

J YfY]bY`]a` : c\_i g. F YbbYb`i bX`=b`\_`i g]cb  
`>Y hnh`ZØf`@]j YghfYUa`UVgh]a a Yb`°

9fZU\FYb`G]Y`U`Yg`ØVYf`XYb`A chcfgcdcfhWi V`A Y]» Yb`Y`J`"i bX  
XUg`GdYYXk Um!9j Ybhi a`XYb`G]VYfbYb`GhU\`gWxi \`Ua`") "  
C\_hcVYf`&\$&)" "



A Y]» Yb`ž`8 Yi hgW\`UbX`!`5a`!`&% " ' † b ] ' & \$ & ) `]gh`i`b`XYf`FY`[`]cb  
Y]b[`Yg`c`gž`k Ug`X]Y`GdcfhVY`[`Y]ghYfhYb`YfZfYi Yb`k`]fX`" `=b`Y]bYf  
gdUbbYbXYb`=b]h]Uh]j Y`VYk YfVYb`g]W\`nU\`fY]W\Y`J YfY]bY`i a  
Y]bYb`VY`[`Y\`fhYb` : Ubg`]a`C ghYb`!@]j YghfYUa`ž`i a`i`\fY`9j Ybhg`]b  
Y]bYa`VfY]hYfYb`F U\`a Yb`ni`df`ÀgYbh]YfYb`"8]Y`6Yk YfVi b[`gZf]gh  
]gh`VYfY]hg`[`YØZbYhi bX`Gdcfhj YfY]bY`U`Yf`5fh`g]bX`\Yfn`]W\  
Y]b[`Y`UXYb`ž`g]W\`ni`VYhY`]`[`Yb`"6YgcbXYfg`]b`XYb` : c\_i g`fØW`Yb  
XUVY]`XYf`HYbb]g`Y]ghi b[`gnYbhfi a`9gdYb\U]b`Y`J`ž`XYf  
A chcfgcdcfhWi V`A Y]» Yb`Y`J`"i bX`XYf`6F GGJ`GhYbXU`Y`J`ž`X]Y  
U`YgUa`h`a`]h`hc`Yb`J YfUbghU`hi b[`Yb`]b`X]Y`9bXUi ggW\Y]Xi b[  
[`Y\Yb`a`ØW`hYb`"

8Yf`HYbb]g`Y]ghi b[`gnYbhfi a`9gdYb\U]b`Y`J`"U`h`g]W\`Xi`fW\`XYb

5i Zgh]Y[ ]b`X]Y`&""6i bXYg`][ U`]a` ] Yf[ Ub[ YbYb`Gca` a` Yf`Y]bYb  
BUa` Yb`[ Ya` UWX`h""5`g`YfghYf`J`YfY]b`Ui` g`XYf`F`Y[ ]cb`@Y]dn][ ]b  
X]YgYf`@[ U`ž`k` ]fX`Yf`Ua` `%, ""i` bX`&\$""ž` `]&\$&)`gdUbbYbXY`Gd]Y`Y  
`]YZYfb""8`c`W`b]W`X`h`b`i`f`HY`bb]g`ghY`h`Ui` Z`XYa` `Dfc[ fUa` a` .`8`Yf  
A`chc`fgdc`fhWi` V`A`Y]» Yb`Y`J`""\`Uh`X]Y` `) `""5i` ZU[ Y`XYg`G]`VYfbYb  
GhU`\`g`W`i` \`g`]a` `Gd`Y`Y`X`k` Um`Gh`UX]cb`]b`A`Y]» Yb`j`cf`XYf`H`Ø`ž`Y]b  
9j`Yb`ž`X`U`g`Ua` `)`""C`\_`hc`V`Y`f`&\$&)`n`U`\`f`Y]W`Y`A`chc`fgdc`fh`Z`U`b`g  
Ubn]Y`\`Yb`X`Ø`f`ž`Y`"

