

J ]Y`ZU`h]a `ÖZZYbh`jWXYb`8]Ybgh. `9]b`UXi b[  
ni a `8Ya c[ fUZ]Y[ YgdfÄWY`]b`6Yf`]b

8]g\_i h]YfYb`G]Y`a ]h`9I dYfhYb`Ua `%+`GYdhYa VYf`&\$&) `ØVYf  
8]j Yfg]hÄh]a `ÖZZYbh`jWXYb`8]Ybgh`5ba Y`Xi b[ `YfZcfXYf`]WY "



: f]YXf]WYghf``) \$ž%\$%%+`6Yf`]bž`8Yi hgWY`UbX`!`5a `%+`  
GYdhYa VYf`&\$&) `V]YhYh`XUg`<Ui dhghUXhVØfc`XYg`GhUh]gh]gWXYb  
6i bXYgUa hYg`Y]bYb`ZUW`hYbFY]WXYb`9]bV`]W\_`]b`X]Y`H\Ya Yb  
J ]Y`ZU`h`i bX`8]j Yfg]hÄh]a `ÖZZYbh`jWXYb`8]Ybgh`8]Y`J YfUbghU`hi b[ ž  
X]Y`gck c\`j cf`Cfh]b`XYf: f]YXf]WYghfU»Y`) \$`U`g`Ui WY`cb`]bY  
ghUhhZ]bXYhž`VY[ ]bbhi a `%&.` \$`I \fi bX`YbXYhi a `%'`.\$`I \f`  
=bhYfYgg]YfhY`\_ÖbbYb`g]WY`i bhYf`**Ui dhghUXh!**  
**Yj Ybhg4 XYghUh]g"XY`Uba Y`XYbž`k cVY]`XYf`HY]`bU\`a Ycfh**  
Ub[ Y[ YVYb`k YfXYb`a i gg`8]YgY`J YfUbghU`hi b[ ]gh`HY]`XYf  
fYbca a ]YfhYb`6Yf`]bYf`8Ya c[ fUZ]Y[ YgdfÄWY`i bX`j Yfgdf]WYh  
gdUbbYbXY`8]g\_i fgY`ØVYf`X]Y`FYdfÄgYbhUh]cb`j cb`A YbgWXYb`a ]h  
A ][ fUh]cbg[ YgWY]WYhY`]b`j YfgWY]YXYbYb`[ YgY`gWYUZh]WXYb  
6YfY]WXYb"

GhUh]gh]gWXY`8UhYb`nY][Ybž`XUgg`&\$&`VYfY]hg`ZUgh`Y]b`J]YfhY`XYf  
6Yj`Ò`\_Yfi`b[`]b`8Yi`hgWXY`UbX`Y]bY`9]bk`UbXYfi`b[`]g[`YgWXY`WXYhY  
Ui`Zk`Y]gh`8]Yg`a`UWXYh`X]Y`8]g\_i`gg]cb`i`a`XYfYb`HY]`UVY]`a  
ÖZYbh]WXYb`8]Ybgh`i`a`gc`fY`Yj`UbhYf`8UVY]`k`YfXYb`H\Ya`Yb  
VY\UbXY`h`k`Y`X]Y`<`Äi`Z[`]Y]h`j`cb`9]b[`]Yk`UbXYfhYb`i`bX`XYfYb  
BUWXY`\_ca`a`Yb`]b`GWXY`i`Ybž: `Ø\fi`b[`]gdcg]h]cbYb`i`bX  
G]WXYf\Y]hgVY\ÖfXYb``6YgcbXYfY`9]bV`]W\_Y`k`]fX`X]Y`Ghi`X]Y  
8]j`Yfg]hÄh`i`bX`7\UbWXYb[`]Y]WXY\Y]h`]b`C`f[`]Ub]gUh]cbYb`XYg  
6i`bXYg]bgh]hi`hg`ZÖf`6Yj`Ò`\_Yfi`b[`]gZcfWXY`i`b[`]fb]6E[`]YVYbž`]b`XYf  
i`bhYf`UbXYfYa`X]Y`VYfi`Z]WXYb`7\UbWXYb`ZÖf`9]b[`]Yk`UbXYfhY`i`bX  
XYfYb`K`U\fbY\`a`i`b[`]XYf`6YgWXY`ÄZh[`]i`b[`]gg]hi`Uh]cb`UbU`mg]Yfh  
k`YfXYb`

8 Ug`F`YXbYf!`@]bY!i`d`

Ni`XYb`9I`dYfhYbž`X]Y`Ub`X]YgYa`5VYbX`gdfYWXYb`k`YfXYbž  
[`Y\ÖfYb`H\ca`Ug`?`ÖfbYf`i`bX`8f``7cg\_i`b`7UbUb`j`ca  
GhUh]gh]gWXYb`6i`bXYgUa`hž`gck`]Y`Gcd\]Y`GhfUi`V`i`bX`8f``5bXfYUg  
9hY`j`ca`6]6``Ä`fY`9I`dYfh]gY`k`]fX`\Y`ZYbž`X]Y`9bhk`]W\_i`b[`]XYg  
5bhY`]g`j`cb`A`YbgWXYb`a`]h`9]bk`UbXYfi`b[`]g[`]YgWXY`WXYhY`]a  
ÖZYbh]WXYb`8]Ybgh]b`XYb`j`Yf[`]Ub[`]YbYb`&\$`Ä\`fYb`ni`VY`Yi`WXYhYb`

