

HI =Gi ]ggY. 'F Y\_c fXVi W\i b[ Yb`i bX`bYi Y  
F Y]gYn]Y`Y`ZØf`XYb`Gca a Yf`&\$&) °

HI =Gi ]ggY`VYf]W\hYh`ØVYf`F Y]gYk UW\ghi a `&\$&) ž`VY`]YVhY  
N]Y`Y`i bX`bYi Y`6Øfcg`]b`NØf]W\`"@Ugh!A ]bi hY!5b[ YVchY  
Vcca Yb"



NØf]W\ ž`GW\k Y]n`!`K Ug`g]bX`X]Y`BYi ][ \_Y]hYb`]a `F Y]gY`U\`f`&\$&) 3  
HI =Gi ]ggY`\_Ubb`dcg]hj`Y`9bhk ]W`i b[ Yb`a Y`XYb.`BUW`XYf  
K ]bhYfgU]gcb`&\$&(`#&) `j YfnY]W\bYh`XUg`l bhYfbY\`a Yb`Y]b`gc`]XYg  
K UW\ghi a `i bX`Y]bY`J ]Y`nU\``j cb`[ YZFU[ hYb`F Y]gYn]Y`Yb"  
6YgcbXYfg`X]Y`\_`Ugg]gW\Yb`A ]hY`a YYf`ÅbXYf`k ]Y`; f]YW\Yb`UbX  
i bX`GdUb]Ybž`j cf`U``Ya `A U`cfWUž`ghY\Yb`\cW\`ja `?i fg`VY]`XYb  
F Y]gYbXYb"@Ui h`UVci hhfUj Y``W\`YffY]W\hY`; f]YW\Yb`UbX`gc[ Uf  
Y]b`bYi Yg`6i W\i b[ g\cW\ž`k Å\fybX`GdUb]Yb`VYgcbXYfg`VY]`@Ugh!  
A ]bi hY!6i W\i b[ Yb`ghUf`\_`bUW\ [ YZFU[ h`k ]fX"

8cW\`Yg[ ]Vh`b]W\h`bi f`U`hY`6Y`\_UbbhY`]a `5b[ YVch`"A Ufc\_\_c`i bX  
Hi bYg]Yb`\UVYb`g]W\`U`g`5i ZghY][ Yf`XYf`GU]gcb`Yfk ]YgYb`i bX  
nY][ Yb`nk Y]ghY``][ Y`K UW\ghi a gfUhYb``: YfbYf`fUb[ ]YfYb`X]Y`i G5

i bX`X]Y`J YfY]b][ hYb`5fUV]gWXYb`9a ]fUhY`i bhYf`XYb`VY`]YVhYghY  
@Ub[ ghfYW\_Ybn]Y`Yb`"i bX`k Ug`X]Y`j cb`j ]Y`Yb`F Y]gYbXYb  
gY\`b`]W\gh[ Yk ØbgW\hY`5i gnY]h`b`XYf`YfbY`VYhf]Zh`HUbGUb]Už  
]bgVYgcbXYfY`X]Y`b`gY`GUbG]VUfž`YhUV`]Yfh`g]W\`U`g`bYi Yg`\Y]» Yg  
F Y]gYn]Y`a ]h`YVYbZU`g`ghUf\_Ya`K UW\ghi a "

6Y`]YVhY`Gca a Yfn]Y`Y`i bX`ghY][ YbXY  
B UW\ZfU[ Y

8]Y`VY`]YVhYghYb`Gca a Yfn]Y`Y`ja` , VYfV`]W\_`b`XYf`?i fn!`i bX  
A ]hY`ghfYW\_Y`g]bX`; f]YWXYb`UbXž`GdUb]Ybž`X]Y`HØf\_Y]ž`Y [ mdhYb  
i bX`NmdYfb`X]Y`Uj`cf]hYb`"@Ub[ ghfYW\_YbFY]gYbXY`n]Y\`h`Yg`]b`X]Y  
I G5ž`X]Y`J YfY]b][ hYb`5fUV]gWXYb`9a ]fUhYž`HUbGUb]Už? UbUXU`i bX  
X]Y`A U`YX]j`Yb`"6YgcbXYfg`YfZFYi`]W\`ZØf`X]Y`GdcbhUbFY]gYbXYb.  
8]Y`BUW\ZfU[ Y`bUW\`FY]gYb`ja`GdÀhgca a Yf`i bX`<YfVgh`]gh  
[ Ygh]Y[ Ybž`k Yg\`U`V`HI`=VYfY]hg`XUg`G]hnd`Uhn`cbh]b[ Ybh`ZØf  
<YfVgh`&\$&) `Yf\`Ò\`h`\Uh`Ni XYa`k ]fX`X]Y`GU]gcb`]b`; f]YWXYb`UbX  
j Yf`Ab[ Yfh`F`\cXcg`i bX`?cg`ghY\`Yb`V]g`ni a` , "`Bcj Ya VYf`VYfY]h  
i bX`?fYhU`V`Y]Vh`gc[ Uf`V]g`ni a`%) "`Bcj Ya VYf`cZYb"

