

: U\ ffUX! I bZU``']b`Nk ]W\_Ui .'+ (!>À\ f)[ Yf  
gWk k Yf`j Yf`Yhnh`i bX`Z`ØWk h)[ °

≠`Nk ]W\_Ui `YfY][ bYhYb`g]Wk`nk Y]`gWk k YfY`i bZÄ``Y`a ]h  
F UXZU\ fYfb.`9]b`+( !>À\ f)[ Yf`gWk k Yf`j Yf`Yhnhž`Y]b`UbXYfYf  
bUWk`GhfU»YbVU\ bi bZU``'j Yfghc fVYb"



Nk ]W\_Ui ž`8 Yi hgWk`UbX`!`≠`Nk ]W\_Ui `\_\_Ua`Yg`Ua  
8]YbghU[ bUWk`a ]hhU[ `Ui ZXYa`A i`XYfUXk Y[ `ni`Y]bYa`gWk k YfYb  
I bZU``ž`XYf`XUg`GWk ]W\_gU``Y]bYg`+( !>À\ f)[ Yb`F UXZU\ fYfg`fUX]\_U`  
j YfÄbXYfhY``8Yf`GYb]cf`k Uf`]b`F ]Wk hi b[ ;`Ui WkUi`i bhYfk Y[ gž`U`g  
Yf`j cf`Y]bYf`?i fj`Y`a ]h`Y]bYa`Ybh[ Y[ Yb`\_ca`a YbXYb`F UXZU\ fYf  
\_c``X]YfhY``6Y]XY`F UXZU\ fYf`ghØfnhYb`]bZc`[ Y`XYg  
Ni gUa`a Ybghc»Yg``8Yf`+( !>À\ f)[ Y`nc[ `g]Wk`XUVY]`gWk k YfY  
J Yf`Yhni b[ Yb`ni`i bX`a`i gghY`gY`VghghÄbX][ `Y]b`?fUb`\_Yb\Ui g  
Ui Zgi`WkYbž`k Ä\ fYbX`XYf`UbXYfY`i bZU``VYhY]`][ hY`bUWk`XYa  
J cfZU``Zc\``8Yf`GUWk`gWk`UXYb`Ua` : U\ ffUX`XYg`Ä`hYfYb`<Yffb  
VY`Äi`Zh]g]Wk`Ui Z`Yhk U`&\$`\$`9i fcž`k ]Y`6`]W\_`"XY`VYf]Wk`hYh"

I bUV\Äb[ ] [ `j cb`X]YgYa`J cfZU``nY][`h]g]Wk`ž`XUgg`: U\ ffUXi bZÄ``Y`]b

8 Yi hgWk`UbX`Y]b`ni bY`a YbXYg`DfcV`Ya `XUfghY`Yb" `@Ui h`Y]bYf  
U\_hi Y`Yb`GhUh]gh]\_j cb`8YghUh]g`ghUfVYb`ja` `X`f`&\$\$(`]bg[ YgUa h  
( (%`F UXZU`fYf`VY]i bZ`Y`b`XUVY]`k Uf`YXYf`gYW`ghY` ; Yh`hY`hY  
fP`\*`Z\$`i` `a` ]h`XYa` : U`ffUX`i` bhYfk`Y[ g`6YgcbXYfg`U`Ufa` ]YfYbX`]gh  
X]Y`HUhgUW`Y`Z`XUgg`\*` `z` `i` `XYf`h`O`X`]W`j`Yf`Y`h`h`Y`b`F`UXZU`fYbXYb  
\*)` `X`f`Y`c`XYf`A`h`Yf`k`UfYb`"8Yf`5bgh]Y[ `XYf`[ Yh`hY`hY`b`DYXY`YW  
Bi`h`Yf` `j`cb`" ` -`]a` `X`f`&\$\$(`Ui`Z`XYi`h]W` ` `O`YfY`NU` `Yb`  
a`UW`h`X]Y`B`chk`YbX][`\_Y]h`VYggYfYf`J`Yf`\_Y`f`gg]W`Yf`Y]h`Z`f`A`h`YfY  
F`UXZU`fYf`VYgcbXYfg`XYi`h]W`"