:`Ua`]YbVÄbXYf`i`bX`\_ca`a`i`b]\_Uh]j`Yf  
I`a`[`]Ub[`

Æ`Y]bYa`[`]Ubn`UbXYfYb`?`cbhYI`h`\Uh`X]Y`:`ccX`BYhk`cf`!  
DYfgÖb`]WXY`\_Y]h`FYY`8fi`a`a`cbX`\_Øfn`]WXY`]fY`:`YZÖ\`Y`ØVYf`X]Y`9\Y  
]\fYf`HcWXYhYf`DU][`Y`h\Ya`Uh]g]Yfh`Nk`Y]`A`cbUhY`bUWXY`XYf`ghUf`\_  
VYUWXYhYhYb`<`cWXYnY]h`Äi`»`YfhY`g]Y`6YXUi`Yfb`XUfØVYfž`b]WXYh`U\_h]j`Yf  
]b`XUg`9\Y`YVYb`]fYf`HcWXYhYf`Y]b[`]Y[`]f]ZYb`ni`UVYb``FYYž  
VY`\_Ubbh`U`g`H\Y`D]cbYYf`K`ca`Ub`ž`\Uh`Xi`fWXY`]fY  
?`cWXYgYbXi`b[`]Ybž`6`c[`]g`i`bX`?`cWXYVØWXYf`Y]bY`Y][`YbY`A`Uf`\_Y  
Ui`Z[`]YVUi`h``Ä`fY`Yi`»`Yfi`b[`]Yb`ni`DU][`Yg`<`cWXYnY]hž`Y]bYf`:`Y]Yfž`X]Y  
XUg`@YVYb`Ui`ZXYf`F`UbWXY`k`]XYfgd]Y[`]Y`hYž`fY[`]Yb`ni`f`8]g\_i`gg]cb  
ØVYf`X]Y`F`c``Y`XYf`9`hYfb`]b`XYb`6Yn]Y\`i`b[`]Yb`]fYf`?]bXYf`Ub`

FYY`gdf]WXYh`c`ZYb`XUfØVYfž`k`]Y`k`]WXYh[`]Yg`]ghž`U`g`9`hYfbhY`]Y]bY`

i bhYfghØhnYbXY`Fc`Y`Y]bni bY\`a Yb`i bX`[ `Y]W\`nY]h][ `fYgdY`\_hj c`  
XYb`Y][ YbYb`?]bXYfb`: fY]fUi a `ni ``UggYb`"G]Y`Yfa i h][ h`XUni ž  
cZZYbY`; YgdfÅW\Y`ØVYf`6Yn]Y\`i b[ Yb`ni `ZØ\`fYb`i bX`XUVY]`Ui Z`XUg  
Y][ YbY`6Ui W\ [ YZØ\`ni `ØfYb`"Hfc`h`]\`fYf`F Y[ fYhg`V`Y]Vh`X]Y  
6]bXi b[ `ni `DU][ Y`ghUf\_ž`k Ug`X]Y`YggYb`h]Y``Y`Fc`Y`j cb`ZUa `]`ÅfYf  
l bhYfghØhni b[ `]b`gc`W\Yb`@YVYb`gg]hi Uh]cbYb`i bhYfghfY]W\`h"

: Øf`9`hYfb`[ ]Vh`Yg`k ]W\`h][ Y`9f`\_Ybb`hb]ggYž`X]Y`]b`F`YY`g  
9fZU\`fi b[ Yb`a` ]h[ YhfU[ Yb`k YfXYb`gc``hYb.`9]bY`ghUf`\_Y  
?ca`a`i`b[\_Uh]cbgVUg]g`]gh`Yb`hgW\Y]XYbXž`i a`6Yn]Y\`i b[ Yb`VYggYf  
ni`j`YfghY\`Yb`i bX`dchYbn]Y``Y`DfcV`Ya Y`ZfØ\`nY]h][ `ni`Yf`\_YbbYb`"  
Æ`Y]bYf`K`Y`hž`]b`XYf`8]j`Yfg]hÅh`ni bY\`a YbX`6YXYi hi b[ `[ Yk`]bbhž  
g]bX`gc`W\Y`; YgdfÅW\Y`k ]W\`h][ Yf`XYbb`Y`"

6Ygi W\Yb`G]Y`X]Y`j`YfUbghU`hi b[ `Ua` `%+``GYdhYa VYf`ZØf`k Yfhj c`Y`  
9]bV`]W`\_Y`]b`XYb`GhUhi g`ei c`XYf`j`jY`ZU`h`ja` `ØZZYbh`]W\Yb`8]Ybghž  
i bX`UggYb`G]Y`g]W\`]bgd]f]YfYb`j`cb`Y]bYa`dYfgØb`]W\Yb`6`]W`\_Ui`Z  
: Ua`j`]Y`i`bX`?ca`a`i`b[\_Uh]cb`Xi fW\`X]Y`@]bgY`j`cb`F`YY`8fi`a`a`cbX  
i bX`]YfY`HcW\`hYf`DU][ Y``K`Y]hYfY`ÆZcfa Uh]cbYb`ni`XYb  
GhfYUa`]b[ !5b[ YVchYb`Z]bXYb`G]Y`ØVf][ Ybg`Ui W\`Ui Z`<i`i`"

8YhU]`g	
Cfh	: f]YXf]W\`ghf``) \$ž`%\$%%+`6Yf`]bž`8Yi`hgW\`UbX
Ei`Y``Yb	<ul style="list-style-type: none"><li>• k k k "XYghUh]g"XY</li><li>• bYk`g"ni`i``]cb"WŁa</li><li>• k k k "i`i`"WŁa</li></ul>

6Ygi W\Yb`G]Y`i`bg`Ui`Z.`i`bgYfY!\`chY`g"XY