

GhUf'cZ'h\Y'GYUg'ghUfhYh'Ui Z'XYf'C ghgYY.  
9fghY'GYUhf]U`g`YfZc`[ fY]W\ °

8]Y'GhUf'cZ'h\Y'GYUg'ghUfhYh'GYUhf]U`g`]b`XYf'C ghgYY`ZØf  
FcmU`7Uf]VVYUb" `HYghg`ZØf`@B; !5bhf]YV`Ui ZYb`V]g`9bXY`A U]  
&\$&) "



A YmYf'K YfZhž'&\$%\$ \$'Hi f\_i ž: ]bb`UbX`!`8]Y`bYi Y  
?fYi nZU\ fhmUW\h'GhUf'cZ'h\Y'GYUg`\Uh`\Yi hY`X]Y`A YmYf'K YfZhi]b  
Hi f\_i `j Yf`UggYb`i bX`]gh`Yfgha U`g`ZØf`HYghZU\fhYb`Ui Z'XYf'C ghgYY  
i bhYfk Y[ g" `8]YgY`YfghYb`GYUhf]U`g`g]bX`Y]b`k ]W\h][ Yf`GW\ f]hh`ZØf  
XUg`GW\ ]Zž`XUg`j cf`XYf`[ Yd`UbhYb`5i g`YZYfi b[ `Ub`X]Y`FYYXYFY]  
FcmU`7Uf]VVYUb`hYfbUh]cbU`ja `Gca a Yf`&\$&) `Y]bY`FY]\Y`j cb  
HYghg`Xi fW\`Ui ZYb`a i gg" `5b`6cfX`VYZ]bXYb`g]W\`9l dYfhYb`XYf  
K YfZhž`XYf`FYYXYFY]`i bX`XYf`?`Ugg]Z]n]Yfi b[ g[ YgY`gW\ UZhž`i a `X]Y  
gW\ UXYbgZYgh][ \_Y]hgUbU`mg]YfYbXYb`6Y`Ughi b[ ghYghg  
Xi fW\ ni ZØ\ fYb"

8]Y'GhUf'cZ'h\Y'GYUg`]gh`]b`XYf`@U[ Yž`]bhYfbUh]cbU`Y`GhUbXUfXg  
Y]bni \U`hYb`i bX`X]Y`j YfY]bVUfhYb`@Y]ghi b[ gXUhYb`ni `YffY]W\Ybž

X]Y`Z0f`a cXYfbY`?fYi nZU\fhgWk]ZZY`YfZcfXYf`]Wk`g]bX" Jcf`XYb  
GYUhf]U`g`k i fXYb`X]Y`GWk]ZZga chcfYb`i bX`XYf`5bhf]YV`Ub`Y]bYf  
K YfZhd]Yf`]b`Hi f`\_i` [ YhYghYhž`k cVY]`XUg`GWk]ZZ`Ua` `%"`5df`>`&\$&)  
a ]hj YfZ0gg][ hYa` `9fX[ Ug`f]@B; Ě`VYhUb`\_h`k i fXY" `8]YgY`6i b`\_Yf]b[  
k i fXY`j cb`XYa` `bcfk Y[ ]gWk]Yb`6i b`\_YfgWk]ZZ`7cfU`]i g  
Xi fWk [ YZ0\fh`i bX`XUi YfhY`Yhk U`%&`Ghi bXYb" `8]YgYf`6Yhf]YV  
Yfa 0[ `]Wk]h`HYghg`XYf`Xi U`Yb`5bhf]YVggmghYa Yž`X]Y`@B; `U`g  
i a k Y`hž`fYi bX`]Wk]YfYb`5`hYfbUhj] Yb`ni` `hfUX]h]cbY`Yb  
A Uf]bYXYW`\_ghcZZ`b`bi hmYb"

