

6`Y]gi fY`i bX`K cf\_Uh]cb.`=afY`A Y]bi b[  
nÅ\`h` `A UWXYb`G]Y`a ]h`

8]Y`‡ `bhyfbUh]cbU`Y`<cW\gW\i `Y`ZØ\fh`V]g`ni a `` \$"  
GYdhYa VYf`&\$&) `Y]bY`l a ZfU[ Y`ni `6`Y]gi fY`i bX`K cf\_Uh]cb  
]a `Hci f]ga i g`Xi fW`"



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9fZi fhž`8Yi hgW\`UbX`!`6`Y]gi fY`i bX`K cf\_Uh]cb` `nk Y]`6Y[ f]ZYž  
X]Y`]b`XYf`a cXYfbYb`FY]gYk Y`h]a a Yf`a Y\`f`Ub`6YXYi hi b[  
[ Yk ]bbYb``8]Y`‡ `bhyfbUh]cbU`Y`<cW\gW\i `Y`\Uh`Yg`g]W\`ni f  
5i Z[ UVY`[ Ya UW\hž`a ]h`Y]bYf`i a ZUggYbXYb`l a ZfU[ Y`9]bV`]W\_Y`]b  
X]YgY`HfYbXg`]a `XYi hgWXYb`Hci f]ga i g`ni `[ Yk ]bbYb``8]Y`l a ZfU[ Y  
a ]h`XYa `H]hY`` 6`Y]gi fY`/`K cf\_Uh]cb`A cb]hc`f`8Yi hgW\`UbX  
f]W\hYh`g]W\`Ub`hci f]gh]gWXY`@Y]ghi b[ ghfÅ[ Yfž`XUfi bhyf  
<chY`VYhfY]VYfž`7ck cf\_]b[ !GdUW!5bV]YhYf`i bX  
HU[ i b[ g`cWUh]cbgž`i a `XYfYb`DYfgdY\_h]j Yb`ni `YfZUggYb`i bX`ni  
UbU`mg]YfYb``8]Yg`\_ØbbhY`k ]W\h][ Y`5b`U`hgdi b\_hY`ZØf`X]Y  
ni \_ØbZh][ Y`; YghU`hi b[ `XYg`Hci f]ga i g`V]YhYb``@Ui h`Hcd`chY`  
XUi Yfh`X]Y`HY`]bU`a Y`Yhk U`%) `V]g`&\$`A ]bi hYbž`i bX`X]Y`f]gh  
YbXYh`Ua `` \$"`GYdhYa VYf`&\$&) ``8]Y`9f[ YVb]ggY`k YfXYb`Ui Z

K i bgW\`\_cgYb`cg'ni f`J YfZ0[ i b[ `[ YghY`h`i bX`X]Y`I a ZfU[ Y  
YfZc`[ h`Ubcbma "

5VYf`k Ug`ghYW\_h`\]bhYf`XYb`6Y[ f]ZYZb`6`Y]gi fY`i bX`K cf\_Uh]cb3  
6`Y]gi fY`VYgW\ fY]Vh`X]Y`J Yfa`]gW\i b[ `j cb` ; YgW\ÅZhgi`i bX  
: fY]nY]hfY]gYbž`k Å\ fYbX`K cf\_Uh]cb`Åb[ YfY`5i ZYbh\U`hY`Ub  
: fY]nY]hcfhYb`a`]h`[ i hYf`b hYfbYhUbV]bXi b[ `VYXYi hYh`i a`Xcfh`ni  
UfVY]hYb"8]Y`K U\`XYg`F Y]gYn]Y`g`\Åb[ h`VY]`6`Y]gi fY!F Y]gYb  
ØVYfk`jY[ YbX`j cb`XYb`VYfi Z]W\Yb`J YfdZ]W\hi b[ Yb`UVž`k Å\ fYbX  
VY]`K cf\_Uh]cbg`X]Y`A`]hUfVY]hYf`gY`Vgh`X]Y`8Ygh]bUh]cb`k Å\`Ybž`k`jY  
**GhUh]ghU`**ZYghghY`h"8Yf`HfYbX`ni`6`Y]gi fY!F Y]gYb`]gh`b]W\h`bYi`/  
gW\cb`]a`a`Yf`[ UV`Yg`A`0[ `]W\`Y]hYbž`5fVY]h`i bX` : fY]nY]h`ni  
\_ca`V]b]YfYbž`gY]`Yg`Xi fW\`DUi`gYb`Z0f` : `i [ VY[ `Y]hYf`cXYf  
G][`hgY Y]b[ !Hci fYb`bUW\`[ YgW\ÅZh]W\Yb`A`YYh]b[ g"

