

< Ua Vi f[ g': ]bUbngYbUhc f`ZY]Yfh  
GhYi YfYbh`Ughi b[ Yb`U`g`K YbXY`ZØf`X]Y  
K ]fhgW UZh°

< Ua Vi f[ g': ]bUbngYbUhc f`5bXfYUg`8fYggY`nY][ h'g]W  
ni Zf]YXYb`a ]h`XYb`GhYi YfYbh`Ughi b[ Yb`XYg`6i bXYgž`X]Y  
k Y]hYfY`GhYi Yfa ]bXYfY]bbU`a Yb`UVa ]`XYfb`gc`Yb"



< Ua Vi f[ ž`8Yi hgW`UbX`!`< Ua Vi f[ `XUfZ`g]W`ZFYi Yb.`B UWXYa  
g]W`6i bX`i bX`@AbXYf`Ui Z`a ]`]UfXYbgWk YfY`GhYi YfYbh`Ughi b[ Yb  
[ YY]b][ h`UVYbž`nY][ Yb`g]W`X]Y`J YfUbhk`cfh]WYb`]b`XYf  
< UbgyghUXh`Yf`Y]W hYfh" : ]bUbngYbUhc f`5bXfYUg`8fYggY`j cb`XYf  
GD8`gdf]W hj cb`Y]bYa`YfZFYi`]WYb`GWf]h]b`X]Y`f]W h][ Y  
F]W hi b[ "6YgcbXYfg`X]Y`5i g[ `Y]W`g`Y]ghi b[ Yb`XYg`6i bXYg  
ghc» Yb`Ui Z`d cg]hj Y`FYgcbUbnž`k ]Y`bXf`"XY`vYf]W hYh"

8]Y`[ YgUa hY`Z]bUbn]Y`Y`@Ugh`XYf`GhYi YfUi gZ`Yž`X]Y`X]Y  
?ca`a`i bYb`hFYZZYbž`k ]fX`j c`ghAbX][`j ca`6i bX`ØVYfbca`a`Yb"  
8 Ug`]gh`Y]bY`Xi fW Ui g`YfZFYi`]WY`B UW f]W hž`gU[ h`8fYggY`"

8YbbcWk`VYhcbh`Yfz`XUgg`X]Yg`Z0f`<Ua`Vi`f[`U`g`GhUXhghUUh`bi`f`  
hY]`k`Y]gY`Ui`gfY]Wk`YbX`gY]"`8Ybb`X]Y`A`]bXYfY]bbU`a`Yb`XYf`  
@AbXYf`g]bX`bcWk`b]Wk`hj`c`ghAbX][`YfZUgghz`k`Ug`ni`i`bg]Wk`Yf`Y]h`  
Z0`fh" `#`YXYa`i`U`k`]fX`YXcWk`\_`Ufz`XUgg`<Ua`Vi`f[`c`bY`  
?ca`dYbgUh]cb`Xi`fWk`XYb`6i`bX`V]g`&\$&-`  
GhYi`Yfa`]bXYfY]bbU`a`Yb`j`cb`0VYf`Y]bYf`A`j`]UfXY`9i`fc`Xfc`Ybž`  
k`]Y`8fYggY``Yfj`c`f`YVh"

K`]fhgWk`UZh`]Wk`Yf`5i`ZgWk`k`i`b[`X`i`fWk`  
#b]`Ygh]h]cb`Yb`

8Yf`i`bhYfbY`a`Ybgj`YfVUbX`i`J`BcfX`g]Y`h]b`XYf`9]b][`i`b[`Y]bYb`  
YWk`hYb`8i`fWk`Vfi`Wk`i`bX`Yfk`UfhYh`bUWk`U`h][`Y`a`di`gY`Z0f`X]Y`  
K`]fhgWk`UZh" `8]Y`[`Yd`UbhYb`GhYi`YfYbh`Ughi`b[`Ybž`X]Y`[`YfUXY`Z0f`  
I`bhYfbY`a`Yb`[`YXUWk`h]g]bXž`X]Y`]b`5b`U[`Y!`;`0hYf`]b]`Ygh]YfYb`c`XYf`  
9!5i`hc`g`UbgWk`UZZYb`a`0Wk`hYbž`g]bX`j`]Y`j`Yfgd`fYWk`YbX" `8YbbcWk`  
[`]Vh`Yg`Ui`Wk`\_`f]h]gWk`Y`Gh]a`a`Yb.`8]Y`<`UbXY`g`\_`Ua`a`Yf`Ai`»`Yfh`  
6YXYb`\_`Ybž`XUgg`X]Y`9bh`Ughi`b[`Yb`ni`gd`Ah`\_`ca`a`Yb`i`bX`  
a`0[`]Wk`Yfk`Y]gY`b]Wk`h`Ui`gfY]Wk`Ybž`i`a`X]Y`K`YhVYk`YfVgZ`A`][`\_`Y]h`  
XYf`<`Ua`Vi`f[`Yf`K`]fhgWk`UZh`ni`g]Wk`Yfb"

