

F ÀhgY` \ UZhYf`GWX Yi bYbVfUbX`]a  
@UbX\_fY]g`5bgVUWX. : Yi Yfk Y`f`]a  
; fc» Y]bgUhn°

5a`%\*"'> b]`&\$&) `VfUbbhY`Y]bY`GWX Yi bY`]a`@UbX\_fY]g  
5bgVUWX`"I fgUWX`Y`i b`\_Ufž: Yi Yfk Y`f`]a`9]bgUhnž`\_Y]bY  
J Yf`YhnhYb`VY\_Ubbh°



@Y`fVYf[ Yf`; Ya Y]bXYhY]`GWX a U`YbVUWX ž`@UbX\_fY]g  
5bgVUWX ž`8Yi hgWX`UbX`!`5a`A cbhU[ bUWX a ]hhU[ `XYg`%\*"'> b]  
&\$&) `k i fXY`XYf`@UbX\_fY]g`5bgVUWX`j cb`F Ui WX k c`\_Yb  
ØVYfnc[ Ybž`U`g`Y]bY`GWX Yi bY`]a`; Ya Y]bXYhY]`GWX a U`YbVUWX`]b  
@Y`fVYf[ `]b`:`Ua`a Yb`Ui Z[ ]b[ ``8Y: Yi Yfk Y`f`Yf\]Y`hi a`%\*"( )  
I \f`XYb`Bchfi`Zž`XcWX`X]Y[ YbUi Yb`I fgUWX`Yb`XYg`6fUbXYg`g]bX  
bcWX`i b`\_Uf" `#`XYf`VYhfc`ZYbYb`GWX Yi bY`VY`ZUbXYb`g]WX  
nU\`fY]WX`Y`UbXk`]fhgWX`UZh`]WX`Y; Yf`AhY`ž`X]Y`Xi`fWX`XUg: Yi Yf  
[ YZ\`fXY`h`k`i`fXYb"; `ØW`\_]WX`Yfk`Y]gY`g]bX`V]g`Y`hnh`\_Y]bY  
J Yf`Y`hni`b[ Yb`j`cb`A`YbgWX`Yb`cXYf`H]YfYb`VY\_Ubbh`8]Y: Yi Yfk Y`f`  
\Uh]\`fY`5fVY]hYb`j`cf`C`fh`Ui`Z[ Ybca`a`Yb`i`bX`j`Yfgi`WX`hž`XUg: Yi Yf

i bhYf?cbhfc`Y`ni`Vf]b[ Ybžk Å\fybX`X]Y`@U[ Y`k Y]hYf\`b`]a`'6`]W\_  
VY\U`hYb`k`]fXžk`]Y`bcfXVUmYfb"XY`VYf]W`hYh"

6fUbX[ YZU\fyb`]b`XYf`@UbXk`]fhgW`UZh

K Yf`g]W`]b`XYf`FY[ ]cb`i`a` \Öfhž`a` Yf`\_h`gW`bY`ž`XUgg`6fÅbXY`Ui`Z`  
`UbXk`]fhgW`UZh]W`Yb`6Yhf]YVYb`\_Y]bY`GY`hYb`Y]h`g]bX`"6YgcbXYfg`  
VY]`GW`Yi`bYb`g]bX`]a`a`Yf`k`]YXYf`J`cfZÅ`Y`ni`j`YfnY]W`bYb`ž`VY`  
XYbYb`k`Yfhj`c`Y`;`Yf`ÅhgW`UZhYb`i`bX`:`i`hYfa`]hY`"b`:`Ua`a`Yb`  
Ui`Z[ Y`Yb`"9]b`gc`W`Yf`:`U`Y`fY[ ]bYhY`g]W`VY]gd]Y`gk`Y]gY`]b`  
6U]a` \cZYb`]a`@UbX`\_Y]g`5bgVUW`ž`k`c`Yg`Ua``%&"5df]"`&\$&%`ni`  
Y]bYa`6fUbX`\_Ua`ž`XYf`"Ui`h`5i`[ YbnYi`[ YbVYf]W`hY`Y]bY`ghUf`\_Y`  
F`Ui`W`Yb`hk`]W`i`b[ ]`Yfi`fgUW`hY`i`bX`Y]bYa`:`i`hYfa`]gW`k`U[ Yb`  
ni`a`J`Yf`Åb[ ]b]g`k`i`fXY`"5i`W` \]Yf`V`]YV`Yg[ ]`a`dZ]W`ž`XYb`b`k`]Y`  
XYf`?:`J`5bgVUW`VYf]W`hYhž[ UV`Yg`\_Y]bY`J`Yf`YhnhYb`ž`YXcW`  
Yb`hghUbX`Y]b`Yf`YV`]W`Yg`GUW`gW`UXYb`Ub`XYf`GW`Yi`bY`i`bX`  
XYfYb`D`chcj`c`hU]\_Ub`U[ Y"