## 9]b`k`Y]hYfYf`hfU[ ]gWk`Yf`J`c`f`ZU`

5a` `A` ]hk`c`W`UVYbX`YfY][`bYhY`g]W` `]b`Nk`]W`\_Ui` `Y]b`k`Y]hYfYf  
i`ba`O[ `]W`Yf`J`c`f`ZU`z`VY]`XYa` `Y]b`F`UXZU`fYf`j`cb`Y]bYf  
GhfU»`YbVU`b`YfZUggh`i`bX`gW`k`Yf`j`Yf`Y`h`h`k`i`fXY`"8Yf`A`Ubb`z  
XYggYb` `X`Y`b`h]h`A`h`bcW` `b]W`h`[ Y`\_`A`f`h`k`i`fXY`z`Yf`U[ `Ua  
K`c`W`YbYbXY`gY]bYb`J`Yf`Y`h`i`b[ Yb`"8Y`GhfU»`YbVU`b`ZU`fYf]b`z`(`\*  
`X`f`Y`U`h`z` `U`h`Y`ni`a` `l`bZU`nY]hdi`b`\_`h`ZfY]Y` : U`f`h`i`bX`Z` `f`[ Y[ Yb  
&`%` ` \$` `l` `f` `O`VYf`X]Y`?`fYi`ni`b[ ` "8Yf` : U`ffUXZU`fYf`ghUbX  
i`ba` ]hY`V`Uf`b`U`Y`XYf` ; `Y]gY`i`bX`k`i`fXY`z`b`UW`XYa` `Y]b  
F`Y`h`i`b[ gk`U[ Yb`ni`Z`A`][ `]b`XYf`B`A` `Y`k`Uf`z`gc`Zc`f`h`f`Y`Ub]a` ]Yf`h`i`bX  
]bg`?`f`Ub`\_`Yb` `Ui`g`[ YVfUW`h`8Yf`GUW`gW`UXYb`VY`A`i`Zhig]W` `Ui`Z  
fi`bX`&`%`\$`\$`9i`fc`z`k`]Y`HU[ &(`VYf]W`h`Y`h`"

## 8 ]Y`<`YfUi`gZc`fXYfi`b[ `XYf J`Yf`\_`Y`f`gg]W`Yf`Y]h

8 ]Y` `c` `Yb` `l` bZU`nU` `Yb` `i` bX`XUg`ghY][`YbXY`F`]g]\_c`Z`f  
F`UXZU`fYbXYz`]bgVYgcbXYfY`Z`f`A`h`YfY`A`YbgW`Yb`z`a`UW`Yb  
XYi`h]W`z`XUgg` `]Yf`<`UbX`i`b[ gVYXUfZ`VYghY`h` `a` `X`f`&\$\$(`  
 `UVYb`VYfY]hg`nU` `fY]W`Y`F`UXZU`fYf`i`bZ`Y`Yf`]hYb`z`i`bX`X]Y  
Ub[ YgdUbbhY`G]hi`Uh]cb`YfZc`fXYfh`gck`c` `j`cb`XYb  
J`Yf`\_`Y`f`ghY]`bY`a`Yfb`U`g`Ui`W` `j`cb`XYb`D`UbYfb`j`cb  
J`Yf`\_`Y`f`g]bZfUghfi`\_hi`fYb`Y]b`l`a`XYb`\_`Yb`"8Y`J`YfUb`hk`c`f`h]W`Yb  
g]bX`[ YZc`fXYfh`z`A`U»`bU`a`Yb`ni`Yf`[ fY]Z]b`z`i`a` `X]Y`G]W`Yf`Y]h]a  
GhfU»`Ybj`Yf`\_`Y`f`ni` ` [ Yk`A` `f`Y]ghYb`"9]b`6`]W`\_]b`X]Y`NU` `Yb`nY][`h`z  
XUgg`F`UXZU`fYbXY`]b`fi`bX`)`\$`z`+`i` `XYf` : A` `Y`X]Y`GW`i` `X` `Ub`

I bZÄ`Yb`a ]h`DYfgcbYbgWUXYb`hfU[ Yb`"

8]Y`hfU[ ]gWXYb`JcfZÄ`Y`]b`Nk ]W\_Ui`gc`hYb`i bg`U`Y`ni a  
BUWXYb`\_Yb`Ub`fY[ Yb.`8U\Yf`[ ]`h`Ygžj c`fg]W`h][ Yf`ni`gY]b`i bX  
Ui Za Yf\_gUa`Xi fW`XYb`GhfU»Ybj Yf\_Y`f`ni`bUj ] [ ]YfYbž  
VYgcbXYfg`Ub`i bØVYfg]W`h]WXYb`GhY`Yb`k ]Y`?fYi ni b[ Yb`cXYf`]b  
XYf`BÄ\Y`j cb`6U\b`]b]Yb`"Bi f`gc`\_Ubb`XYf`JYf`i ghj cb  
A YbgWXYb`YVYb`Xi fW`i bZÄ`Y`j ]Y`Y]W`h`Y]ba U`Y]b[ YXÄa a h  
k YfXYb`"

8YhU]`g	
Cfh	Nk ]W_Ui ž8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"><li>• k k k "V`]W`"XY</li><li>• k k k "hU[ &amp;("XY</li><li>• k k k "XYghUh]g"XY</li></ul>

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