

7Uj UnnYb `ZY]Yf`]Wk `k ]YXYfYfÒZZbYh. `GÒXYf  
[ Yb]Y» h`D]ghUn]YbY]g`]b `@]bXUi °

5a `%"`"A U] &\$&) `k i fXY`XYf`7Uj UnnYb`]b`@]bXUi `bUWk`nY\`b  
¼\`fYb`FYghUi f]Yfi b[ `ZY]Yf`]Wk `YfÒZZbYh" `A ]b]ghYfdFÀg]XYbh  
GÒXYf`i bX`C VYfVØf[ Yfa Y]ghYf]b`5`Zcbg`k ØFX][ Yb`X]Y  
6YXYi hi b[ `XYg`K U\fnY]WkYbg`Ua `6cXYbgYY"



@]bXUi ž`8Yi hgWk`UbX`!`A ]h[ fc»Yf`: fYi XY`k i fXY`Ua `%"`"A U]  
&\$&) `XUg`<Ui g`ni a `7Uj UnnYb`]b`@]bXUi `k ]YXYfYfÒZZbYh" `8]Y  
ZYgh]WkY`9fÒZZbi b[ `ZUbX`]a `GhUXh\YUhYf`ghUhrž]b`5bk YgYb\Y]h  
j cb`C VYfVØf[ Yfa Y]ghYf]b`8f" `7`Ui X]U`5`Zcbg`gck ]Y`6UmYfbg  
A ]b]ghYfdFÀg]XYbh`A Uf\_i g`GÒXYf" ; Ya Y]bgUa `YfÒZZbYhYb`g]Y`XYb  
<Ui dhY]b[ `XYg`U`g`gWk`ObghYg`6UfcW\_dU`U]g`Ua `6cXYbgYY  
[ Y`hYbXYb` ; YVÀi XYg" `8Yf`: YghU`\_h`k i fXY`j cb`ØVYf`+\$\$\$ ; ÀghYbž  
XUfi bhYf`dfca ]bYbhY`Dc`]h]\_Yf`k ]Y`GhUUhga ]b]ghYf`ZØf`9i fcdU`9f]W  
6Y]» k Yb[ Yf`i bX`FY[ ]Yfi b[ gdfÀg]XYbh]b`j cb`GWk UVYb`6UfVufU  
GWk fYhhYfž`VYgi Wk h"

: Øf'X]YgYb'ZYgh]WXYb'5b`Ugg'k i fXY`Y]b'6UbX'nYfYa`cb]Y`  
[ Y\_bchYhž'XUg'j cb'8f''5`Zc'bg'[ Y`Ògh'k i fXY''`a`F U\`a Yb`XYf  
J YfUbghU`hi b[ ` \]Y`h`GÒXYf`Y]bY`Y]XYbgW UZh]WXY': YghfYXYž']b`XYf  
Yf`X]Y`GW`Òb`Y]h`@]bXUi`g`VYhcbhY`i bX`X]Y`VYXYi`hYbXY`F`c`Y`XYg  
7Uj`UnnYb`ZØf`X]Y`?i`hi`f`XYf`FY[ ]cb`\Yfj`cf`\cV''<]ghcf]\_Yf`H\ca`Ug  
; fi`VYf`Yf[ `ÀbnhY`XYb': YghU`\_h`a` ]h`Y]bYa`J`cfhfU[ `ØVYf`X]Y  
; YgW]W`hY`XYf`GhUXhž`k`À`fYbX`Y]b`GhfY]W`ei`UfhYh`i bX`UbXYfY  
A`i`g]\_[ fi`ddYb`ZØf`X]Y`a`i`g]\_U`]gW`Y`i`bhYfa`U`i`b[ `gcf[ hYb"

## 9]b` \ ]ghcf]gW`Y`g`9fVY`

8Ug`<Ui`g`ni`a`7Uj`UnnYbž`Yff]W`hYh]b`XYb`š\`fYb`%+`&`-`#%+` '\$`ZØf  
X]Y`?Ui`Za`UbbgZUa` ]Y`GYi`hYfž`k`i`fXY`b`UW`Y]bYa`j`Yf\`YYfYbXYb  
6fUbXž`XYf`j`Y`Y'; YVÀi`XY`Ua`A`Uf`\_hd`Uhn`nYfgh`ÒfhYž`YfVUi`h"  
@`Xk`][`?`]W`\_gh]ZhYhY`XUg'; YVÀi`XY`gd`ÀhYf`XYf`GhUXh`@]bXUi`ZØf`X]Y  
9]b]W`hi`b[ `Y]bYg`<Y]a`Uha`i`gYi`a`g`"8Yf'; fc»Y`7Uj`UnnYbž`Y]b  
VYY]bXfi`W`\_YbXYf`XfY]gh`ÒW\_] [ Yf`A`Ui`Yfk`Yf`\_gVUi`a` ]h`Y]bYa  
XY`\_cf]YfhYb`A`UbgUfXXUW`ž`i`bX`XYf`?`Y]bY`7Uj`UnnYbž`XYf`gØX`]W`  
Ub`XUg`<Ui`dh[ YVÀi`XY`Ub[ fYbnhž`[ Y`hYb`Y`i`hY`U`g`YfUi`gfU[ YbXY  
6Y]gd]Y`Y`VUfc`W`\_Yf`5fW`]hY`\_hi`f`]b`XYf`6cXYbgYYfY[ ]cb"  
6YgcbXYfY`A`Yf`\_a`U`Y`g]bX`X]Y`cdi`Y`bhY': UggUXYba`U`YfY]i`bX`X]Y  
gW`]ZgUfh[ Y': cfa`XYg`8UW`Ygž`XUg`Y]bY`<Ò\`Y`j`cb`ØVYf`Y`Z  
A`YhYfb`YfY]W`h"