## HYWk b]gWk Y`8YhU]`g`XYf`GhUf`cZ`h\Y`GYUg

8Ug`GWk]ZZ`\Uh`Y]bY`@Ab[ Y`j cb`' \*) `A YhYfb`i bX`Y]bY`6fY]hY`j cb  
\*) `A YhYfbž`a ]h`Y]bYf`6fi hcfUi a nU\`j cb`&) \$", \$\$`; H" `8]Y`GhUf`cZ  
h\Y`GYUg`]gh`a ]h`gYWk]g`XcddY`VfYbbghcZZ`VYhf]YVYbYb`A chcfYb`j cb  
K `Àfhg]`À`Ui g[ YghUhhYhž`k Y`Wk]Y`Z0f`a Uf]h]a Y`HYghg`VYfY]h`ghY`Yb"  
A ]h`Y]bYf`?UdUn]h`Àhj cb`&," \$) ; `ÀghY`\_UV]bYb`i bX`Gi ]hYb`\_Ubb`XUg  
GWk]ZZ`VY]`8cddY`VY`Y[ i b[ `V]g`ni` )`"\*%\$; `ÀghY`i bX`VY]`a UI ]a U`Yf  
6Y`Y[ i b[ `gc[ Uf`V]g`ni` `+"\* \$\$; `ÀghY`Ui ZbY`a Yb" `8Uf0VYf`\]bUi g  
k ]fX`XUg`GWk]ZZ`j cb`&" ) \$`6YgUhi b[ ga ]h[ `]YXYfb`i bhYfgh0hnh"

8]Y`GYUhf]U`g`k i fXYb`j cb`GWk]YddYfb`VY[ `Y]hYhi bX`gc`Yb`V]g  
ni a` `&- "A U]`&\$&) `XUi Yfb" `CV`Y]bY`nk Y]hY`HYghZU\fh`bchk YbX][  
]ghž`k ]fX`bUWk]5VgWk]i gg`XYf`U`\_hi Y`Yb`GYUhf]U`g`Yb`hgWk]YXYb"  
Ni j cf`\UhhYb`JcfVYfY]hi b[ Yb`Z0f`X]Y`A UgWk]bYb!`i bX  
5bhf]YVghYghg`gY]h`5bZUb[ `XYg`\_U\`fYg`ghUhh[ YZ`bXYb"

## 5i gV`]W`\_Ui Z`X]Y`ni`\_0bZh][ Yb` : U\fhYb

B UWk]XYf`YfZc`[ fY]Wk]Yb`8i fWk]Z0\fi b[ `XYf`GYUhf]U`g`k ]fX`X]Y`GhUf  
cZ`h\Y`GYUg`ni b`ÀWk]ghc`\bY; `ÀghY`bUWk]`Dcfh`7UbUj YfU`]b` : `cf]XU  
0VYfZ0\fh" `8]Y`YfghYb`nU\`YbXYb; `ÀghY`k YfXYb`UV`XYa` `&\$"  
5i [ i gh`&\$&) `Ub`6cfX`Yfk UfhYh" `8]YgYg`GWk]ZZ`]gh`Y]b  
GWk]k YghYfgWk]ZZ`XYf`\_Wk]b`cZ`h\Y`GYUg`Ui g`XYf`VYfY]hg`YhUV`]YfhYb  
\_Wk]b`7`Ugg`i bX`gd]Y`h`Y]bY`nYbhfU`Y`F`c`Y`]b`F`cmU`7Uf]VYUbg  
\_b]h]Uhj] Yž`X]Y` : `chhY`Ui Z`@B; !6Yhf]YV`i a ni ghY`Ybž`i a`X]Y  
B UWk]\`U`h][ `\_Y]h`i bX`X]Y`F`Y`Xi n]Yfi b[ `XYf`9a ]gg]cbYb`]b`XYf  
?fYi nZU\fhVfUbWk]Y`ni` j YfVYggYfb"

8]Y`GhUf`cZ`h\Y`GYUg`ghY``h`gca` ]h`b]W\h`bi`f`Y]bYb`hYW\bc`c[ ]gW\Yb  
 :`c`fhgW\`f]hh`XUfž`gcbXYfb`Ui`W\`Y]bYb`GW\`f]hh`]b`F`]W\`hi`b[  
 i`a`k`Y`h`ž`fYi`bX`]W\`Yf`?`fYi`nZU\`fhYbž`X]Y`gck`c`\`XYb`6YXØfZb]ggYb  
 XYf`;`ÀghY`U`g`Ui`W\`XYb`5bZc`fXYfi`b[`Yb`XYf`I`a`k`Y`h`[`YfYW\`h  
 k`YfXYb`"

:`Øf`k`Y]hYfZØ\`fYbXY`ϕZcfa`Uh]cbYb`g]Y\`Y`?`fYi`nZU\`fh`5`\_`hi`Y``Yg  
 i`bX`7fi`]gY`G\`]d`"

8YhU]`g	
C`f`h	A`YmYf`K`YfZž`&`\$`%`\$`\$`Hi`f`_`i`ž`:`]bb`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>•`k`k`k`"_`fYi`nZU\`fh!`U`_`hi`Y``Yg`"XY</li> <li>•`Wfi`]gYg\`]d`"bYh</li> </ul>

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