9]bY`]bhYfYggUbhY`C dh]cb`ghY][ h`ZØf`FY]gYbXYž`X]Y`\_i fnZf]gh][ Y  
9bhgWXY]Xi b[ Yb`a`Ò[ Yb.`@Ugh!A ]bi hY!5b[ YVchY`g]bX`k Y]hYf\]b  
VY`]YVh`@Ui h`hi`]"W\`g]bX`gc`WXY`FY]gYb`]XYU`ZØf`U`Yž`X]Y`ZYI ]VY`  
g]bX`i bX`gdcbhUb`Y]bY`5i gnY]h`bY\`a Yb`a`ÒW\hYb`"CV  
I`hfU`\_i fnYbhgW\`cggYbY`cXYf`dFY]gVYk`i gghY`FY]gYbXYž`@Ugh!  
A ]bi hY!FY]gYb`V]YhYb`cZh`X]Y`A`Ò[`]W\`Y]hž`FYghd`ÀhnY`cXYf`Ghc`fbc!  
: fY]d`ÀhnY`ni`bi hnYbž`a Y]gh`ni`[ Øbgh][ YfYb`DFY]gYb"

8Yf`6`]W\_`]b`X]Y`Ni`\_i bZh`i bX`HI`=g  
K UW\ghi a

8 Ug`đ\`f`&\$&'`ghY`hY`VYfY]hg`Y]bYb`; YbYgi b[ gdfcnYgg`ZØf`XYb  
k Y`hk Y]hYb`Hci f]ga`i g`gY]h`XYf`DUbXYa`]Y`XUf`]"hV`"W\`a`VYf]W\hYhž  
XUgg`X]Y`6i W\i b[ gnU\`Yb`ja`đ\`f`&\$&(`hY]`k Y]gY`XUg`J`cf!`7`cfc`bU!  
B]j YUi`ØVYfhfYZZYb`"8]Y`Dfc[ bcgY`ZØf`&\$&) `g]Y\`hY]bYb`5bgh]Y[  
XYf`I`a`gUha`Ò[`]W\`Y]hYb`ja`]bhYfbUh]cbU`Yb`FY]gYj Yf`Y\`f`Ui`Z  
Yhk`U`)`6]`]cbYb`I`G!8c`Uf`j`cfž`k`À\`fYbX`X]Y`FY]gY`i`gh`hf`cn

⌘ZUh]cb`i b[ YVfcWXYb`V`Y]Vh"

Ni gÄhn`]WXY`d`Ubh`HI ⌘Gi ]ggYž`gY]b`<chY`!DcfhZc`]c`j cb`XYfnY]h`(' (Ui Z`\* \$\$`<chY`g`Ui gni VUi Yb`"9]b`bYi Yf`<Ui dhg]hn`k i fXY`\_Øfn`]WXY]b`NØf]WXY`fØZbYhž`XYf`a cXYfbYb`5fVY]hgUbgd fØWXYb`[ YfYWXYh k ]fX`"8]Y`bYi Yb`6Øfcg`gYhnYb`Ui Z: `YI ]V`]hÄh`i bX 5fVY]h[ YVYfUhhfU\_hj] ]hÄh` `XUg`]gh`XYf`f]WXYh[ Y`GWXYf]hh`ZØf`HI ⌘]b X]YgY`g]WXY`k UbXY`bXY`NY]h"

⌘g[ YgUa`h`nY][`h`g]WXY`ž`XUgg`X]Y`F`Y]gYVfUbWXY`j cf`Y]bYf Ui ZfY[ YbXYb`NY]h`ghY`hž`]b`XYf`gck c```bYi Y`HfYbXg`U`g`Ui WXYhfUX]h]cbY``Y`N]Y`Y`Y]bY`F`c``Y`gd]Y`Yb`"I bX`k Yf`k Y]» ž`j ]Y``Y]WXYh k ]fX`X]Y`bÄWXYghY`@Ugh`A ]bi hY`!F`Y]gY`ZØf`G]Y`ni `Y]bYa i bj Yf[ Ygg`]WXYb`5VYbhYi Yf`

8YhU]`g	
Cfh	NØf]WXY`ž`GWXYk Y]n
E i Y``Yb	<ul style="list-style-type: none"><li>• UVci hhfUj Y``WXY</li><li>• k k k "hi "]WXY</li><li>• k k k "]hV"WŁa</li></ul>

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