8]Y`i`a`ZUb[ fY]W`Y`GUb]Yfi`b[ `XYg`7Uj`UnnYb`YfZcfXYfhY`Y]bY  
`b`j`Ygh]h]cb`j`cb`fi`bX` '\$`A`j`]cbYb`9i`fcž`k`Y`W`Y`ØVYf`Y]bYb  
NY]hfUi`a`j`cb`nY`\b`š\`fYb`fYU`]g]Yfh`k`i`fXY`"9]b`k`]W`h[ Yf  
l`bhYfgh`ØhnYf`X]YgYf`FYghUi`f]Yfi`b[ ga`U»bU`a`Yb`k`Uf`X]Y  
8Yi`hgW`Y`Gh]Zhi`b[ `8Yb`\_a`U`gW`i`hn`fB`G8`Łž`X]Y`a`]h`%,`\$`\$\$`\$`9i`fc  
ni`f`FY`\_cbghfi`\_h]cb`XYf': UggUXYbZ`ÀW`Yb`i`bX`ni`f``bghUbXgYhni`b[  
XYf`\]ghcf]gW`Yb': YbghYf`VY]hfi[ ["8]Y`@Y]hi`b[ `XYg`Dfc`Y`\_hg`U[ `]b  
XYb`<ÀbXYb`j`cb`A`i`gYi`a`g`Y]hYf]b`6UfVUfU`FY]`i`bX`5`Yi`UbXYf  
K`Ufa`Vfi`bb"

## ?i`hi`fY`Y`6YXYi`hi`b[ `i`bX`5i`gV`]W`\_

8Yf`7Uj`UnnYb`n]Y`\h`gY]h`gY]bYf`YfghYb`9f`ÒZbi`b[ `]a`š\`f`%`-` '\$  
Y]bY`J`]Y`nU`\`j`cb`6Ygi`W`Yfb`Ub`"GY]h`&`\$`%`\_`c`b`bhYb`]bg[ YgUa`h

- \$\$\$\$\$\$ ; ÅghY`VY[ fØ» h'k YfXYb" 'A ]h'X]YgYf'K ]YXYfYfÖZZbi b[ '\Uh  
 XUg'A i gYi a 'bi b'X]Y'A Ò[ '\W\_X]hž[ Ubn'Å\`f][ '?i bghi bX'; Ybi gg  
 Ubni V]YhYb"BUW`XYa ' : YghU\_h'gh]Y[ Yb`<i bXYfhY`Vi bhY  
 @i ZhVU`cbg]b'XYb`<]a a Y`ž'k Ug`X]Y`ZfÖ\`W`Y`Gh]a a i b[ 'XYf  
 J YfUbghU`hi b[ 'ni gÅhn`W`i bhYfghf]W`"

8]Y`6Yj Ò`\_Yfi b[ 'j cb`@]bXUi `]gh'XUni `Y]b[ Y`UXYbž`Ub`\_ca a YbXYb  
 J YfUbghU`hi b[ Yb`hY]`ni bY`a Ybž`XUfi bhYf`X]Y` BchhY`]hU`]UbU`i bX  
 XYf` ; ]fc`XY`7Uj Unnc " 'A ]b]ghYfd fÅg]XYbh`GÖXYf`bi mhY`X]Y  
 ; Y`Y[ Yb`Y]hž'i a `X]Y`6YXYi hi b[ 'j cb` : fY]\Y]hi bX`@Y]W`h][ \_Y]h]b  
 XYf` ; YgY`gW`UZh`\Yfj cfni \YVYbž'i bX`cVhY`XUa ]h'X]Y`F c`Y`XYg  
 7Uj UnnYbg`U`g`\_i `hi fY`Yb`i bX`[ YgY`gW`UZh]W`Yb`HfYZZdi b`\_h"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ni f`K ]YXYfYfÖZZbi b[ 'XYg`<Ui gYg`ni a  
 7Uj UnnYbž`g]Y`Y`G`W`k `ÅV]g`W`Y`i bX`8`Y`i hg`W`Y`Gh]Zhi b[  
 8`Y`b`\_a`U`g`W`i`hn"

8YhU]`g	
C fh	@]bXUi ž`8`Y`i hg`W`U`b`X
E i Y`Y`b	<ul style="list-style-type: none"> <li>• k k k "g`W`k UYV]g`W`Y`"XY</li> <li>• k k k "XYb`_a`U`g`W`i`hn"XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY