

8 ][ ]hU`]g]Yfi b[ `Ua `5 fVY]hgd`Uhn. `Gc  
g]W\Yfb`l bhYfbY\ a Yb`X]Y`Ni \_i bZh`

9fZU\fyb`G]Yž`k ]Y`l bhYfbY\ a Yb`&\$&) `HYW\bc`c[ ]Yb`bi hnYbž  
i a `X][ ]hU`Y`A ]hUfVY]hYfyfZU\fi b[ Yb`ni `j YfVYggYfb`i bX`#!  
G]W\Yf\Y]h`ni `cdh]a ]Yfyb"



6Ø\`Yfž`GW\k Y]n`!`8]Y`X][ ]hU`Y`Ni \_i bZh`XYf`]bXi ghf]Y`Yb`i bX  
cdYfUhj Yb`5fVY]h`b]a a h` : cfa Yb`Ubž`X]Y`i bgYfY  
J c fghY`i b[ g\_fUZh`\YfUi gZc fXYfb`"9]b`DUfUXYVY]gd]Y`XUZØf`]gh  
6?K žY]b`GW\k Y]nYf`5bV]YhYf`]a `6YfY]W\`9bYf[ ]Y`i bX  
#ZfUghfi \_hi f`"8 Ug`l bhYfbY\ a Yb`\Uh`Y]b`GmghYa `Ybhk ]W\_Y`hž`XUg  
fYa chY`#!Gi ddcfh`ØVYf`%( \$`HcW\hYf[ YgY`gW\UZhYb`\]bk Y[  
Yfa Ø[ `]W\h`K Ug`VYXYi hYh`XUg`ZØf`X]Y`A ]hUfVY]hYf3`G]Y`\_ØbbYb  
hYW\ b]gW\Y`DfcV`Ya Y`gcZcfh`ØgYbž`c`bY`Ui ZY]bYb`dYfgØb`]W\Yb  
HYW\ b\_]Yf`k UfhYb`ni `a ØggYb`"8 Ug`ghY][ Yfh`b]W\h`bi f`X]Y`9ZZ]n]Ybnž  
gcbXYfb`Äggh`Ui W\`FUi a `ZØf`\_fYUhj Y`@Øgi b[ Yb`i bX  
#bcj Uh]cbYb`"@Ui h`HYW\bc`c[ m`F Yj ]Yk `]gh`X]Yg`Y]b  
YbhgW\Y]XYbXYf`GW\ f]h`\]b`ni f`J YfVYggYfi b[ `XYf`X][ ]hU`Yb  
A ]hUfVY]hYfyfZU\fi b[ `fB 9L Ł"

5VYf'k Ug'dUgg]Yfhž'k Ybb'A ]hUfVY]hYf'hYWX.b]gWXY'DfcV`Ya Y`UVYb  
i bX'g]W`b]W`h'hfUi Ybž']\fY'5fVY]h'ni`i bhYfVfYWX.Yb3'8]YgYg  
8]`Ya a U`Yf`YVhY`XUg`J Yfg]W`Yfi b[ gi bhYfbY\`a Yb`F@ž'k c  
i b[ Y`ÒghY`hYWX.b]gWXY`GWX.k ]Yf][ \_Y]hYb`\`Ài Z][`ja`J YfVcf[ YbYb  
V`Y]VYb" `F@=fYU[ ]YfhYž`]bXYa`g]Y` , VYfk UW`i b[ ggcZ`k UfY  
]a d`Ya Ybh]YfhYbž`X]Y`X]Y`@Y]ghi b[ `j cb`; Yf`ÀhYb`]b`9W`hnY]h  
j YfZc`[ h'i bX`DfcV`Ya Y`dfcU\_h]j`Ub[ Y`h" < ]YfVY]`V`Y]Vh`XUg  
<Ui d`hn]Y` \_`Uf.`X]Y`6Ybi hnYfYfZU\`fi b[ `bU`h`c`g`ni`j YfVYggYfbž  
k `À\`fYbX`[ `Y]W`nY]h][`X]Y`ϕZfUghfi \_hi f`Ui Z`XYa`bYi YghYb`GhUbX  
V`Y]Vh"

## F Ya chY`Gi ddcfh'i bX`G]W`Yf\`Y]h

5`g`X]Y`8][ ]hU`]g]Yfi b[ `]b`XYf`ϕXi ghf]Y`j cfUbgW`fY]hYhž`Vf]b[ h`XUg  
Y]bY`F Y]\`Y`j cb`bYi Yb`<YfUi gZcfXYfi b[ Yb`a`]h'g]W`"Gc`Yf\`Ò`h`X]Y  
j Yfgh`Àf`\_hY`ϕhYf`\_cb`bY`\_h]j ]h`Àh`XYf`cdYfUh]j Yb`GmghYa`Y`X]Y  
G]W`Yf\`Y]hgUbZ`À`][ \_Y]hYb" `6?K` \`Uh`Z0f`X]YgYb` : U`ghfi \_hi f]YfhY  
6YfYWX]h][ i b[ gdfchc`\_c`Y`Z0f`XYb`#iNi [ Ub[ `Y]b[ YZ0\`fh"  
Gi Vg]X]`ÀfY`HYUa`g`X0fZYb`bi f`Ui Z`\`fY`; Yf`ÀhY`ni [ fY]ZYbž`k `À\`fYbX  
5i ZhfU[ bY\`a`Yf`nY]h]W`VYgW`f`Àb`\_h`Ni [ Ub[ `Yf\`U`hYb" `A`]hUfVY]hYf  
\`UVYb`ni XYa`bi f`bUW`6YXUfZ`Ni [ f]Z`Ui Z`Y]ghi b[ gZ`\][ Y  
5fVY]hgghUh]cbYb"

9]b`k Y]hYfYg`6Y]gd]Y`Z0f`X]Y`<YfUi gZcfXYfi b[ Yb`i bX`7\`UbW`b`]b  
XYf`6fUbW`Y`]gh`X]Y`60\`Yf`5; "`8 Ug`i bhYfbY\`a Ybž`XUg]a`6YfY]W`  
XYf`A UgW`]bYbVUi`h`Àh][`]ghž`bi hnh`nYbhfU`j Yfk U`hYhY  
Ni [ f]ZgghYi Yfi b[ Ybž`i a`J YfV]bXi b[ Yb`ni`fY[ i`]YfYb`i bX  
g]W`Yfni`ghY`Ybž`XUgg`X]Y`G]W`Yf\`Y]hgghUbXUfXgž`Y]bgW`Y]Y`»]W`XYf  
-GC`&+\$\$%ž`Y]b[ Y\`U`hYb`k YfXYb" `Gc`\_`ÒbbYb`X]Y[ `cVU`Yb  
HYW`b]\_Yf`j cb`60\`Yf`]b`9W`hnY]h`i bhYfgh0hni b[ `Y]ghYbž`c\`bY`X]Y  
GmghYa`]bhY[ f]h`Àh`ni`[ YZ`\`fXYb"

## 8 ]Y`F c`Y`j cb`8][ ]hU`9I dYf]YbW`A`cb]hcf]b [

K ]Y`\_`ÒbbYb`i bhYfbY\`a Yb`X]Y`X][ ]hU`Y`A`]hUfVY]hYfYfZU\`fi b[  
fB`9L`È`bUW`\`U`h][`j YfVYggYfb3`<]Yf`\_ca`a Yb`8][ ]hU`9I dYf]YbW`  
A`cb]hcf]b[ `fB`9A`È`Hcc`g]`bg`Gd]Y`" `@Ui`h`Y]bYa`\_U`hi`U`g]YfhYb  
6Yf]W`hj cb`K`K`H`g]bX`8`9A`!`@gi b[ Yb`i bYf`Àgg`]W`ž`i a`X]Y

9fk Ufhi b[ Yb`XYf`A ]hUfVY]hYf`Ub`HYWkbc`c[ ]Y`Ua`5fVY]hgd`Uhn`ni  
 YfZ0`Yb``8]YgY`Hcc`g`V]YhYb`9]bV`]W\_Y`]b`X]Y`5bk`YbXi`b[ g`Y]ghi`b[ ž  
 BYhnk`Yf\_[ Ygi`bX\Y]hi`bX`Bi`hNYfY]bghY``i`b[ Yb`i`bX`Y`ZYbž  
 dfcU\_h]j`Y`J`YfVYggYfi`b[ Yb`j`cfni`bY\`a`Yb`"