## G]`VYfbYf`GhU`\`gW`i` \`]b`A`Y]» Yb

6Y]a` ``Y`mhYb`F`Y`b`b`Yb`i`a` `X`Y`b`G]`VYfbYb`GhU`\`gW`i` \`ž`X`U`g`]b  
A`Y]» Yb`gh`U`h`Z`U`b`X`ž`X`ca` ]b]Y`f`h`Y`b`X]Y`X`Å`b]g`W`X`Y`b` :` U`\`f`Y`f`""8`Y`f`G]Y[ Y`f`ž  
6`U`gh]U`b`'6`c`f`\_`Y`U`i` g`8`Å`b`Y`a` U`f`\_`ž`Y`f`n]Y`h`Y`V`Y`Y]b`X`f`i` W`\_`Y`b`X`Y`%`&  
D`i`b`\_`h`Y`""5i` Z`X`Y`a` `nk`Y]h`Y`b`D`U`h`n`U`b`X`Y`h`Y`F`c`b`b`m`i`K`Y]g`U`i`g  
8`Y`i`hg`W`X`\`U`b`X`a` ]h`%`%`D`i`b`\_`h`Y`b`ž`[ Y`Z`c`[ `h`j`c`b`F`]W`X`U`f`X` ;` Y`m`Y`f`ž`X`Y`f`a` ]h  
, `D`i`b`\_`h`Y`b`X`Y`b`X`f]h`h`Y`b`D`U`h`n`Y`f`\_`Å`a`d`ž`Y`""ž`Y]b`Y`a` `gd`U`b`b`Y`b`X`Y`b  
8`i`Y`""\_`c`b`b`h`Y`'6`c`f`\_`Y`K`Y]g`]b`X`Y`f`Y`h`h`Y`b`F`i`b`X`Y`Ø`V`Y`f`c`Y`b`i`b`X  
g]W`X`g`ca` ]h`X`Y`b`Y`f`gh`Y`b`D`U`h`n`g]W`X`Y`fb`""8`]Y`g`Y`J`Y`f`U`b`gh`U`h`i`b`[ `nc`[  
j`]Y`Y`N`i`g`W`X`U`i`Y`f`U`b`i`b`X`V`ch`Y]b`Z`Y`gg`Y`b`X`Y`g`F`U`a`Y`b`d`f`c`[ fUa` a` `Z`Ø`f  
X`Y`b`B`U`W`X`k`i`W`X`g`ž`X`U`g`U`i`W`X`?`]b`X`Y`f`U`V`\*``ž`U`\`f`Y`b`Y]b`V`Y`nc`[ "

- 6Ugh]U`b`'6`c`f`\_`Y`f`B`Å`b`Y`a` U`f`\_`ž` ` `%`&`D`i`b`\_`h`Y`
- F`c`b`b`m`i`K`Y]g`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `%`%`D`i`b`\_`h`Y`
- F`]W`X`U`f`X` ;` Y`m`Y`f`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` ` , `D`i`b`\_`h`Y`
- J`U`Y`b`h]b` ;` f`c`V`U`i`Y`f`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `+`D`i`b`\_`h`Y`
- 7Y`]b`U`@]Y`V`a`U`b`b`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `+`D`i`b`\_`h`Y`
- A`U`X`g`8`U`i`a` `f`B`Å`b`Y`a` U`f`\_`ž` ` `+`D`i`b`\_`h`Y`
- A`]f`\_`c`K`c`h`Y`f`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `+`D`i`b`\_`h`Y`
- 9f]\_`6`U`W`X`\`i`V`Y`f`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `)`D`i`b`\_`h`Y`
- A`U`f]c`B`]Y`X`Y`f`a`U]Y`f`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `( `D`i`b`\_`h`Y`
- ž` `]U`b`'6`]Y`a`Y]Y`f`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `&`D`i`b`\_`h`Y`
- A`U`f`W`X`'8`U`W`X`g`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `)%`D`i`b`\_`h`Y`
- ž`Ø`f[ `H`Y`V`V`Y`f`B`Y`i`hg`W`X`\`U`b`X`ž` ` `)%`D`i`b`\_`h`Y`

=b`\_`i`g]c`b`]a` `G`d`c`f`h`

9VYbZU`g`Y`f`k`Å`\`b`Y`b`g`k`Y`f`h]g`h`X`Y`f`'6`F`G`G`J`G`h`Y`b`X`U`Y`"J`""a` ]h`i`g`Y]b`Y`a`

9b[ U[ Ya Ybh]a 'G]hnj c``YmVU``ž`Y]bYf`GdcfhUfhž`X]Y`A YbgWXYb`a ]h  
i bX`c`bY`6Y`[bXYfi b[ `j YfY]bh`8]YgY`]b\_`i g]j Y  
<YfUb[ Y`Ybgbk Y]gY`gd]Y`h`Y]bY` [ fc»Y`F`c``Yž`i bX`XYf`J`YfY]b`k ]fX  
Ua `\*``GYdhYa VYf`&\$&) `]b`C`ghYfVi f[ `X]Y`8Yi hgWXY`A`Y]ghYfgW`UZh  
Ui gf]W`hYb``8Ua ]h\_`ca`a`h`b]W`h`bi`f`XYf`gdcfh]W`Y` ; YXUb\_`Y`ni`a  
HfU[ Ybž`gcbXYfb`Ui`W`X]Y` [ YgY``gW`UZh]W`Y`J`YfUbhk`cfhi`b[ `ni`f  
: ØfXYfi b[ `XYf`\_`b\_`i`g]cb`]a`Gdcfh`