8]Y`DYfgdY`\_h]j Yb`XYf`Hci f]ga`i gVfUbW\Y`]a  
: c`\_i`g`

8]Y`I a ZfU[ Y`n]Y`h`XUfUi`ZUVž`b]W\h`bi`f`X]Y`U`\_hi`Y`Y`G]hi Uh]cb`ni  
VY`Yi`W\hYbž`gcbXYfb`Ui`W\`ni`\_0bZh][`Y`7\UbW\b`i`bX  
<YfUi`gZcfXYfi b[ Yb`]a`?cbhYi`hj`cb`6`Y]gi fY`i bX`K cf\_Uh]cb`ni  
]XYbh]Z]n]YfYb"8`Hci f]gh]\_UbV]YhYf`\UVYb`X]Y`A`0[ `]W\`Y]h`]\fYb  
6`]W\_k`]b\_Y`Y]bni Vf]b[ Ybž`i a`XUg`DchYbn]U`X]YgYf`F Y]gYZcfa`Yb  
Z0f`]\fY`I`bhYfbY\`a`Yb`g]W\hVUf`ni`a`UW\Yb"8`A`]h`I`bhYfgh0hni b[  
XYg`Dfc`Y`\_hhYUa`gž`VYghY\YbX`Ui`g`fYbca`a`]YfhYb`DfcZYggcfYb`XYf  
+ž`XUfi`bhYf`DfcZ`8f"8DYhYf`BYi`a`Ubb`i`bX`DfcZ`8f"5bXfYUg  
N]a`a`Yfž`j`Yfgdf]W\h`X]Y`I a ZfU[ Y`i a`ZUggYbXY`i`bX`k`Yfhj`c`Y  
8UhYb`ØVYf`X]Y`9bhk`jW`\_i`b[ Yb`]b`XYf`6fUbW\Y"

8Yf`NY]hdi b`\_h`Z0f`Y]bY`gc`W\Y`9f\YVi b[ `\_0bbhY`b]W\h`VYggYf  
[ Yk`Å\`h`gY]b"9]bYa`6Yf]W\h`Ui`g`C`\_hcVYf`&\$&`ni`Zc`[ Y`\UVYb  
bU\Yni`X]Y`<Å`ZhY`XYf`F Y]gYdfcZ]g`Y]bYb`5bgh]Y[ `XYg`b hYfYggYg  
Ub`6`Y]gi fY!F Y]gYb`VYcVUW\hYh"Bi`f`g]YVYb`DfcnYb`ghY`Yb`Y]bY  
[ Y[ Yb`hY]]`[ Y`HYbXYbn`ZYgh"8]Yg`XYi`hYh`XUfUi`Z`\]bž`XUgg`gck`c`\  
F Y]gYbXY`U`g`Ui`W\`I`bhYfbY\`a`Yb`X]Y`J`cfhY]`Y`X]YgYg`F Y]gYgh]`g  
ni`bY\`a`YbX`Yf`\_YbbYbž`XUfi`bhYf`Y]bY`VYggYfY`K`cf`!@ZY!6U`UbW\  
i`bX`X]Y`A`0[ `]W\`Y]h`ž`GhfYgg`Xi`fW\`X]Y`?ca`V]bUh]cb`j`cb` : fY]nY]h  
i`bX`VYfi`Z]W\Yb`J`YfdZ]W\hi b[ Yb`ni`fYXi`n]YfYb"

