk'k ]Y'j cf'a Ò[ `]Wk ž'XcW' i a 'gWk bY''Yf<br>i bX'g]Wk YfYf'ni '\_ca a i b]n]YfYbž'Ya dZ]Y'\h'g]Wk 'X]Y'Y'Y\_hfc b]gWXY<br>9]bfY]Wk i b[ 'ØVYf'9@GH9F"8Yb\_Yb'G]Y'XUfUb.'9]b'6Ybi hnYf\_c bhc<br>VY]'9@GH9F']gh'i bYf'Àgg]'Wk'ZØf'X]Y'5V[ UVY'5'gcž'k Ybb'G]Y'bcWk<br>b]Wk h'Y]b[ YfY]Wk h'\ UVYbž']gh'Yhnh'\ ØWk ghY'NY]h'ni '\UbXY'b"

Ni gUa a YbZUggYbX`\_Ubb`[ YgU[ h`k YfXYbž`XUgg`X]Y`ghYi Yf`]WXYb  
 J YfdZ]W`hi b[ Yb`nk Uf`cZi`U`g``Àgh][ `Ya dZi bXYb`k YfXYbž`UVYf`a ]h  
 XYb`f]W`h][ Yb`Hcc`g`k ]Y` Y]bZUW`9@GH9F d`i g` i bX`i bhYfghØmi b[  
 j ca `: ]bUbnUa h`XYi h`W`Y]bZUW`Yf`ni `VYk `À`h][ Yb`g]bX`"9]b  
 V]ggW`Yb`C f[ Ub]gUh]cb`i bX`fYW`hnY]h][ Y`5V[ UVY`\_`ÒbbYb`ZØf`G]Y  
 Ua `9bXY`j ]Y``; Y`X`gdUfYb`°

8YhU]`g	
C fh	A Y]» Ybž`8Yi hgW``UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "X]YgUW`gYb"XY</li> <li>• k k k "Y`ghYf"XY</li> <li>• k k k "ghYi YfgW`fcYXYf"XY</li> </ul>

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