9]b`Z0\`fYbXYg`DfcXi`\_h`]b`X]YgYa`6YfY]Wk`]gh`7cbhfc`l`dž`XUg  
 9Wk`hnY]hXUhYbUb`U`mgYb`ni`f`J`YfVYggYfi`b[ `XYf`6Ybi`hNYfYfZU\`fi`b[  
 ]b`j`]fhi`Y``Yb`l`a`[ YVi`b[ Yb`V]YhYh`A`]h`i`i`b\_h]cbYb`k`Y`  
 Ui`hca`Uh]g]YfhYf`Y\`Yfgi`Wk`Y`i`bX`dfcU\_h]j`Yf`  
 ;`Ygi`bX\Y]hg0VYfk`UWk`i`b[ `a`UWk`h`7cbhfc`l`d`Yg`l`bhYfbY\`a`Yb`  
 `Y]Wk`hž`Y]b`[ i`hYg`<`AbXWk`Yb`Z0f`X]Y`X][ ]hU`Yb`6YX0fZb]ggY`]\`fYf`  
 A`hUfVY]hYf`ni`Yb`hk`]W\_Y`b``7cbhfc`l`d`\`]Zh`gcž`X]Y`\_ca`d`Yi`Yb`  
 <`YfUi`gZcfXYfi`b[ Yb`XYf`X][ ]hU`Yb`HfUbgZcfa`Uh]cb`ni`a`Y]ghYfb`"

⊕`XYf`\`Yi`h][ Yb`\`mVf]XYb`5fVY]hgi`a`[ YVi`b[ `g]bX`l`bhYfbY\`a`Yb`  
 XU\`Yf`[ i`h`VYfUhYbž`X]Y`dUggYbXYb`8`9A`!@0gi`b[ Yb`ni`k`Å`\`Yb`"  
 8`Uni`[ Y\`0fYb`5bV]YhYf`k`]Y`BYi`h\]b`ž`@U`Yg]XY`Gc`Zhk`UfY`i`bX`  
 F`j`YfVYX`5hYfb]hmž`X]Y`U`Y`Hcc`g`ni`f`,`VYfk`UWk`i`b[ `i`bX`  
 C`dh]a`]Yfi`b[ `XYf`X][ ]hU`Yb`A`]hUfVY]hYfYfZU\`fi`b[ `UbV]YhYb`"

Ni`gUa`a`Yb[ YZUggh`Āggh`g]Wk`ZYgh\`U`hYbž`XUgg`XYf`X][ ]hU`Y`K`UbXY`  
 ]b`XYf`⊕Xi`ghf]Y`i`bX`]a`cdYfUh]j`Yb`6YfY]Wk`i`bg`b]Wk`h`bi`f`j`cf`  
 <`YfUi`gZcfXYfi`b[ Yb`ghY`hž`gcbXYfb`Ui`Wk`bYi`Y`A`0[ `]Wk`\_Y]hYb`  
 Yf0ZbYhž`X]Y`9ZZ]n]Ybn`ni`ghY][ Yfb`i`bX`X]Y`G]Wk`Yf\`Y]h`ni`  
 [ Yk`Å`\`f`Y]ghYb``8]Y`⊕`d`Ya`Ybh]Yfi`b[ `j`cb`]bbcj`Uh]j`Yb`  
 HYWkbc`c[ ]Yb`i`bX`dfcU\_h]j`Yb`,`VYfk`UWk`i`b[ g`0gi`b[ Yb`k`]fX`gca`]h`  
 Y]b`nYbhfU`Yf`6YghUbXhY]`YXYf`YfZc`[ fY]Wk`Yb`8][ ]hU`ghfUhY[ ]Y`  
 gY]b`"

8YhU]`g	
C`fh	60\`Yfž`GWk`k`Y]n
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k k k "hYWkbc`c[ mfYj ]Yk "Wk`a</li> <li>• k k k "Wk`bhfc`i`d"Wk`a</li> <li>• k k k "k`k`h"Wk`a</li> </ul>

6Ygi W\Yb`GjY`i bg`Ui Z.`k ca , +"XY