9]b`6`]W\_`]b`X]Y`Ni`\_i`bZh

⊖`Y]bYf`K`Y`hž`X]Y`g]WΛ`Xi`fWΛ`hYWΛbc`c[`]gWΛY`:`cfhgWΛf]hhY`i`bX`X]Y`  
5i`gk`]f\_`i`b[`Yb`XYf`7CJ`⊖!%-!DUbXYa`]Y`ghÀbX][`j`YfÀbXYfhž`k`]fX`  
X]Y`6Y`]YVh\Y]hj`cb`6`Y]gi`fY`i`bX`K`cf\_Uh]cb`k`Y]hYf`ni`bY`a`Yb`  
8]Y`⊖hY[`fUh]cb`j`cb`:`fY]nY]h`i]b`:`YgWΛ`ZhgfY]gYb`k`]fX`U`g`YZZY`\_h]j`Y`  
A`U`bU`a`Y`ni`f`GhY][`Yfi`b[`XYf`Ni`Zf]YXYb\Y]h`XYf`A`]hUfVY]hYf`  
[`YgWΛ`Àmh`Gc`k`]fX`b]WΛh`bi`f`XYf`GdU»ZU`hcf`k`À`fYbX`XYf`FY]gY`  
Yf\`Ò\`hž`gcbXYfb`Yg`\_`ÒbbYb`Ui`WΛ`i`f`Ui`VghU[`Y`Y]b[`YgdUfh`i`bX`  
5b[`Y\`Òf][`Y`a`]h[`Ybca`a`Yb`k`YfXYb`

8]Y`⊕`⊖hYfbUh]cbU`Y`<cWΛgWΛi`Y`ž`U`g`i`fÒ»hY`<cWΛgWΛi`Y`  
8Yi`hgWΛ`UbXg`a`]h`ØVYf`%`\$`\$`\$`\$`Ghi`X]YfYbXYbž]gh`VYghYbg`  
Ui`Z[`YghY`hž`i`a``a`]h`X]YgYf`i`a`ZfU[`Y`k`]WΛh][`Y`⊖`di`gY`ZØf`X]Y`  
6fUbWΛY`ni`[`YVYb`"A`]h`]\fYf`VfY]hYb`DU`YhhY`Ub`Ghi`X]Yb[`Àb[`Yb`  
i`bX`XYf`?ccdYfUh]cb`a`]h`a`Y\`f`U`g`%)`\$`\$`\$`i`bhYfbY`a`Yb`nY][`h`X]Y`  
⊕`ž`XUgg`g]Y`Ui`WΛ`i]b`XYf`:`cfgWΛi`b[`ni`f`hci`f]gh]gWΛYb`9b`hk`]W\_`i`b[`  
Y]b`[`i`hYg`<`ÀbXWΛYb`\Uh`5b[`Yg]WΛhg`XYf`k`UWΛgYbXYb`B`UWΛZfU[`Y`  
bUWΛ`i]b`bcj`Uh]j`Yb`FY]gYa`Ò[`]WΛ\_Y]hYb`i]gh`X]Yg`Y]bY`  
\Yfj`cffU[`YbXY`:`Y`Y[`Yb\Y]h`ZØf`hci`f]gh]gWΛY`@Y]ghi`b[`ghfÀ[`Yfž`]\fY`  
<U`hi`b[`ni`6`Y]gi`fY`i`bX`K`cf\_Uh]cb`ni`fYZY`\_h]YfYb`i`bX`  
Ubni`dUggYb`

8YhU]`g	
Cfh	9fZi`fhž`8Yi`hgWΛ`UbX`
Ei`Y`Yb`	<ul style="list-style-type: none"><li>• k k k "hcd\chY`"XY`</li><li>• k k k "ji`"XY`</li><li>• k k k "ghUh]ghU"WŁa`</li></ul>

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