: Øf`Gdcfhj`YfY]bYž`X]Y`Ub`]b\_`i`g]j`Yb`Dfc`Y`\_`hYb`]b`hYfYgg]Yfh`g]bXž  
V]YhYh`XYf`\_`\_`XYI`ZØf`\_`b\_`i`g]cb`]a`i`bX`Xi`fW`Gdcfh`XYg  
8Yi`hgWXYb`6Y`[bXYfhYbgdcfhj`YfVUbXg`fB`6GŁ`Y]bY`k`Yfhj`c``Y  
Cf]Ybh]Yfi`b[ ``8]YgYf`\_`\_`XYI`ghY``h`Y]bYb`K`Y[k`Y]gYf`XUfž`i`a  
]b\_`i`g]j`Y`Ghfi`\_`hi`fYb`]bbYf`U`V`XYg`GdcfhYg`ni`Y`hUV`Y]fYb``8Ug  
Dfc`Y`\_`hž`XUg]b`Ni`gUa`a`YbUfVY]h`a`]h`j`YfgW`]YXYbYb`\_`gh]hi`h]cbYb  
YbhghUbXYb`]ghž`ZØfXYfh`X]Y`GY`VghVYgh]a`a`i`b[ `i`bX  
; `Y]W`VYfYW`h][`i`b[ `]a`cf[`Ub]g]YfhYb`Gdcfh`i`bX`ghY`h`U``Yb  
Gdcfhj`YfV`ÅbXYb`U`g`\\`ZfY]W`Yg`K`Yf`\_`nYi`[ `ni`f`J`YfZØ[`i`b[ ``5``Y  
\_`hYfYgg]YfhYb`\\`UVYb`X]Y`A`Ø[ `]W`\_`Y]hž`g]W`\\`Yf`i`a`ZUggYbX`ni  
]bZcfa`]YfYb`i`bX`A`UhYf]U`Yb`\\`Yfi`bhYfni`UXYbž`i`a`]`fY`]b\_`i`g]j`Yb  
5bg`ÅhnY`k`Y]hYf`ni`Yb`hk`]W`\_`Y`b`

B]W`h`ni`j`Yf[`YggYb`V`Y]Vh`X]Y`HUhgUW`Yž`XUgg`ZØf`X]Y`@j`YghfYUa`!  
,`VYfhfU[`i`b[ `]a`F`U`a`Yb`XYf`:`Ub]g`]a`C`ghYb`!`\_`h]Uh]j`Y`Y]bY  
Cb`]bY!5Vgh]a`a`i`b[ `ghUhhZ]bXYb`k`]fX``8]YgY` ; `Y`Y[`Yb`\\`Y]h`[ `]Vh  
`c`\_`U`Ub]g`Ågg][`Yb`J`YfY]bYb`X]Y`7`\\`UbW`ž`]b`X]Y`9bXUi`ggWXY]Xi`b[  
ni`\_`ca`a`Yb``K`Yf`k`Y]»`ž`j`]Y``Y]W`h`k`]fX`XUg`b`ÅW`ghY`[`fc`»`Y  
GdcfhYj`Ybh``j`Y`]b`X]Y`K`c`\\`bn]a`a`Yf`XYf`:`Ub]g`ØVYfhfU[`Yb``K`Yf  
U`gc`a`]h`gY]bYf`Gh]a`a`Y`i`bhYfghØ`hYb`a`ØW`hYž`XYf`gc``hY`X]Y  
\_`h]Uh]j`Y`b]W`h`j`YfdUggYb`°

: Øf`a`Y`f`\_`\_`Zcfa`Uh]cbYb`ni`a`@j`YghfYUa`i`bX`XYb`9j`Ybhgž`k`YfZYb  
G]Y`Y]bYb`6`]W`\_`Ui`Z`X]Y`6Yf]W`hYfghUhh`i`b[ `j`cb`**GdcfhgW`Ui`**i`bX  
X]Y`Y`hnhYb`B`UW`f]W`hYb`fi`bX`i`a`XYb`G]VYfbYb`GhU`gW`i`\\`Ui`Z  
**GdYYXk`YY`\_`**: Øf`8YhU]`g`ØVYf`]b\_`i`g]j`Y`5bg`ÅhnY`]a`Gdcfhž  
VYgi`W`Yb`G]Y`X]Y`cZZ]n]Y``Y`GY]hY`XYg`**8Yi`hgW`Yb`**  
**6Y`[bXYfhYbgdcfhj`YfVUbXg`**

8YhU]`g	
C fh	A Y]» Ybž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gdcfhgWUi "XY</li> <li>• k k k "gdYYXk YY_"Wta</li> <li>• k k k "XVg!bdWXY</li> </ul>

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