9g`]gh`VYa`Yf`\_Ybgk`Yfhž`XUgg`Yg`]b`8Yi`hgW`UbX`\_Y]bY`Y]b`Y]h`]W`Y`  
GhU]gh]\_Yb`ØVYf`UbXk`]fhgW`UZh]W`Y`6fÅbXY`[ ]Vh`@Ui`h`  
**U[ fUf\Yi`hY`"Wca`[ ]Vh`Yg`XUni`\_Y]bY`Vi`bXYgk`Y]h`9f\YVi`b[ ž`  
gcXUgg`X]Y`i`fgUW`Yb`i`bX`X]Y`<`Åi`Z[ ]\_Y]h`gc`W`Yf`9fY[ ]b]ggY`  
gW`k`Yf`bUW`ni`j`c`n]Y`Yb`g]bX`"8]Y`ϕ]h]Uh]j`Y`GhU`VfÅbXY`a`UW`h`  
Ui`ZX]Y`B`chk`YbX][ ]\_Y]h`Ui`Za`Yf`\_gUa`ž`XUgg`  
Vi`bXYg`ÅbXYfØVYf[ fY]ZYbXY`A`Y`XYdZ]W`hYb`ZØf`GhU`VfÅbXY`  
Xf]b[ YbX`b`Øh][`k`ÅfYb`ž`i`a`XYb`VYhfc`ZYbYb`@UbXk`]fhYb`VYggYfY`  
<]ZYb`V]YhYb`ni`\_ØbbYb"**

6fUbXi`fgUW`Yb`]a`'6`]W\_

8]Y`i`fgUW`Yb`ZØf`6fÅbXY`]b`XYf`@UbXk`]fhgW`UZh]g]bX`j`]Y`ZÅ`h][`"  
Ghi`X]Yb`nY][ Ybž`XUgg`9`Y`\_hf]\_i`bX`a`YbgW`]W`Yg`:`Y` \j`Yf`U`hYb`  
\`Åi`Z[ ]`[ YbUbbhY`;`fØbXY`g]bX`"ϕgVYgcbXYfY`nk`]gW`Yb`%-`-`-`i`bX`  
&\$%&`k`i`fXYb`]b`Y]bYf`i`bhYf`gi`W`i`b[ ]ZYgh[ YghY`hž`XUgg`  
6fUbXgh]Zhi`b[ ]b`%)`Dfc`nYb`h`XYf`:`Å`Y`U`g`i`fgUW`Y`]XYbh]Z]n]Yfh`  
k`i`fXY`"A`]h`XYf`Zc`fhgW`fY]hYb`XYb`hYW`b]gW`Yb`5i`gghUhi`b[ ]XYf`  
6Yhf]YVY`i`bX`XYb`j`Yf`ÅbXYfhYb`<`YfXYb[ fØ»`Ybž`]gh`Yg`YXcW`Y]b`  
5b`Y[ Yb`XYf`:`cf`gW`i`b[ ž`U`\_hi`Y`Y`8`UhYb`ni`gUa`a`Y`b`ž`i`a`X]Y`

G]hi Uh]cbYb`VYggYf`Y]bni gWÅhnYb`i bX`\_ØbZh][ Y`6fÅbXY`ni  
j Yfa Y]XYb"

5VgWÅ`jY» YbX`V`Y]Vh`ni `cZZYbž`XUgg`X]Y` : Yi Yfk Y`f`]b  
GWÅa U`YbVUWÅ`X]Y`G]hi Uh]cb`fUgWÅ`i bhYf`?cbhfc``Y`Vf]b[ Yb`\_Ubb  
i bX`ni \_ØbZh][ Y`6fUbXi fgUWÅYb`YbX`]WÅ`gmghYa Uh]gWÅ`YfZUggh  
k YfXYb``: Øf`X]Y`@UbXk ]fhY`]b`XYf`FY[ ]cb`]gh`Yg`] cb`j ]hU`Yf  
6YXYi hi b[ ž]\fY`6Yhf]YVY`j cf`gc`WÅYb`[ YZÅ`f`]WÅYb`9fY][ b]ggYb  
ni `gWÅØhnYb"

8YhU]`g	
C fh	@Y`fVYf[ Yf`; Ya Y]bXYhY]`GWÅa U`YbVUWÅž @UbX_fY]g`5bgVUWÅž`8Yi hgWÅ`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "bcfXVUmYfb"XY</li><li>• k k k "_Zj !UbgVUWÅ"XY</li><li>• k k k "U[ fUf\Yi hY"WŁa</li></ul>

6Ygi WÅYb`G]Y`i bg`Ui Z.`bU[ !VUmYfb"XY