8fYggY``ZcfXYfh`XU`Yf`Y]bY`gWk`bY``Y`i`a`gYmi`b[`XYg`#b]`Ygh]h]cbg!`  
DU`\_`Yhg" `»`hnh[`]h`Ygž`XUg`#b]`Ygh]h]cbgdfc[`fUa`a`\_`cbgYei`Ybh`  
Ubni`[`Y`Yb`ž`gc`XYf`:`]bUbngYbUhc`f"`,`VYfX]Yg`U`h`X]Y`  
6i`bXYgfY[`]Yfi`b[`]VYfY]hg`Ub[`Y`\_`0bX][`hž`X]Y`?`0fdYfgWk`UZhgghYi`Yf`  
a`]hY`Zf]gh][`ni`gYb`\_`Ybž`i`a`k`Y]hYfY`5bfY]nY`ni`gWk`UZZYb"

8]Y`<`]bhYf[`f0bXY`XYf`9]b][`i`b[`

8cWk`k`]Y`\_`Ua`Yg`0VYf`U`i`dhini`X]YgYa`i`?ca`dfca`]gg3`9]bY`  
k`]Wk`h][`Y`F`c`Y`gd]Y`Yb`X]Y`[`Yd`UbhYb`?ca`dYbgUh]cbga`U`»`bU`a`Yb`  
XYg`6i`bXYg`Z0f`@AbXYf`i`bX`?ca`a`i`bYbž`X]Y`Ui`Z[`fi`bX`j`cb`  
Yf`YV`]Wk`Yb`GhYi`YfY]bVi`»`Yb`VY`Z0f`Wk`hYh`k`YfXYb" `@Ui`h`nXZ`XY`  
a`0ggYb`X]Y`@AbXYf`Ui`Z[`fi`bX`[`Yd`UbhYf`#b]`Ygh]h]cbgdfc[`fUa`a`Y`  
a`]hY]bYa`F`0W`\_`Ub[`]j`cb`]bg[`YgUa`h`(`,`A`j`]UfXYb`9i`fc`fYWk`bYb`  
8UVY]d`Ubh`X]Y`6i`bXYgfY[`]Yfi`b[`]ž`i`bhYfbY`a`Yb`j`cb`&\$&) `V]g`  
&\$&-`i`a`fi`bX`(`\*`A`j`]UfXYb`9i`fc`ni`Ybh`UghYb"

K À\fybX?Ubn`Yf: f]YXf]W\`A Yfn`i bX`X]Y`A ]b]ghYfdFÀg]XYbhYb`j`cb  
 6i bX`i bX`@ÀbXYfb`Ub`Y]bYf`@Ògi b[ `UfVY]hYbž[ ]Vh`Yg`VYfY]hg  
 : cfXYfi b[ Yb`bUW\`Y]bYa `Z]bUbn]Y``Yb`5i`g[ `Y]W\`ZØf`X]Y  
 ?ca`a`i`bYbž`]bgVYgcbXYfY`ZØf`\cW\`j`YfgW\i``XYhY`GhÀXhY"  
 A`Ubi`Y`U`GW\k`Yg][`ž`A`]b]ghYfdFÀg]XYbh]b`j`cb`A`YW`YbVi`f[`!  
 J`cfdca`a`Yfbž`XYi`hYh`Ubž`XUgg`Y]b`HY]!5i`g[ `Y]W\`ZØf`a`UbW\Y`U`g  
 U\_nYdhUVY`[ `Y`hYb`\_ÒbbhY"

J`cf`XYf`6i`bXYghU[`gUVgh]a`a`i`b[ `ØVYf`XUg`ϕj`Ygh]h]cbgdfc[`fUa`a  
 bÀW\ghY`K`cW\Y`V`Y]Vh`YXcW\`UVni`k`UfhYbž`cV`X]Y`bÒh][`Yb`5bfY]nY  
 ZØf`ϕj`Ygh]h]cbYb`hUhgÀW\`]W\`[`YgYhnh`k`YfXYb```a`a`Yf\]b`\_ÒbbhY  
 Y]bY`GYb`\_i`b[ `XYf`?`ÒfdYfgW\`UZhghYi`Yf`UV`&\$&`,`]b`X]Y`f]W\h][`Yb  
 6U\`bYb`Yb`\_Yb"

8]Y`5fW\]hY`\_hYb`\_Ua`a`Yf`\Uh`VYfY]hg`\_f]h]gW\Y`Gh]a`a`Yb``Ui`h  
 k`YfXYb``UggYb``8]Y`J`Yf\`UbX`i`b[`Yb`i`a`X]Y`[`YbUi`Y  
 5i`g[`YghU`hi`b[ `XYf`?`ca`dYbgUh]cbga`U»`bU\`a`Yb`i`bX`X]Y  
 5i`ZhY]i`b[ `XYf`?`cghYb`g]bX`bcW\`b]W\h`UV[`YgW\`cggYb``9]b  
 5V[ `Y]W\`nk`]gW\Yb`6i`bX`i`bX`@ÀbXYfb`V`Y]Vh`bchk`YbX][`ž`i`a`Y]bY  
 Y]b]YfbY\`a`]W\Y`@Ògi`b[ `ni`Z]bXYb"

8YhU]`g	
C`fh	<`Ua`Vi`f[`ž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k`k`k`"bXf"XY</li> <li>• k`k`k`"k`Y`h"XY</li> <li>• k`k`k`"nXZ\Yi`hY"XY</li> </ul>

6Ygi`W\Yb`G]Y`i`bg`Ui`Z.`bU[`!\`Ua`Vi`f[`"XY