

@Y\ fYf`]b`9fZi fh`ZYgh[ Ybca a Yb.  
GW\ cW\_]YfYbXY`GYI i U`XY`\_]\_hY  
Ui Z[ YXYW\_h°

⌘`9fZi fh`k i fXY`Y]b`@Y\ fYf`k Y[ Yb`J YfXUW`hg`Ui Z  
GYI i U`XY`\_]\_hY`ZYgh[ Ybca a Yb" `9fa ]h`i b[ Yb`i a ZUggYb  
a Y\ fYfY`>\ fY`/k Y]hYfY`@Y\ fYf`]a` : c\_i g"



9fZi fh`ž`8Yi hgW\`UbX`!`5a` `A cbhU[ a cf[ Yb`\_Ua` `Yg`]b`9fZi fh`ni  
Y]bYf`YfgW\ØhhYfbXYb` : YghbU\ a Y. `9]b`@Y\ fYf`Ub`Y]bYf`Òfh`]WYb  
GW\i` `Y`k i fXY`i bhYf`XYa` `J YfXUW`h`Ui Z`GYI i U`XY`\_]\_hY  
ZYgh[ Ybca a Yb" `8]Y`9fa ]h`i b[ Yb`ž`X]Y`g]W\`Ui Z`J cfZ`Ä`Y`nk ]gWYb  
&\$%\*`i bX`&\$&\$`VYn]Y\Yb`ž`\_ÖbbhYb`k Y]hfY]WYbXY`5i gk ]f\_i b[ Yb  
Ui ZXYb`VYfi Z]WYb`K YfXY[ Ub[ `XYg`6YgW\i`X][ hYb`\UVYb" `@Ui h`  
**A 8 F** `k i fXYb`]a` `Ni [ Y`XYf`9fa ]h`i b[ Yb`Ui W\`X]Y`F`Äi a` `]W\`\_Y]hYb  
Y]bYg`k Y]hYfYb`hUhj YfX`ÄW`h][ Yb`@Y\ fYfg`Xi fW\gi W\h`ž`k cVY]  
J YfV]bXi b[ Yb`ni` `> [ YbX!Dcfbc[ fUZ]Y`XYg`k Y]hYfYb`A`UbbYg`]a  
J cfXYf[ fi bX`ghY\Yb"

8YfZYgh[ Ybca a YbY@Y\fyf'k i fXY'Ua 'BUWka ]hU[ 'Y]bYa  
<UZh]W\hYf'j cf[ YZØ\fh'i bX'VYZ]bXYh'g]W\bi b']b  
I bhYf'gi W\i b[ g\UZh' 'i bX'XUg'Ui g'[ i hYa ' ; fi bX'"8]Y  
GhUUhgUbk U'hgW\UZh'\Uh'X]YgY'A U» bU\ a Y'k Y[ Yb': 'i W\h'i bX  
K ]YXYf\c'i b[ g[ YZU\ f'Ub[ YcfXbYh'"9g[ ]Vh'XYfnY]h'bcW\k Yb][  
=Zcfa Uh]cbYb'ØVYf'X]Y'VYhfYZYbXY'GW\i 'Yž'YXcW\']gh'\_UfžXUgg  
X]Y'J cfk ØfZY'[ fUj ]YfYbX'g]bX'i bX'gck c\`XUg'I a ZY'X'XYf'GW\i 'Y  
U'g'Ui W\X]Y'VYhY']][ hYb'@Y\fyf'ghUf'\_VY'UghYb"

## 8]Y'VYfi Z]W\Yb': c`[ Yb'g]bX'[ fUj ]YfYbX

K Ug'VYXYi hYh'XUg'ZØf'@Y\ f\_ fÅZhY'k ]Y'XYb': Ygh[ Ybca a YbYb3'9]b  
9fa ]h'i b[ gj YfZU\ fYb'k Y[ Yb'GYI i U'XY`'\_hYb'\_Ubb'gW\ bY''ni  
Y]bYf'YI ]ghYbn]Y''Yb'6Y'Ughi b[ 'k YfXYb'"K ]Y'X]Y  
FYW\hgUbk U'hg\_Ubn`Y]'UbK U'h"XY'Yf\_`ÀfhžXfc\Yb'VYfY]hg']a  
Ni [ Y'XYf'9fa ]h'i b[ Yb'[ fUj ]YfYbXY'VYfi Z]W\Y'9]bgW\ fÅb\_i b[ Yb"  
J cb'XYf'j cf'Ài Z][ Yb'8]YbghYb\h'YVi b[ 'V]g'\]b'ni a '9bni [ 'j cb  
@Y\ fUi ZhfÅ[ Yb'g]bX'X]Y'A Ø[ 'W\ \_Y]hYb'j ]Y'ZÅ'h][ "

6YgcbXYfY'5i Za Yf\_gUa \_Y]h'gc`hY'Ui Z'X]Y'fYW\h]W\Yb  
F U\ a YbVYX]b[ i b[ Yb'[ Y'Y[ h'k YfXYb'"6YUa hY'i bhYf']Y[ Yb  
ghfYb[ Yb'X]gn]d']bUf]gW\Yb'F Y[ Y'bž'i bX']a ' : U`Y  
gW\k Yfk ]Y[ YbXYf'J cfk ØfZY'k ]fX'cZh'X]Y'8]YbghYb\h'YVi b[  
Ub[ YcfXbYhž'X]Y'ni XYa 'Y]bY'9]bVY\U'hi b[ 'XYf'6YnØ[ Y'bUW\ 'g]W\  
n]Y\Yb'\_Ubb'"8]Yg'\_Ubb'XYb'[ YgUa hYb'@YVYbgi bhYf\U'h'XYg  
@Y\fyfg'[ YZÅ\ fXYb'i bX'XYb'8fi W'\_Ui Z']\b'Yf\Ø\Yb"

## F YW\h`]W\Y'I bhYfghØhni b[ 'fYW\hnY]h][ gi W\Yb

K ]Y'XYf'9I dYfhY'ZØf'GYI i U'ghfUZfYW\hž'Ui Zj YfhY]X][ i b[ !  
gYI i U'ghfUZfYW\h"XY'žVYhc b hž'\_ØbbYb'X]Y'5fVY]hgVYX]b[ i b[ Yb  
j cb'@Y\ f\_ fÅZhYb'VY]J cfk ØfZYb']a 'J Yf\`À'hb]g'ni 'GW\Ø'Yfb  
VYgcbXYfg'\Y'\_Y'gY]b'"NØ[ Yfh'a Ub'a ]h'Y]bYf'† f]gh]gW\Yb  
I bhYfghØhni b[ ž'\_Ubb'XUg'ZUhu'Y': c`[ Yb'ZØf'X]Y'dYfgØb`]W\Y'i bX  
VYfi Z]W\Y'Ni \_i bZh'\UVYb'"I bVYXUW\hY'5i ggU[ Yb'cXYf'j cfY']][ Y  
9f\_`Àfi b[ Yb'[ Y[ YbØVYf'5i Zg]W\hgVY\ØfXYb'\_ØbbYb'X]Y'G]hi Uh]cb

j YfgW`a a Yfb"

8]Y`J cf[ Åb[ Y`]b`9fZi fh`k YfZYb`Y]b`VYnY]W`bYbXYg`@]W`h`Ui ZX]Y  
<YfUi gZcfXYfi b[ Ybžj cf`XYbYb`@Y`f`f`ÅZhY`i bX`UbXYfY  
6Yfi Zg[ fi ddYb`Ui Z[ fi bX`j cb`[ Y[ Yb`g]Y`Yf`cVYbYb  
5bgW`i`X][ i b[ Yb`ghY`Yb`" `#`Y]bYf` ; YgY`gW`UZh`X]Y`A ]ggYhUhYb  
X]YgYf`5fh`b]W`h`a Y`f`U`nYdh]Yfhž`ghY`Yb`6YgW`i`X][ hY`cZha U`g  
j cf`Y]bYa`5V[ fi bX`Ui g`YI ]ghYbn]Y`Yb`Yb[ ghYb`i bX`VYfi Z]W`Yb  
?cbgYei YbnYb`bcW`VYj cf`Yg`ni`Y]bYf`JYfi fhY]i b[ `\_ca`a`h"

9g`V`Y]Vh`UVni k UfhYbžk ]Y`g]W`X]Y`9fa ]h`i b[ Yb`k Y]hYfYb`hk ]W`Y`b  
i bX`k Y`W`Y`5i gk ]f`\_i b[ Yb`X]YgY`Ui ZX]Y`VYhfcZYbYb`@Y`fYf  
gck ]Y`XUg`GW`i`gmghYa`]b`9fZi fh`\UVYb`k YfXYb`"6]g`XU`]b`nY][ h  
g]W`ž`XUgg]b`gc`W`X`Y`\_UhYb` : Å`Yb`fYW`h`nY]h][ Yž`Zi bX]YfhY  
fYW`h]W`Y`l bhYfghØhni b[ `i bUVX]b[ VUf`]gh`i bX`U`g`Yb`hgW`Y]XYbXYf  
: U`hc`f`ZØ`f`X]Y`Ni`\_i bZh`XYf`6YhY]`][ hYb`k ]f`\_Yb`\_Ubb"

8YhU]`g	
C fh	9fZi fhž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a Xf"XY</li> <li>• k k k "Ubk U`h"XY</li> <li>• k k k "j YfhY]X][ i b[ ! gYI i U`ghfUZfYW`h"XY</li> </ul>

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