

: ]bb]gW\ Yf`HUb[ c ``]j Y. 'l i g]\_i i  
VY[ Y]ghYfh`]a ' < YfgVfi W\_Yf  
< ]fhYba i gYi a °

9f`YVYb`G]Y`Ua`%( " ' ě b]`]a` < ]fhYba i gYi a` < YfgVfi W\_Y]bYb  
5VYbX`a` ]h`l i g]\_i i` i` bX`ZUgn]b]YfYbXYa` ]bb]gW\ Yb`HUb[ c`  
H]W\_Yhg`Y`hnh`g]W\ Yfb`°



< ]fhYba i gYi a` < YfgVfi W\_ž`-` %&%+` < YfgVfi W\_ž`8Yi hgW`UbX  
!` ě`k` Yb][ Yb`HU[ Yb`k` ]fX`XUg`< ]fhYba i gYi a` ]b` < YfgVfi W\_`ni` a  
GW\Ui`d`Uhn`Y]bYf`[ Ubn`VYgcbXYfYb`a` i`g]\_U`]gW\ Yb`8`UfV]Yhi`b[ ž  
k`Ybb`XUg`K`Y`ħa`i`g]\_YbgYa`V`Y`l`i`g]\_i`i`Ui`Z`9]b`UXi`b[ ]`j`cb  
?`i`h`?`W\_`gY]bY`?`i`bgh`df`ĀgYbh]Yfh`5a`GUa`ghU[ ž`XYb`%( " ' ě b]ž  
i`a`%-`l` \`f`k` ]fX`X]Y`6`UbX`X]Y`6`Ygi`W\ Yf`a` ]h`Y]bYf`ZUgn]b]YfYbXYb  
A`]gW\i`b[ ]`Ui`g`Z]bb]gW\Ya`HUb[ c`i`bX`UbXYfYb`HUb`nf`\`mh`\a`Yb  
VY[ Y]ghYfb`"Nk`Y]`HU[ Y`j`cf`XYa`9`j`Ybh]gh`X]Y`J`cf`ZfYi`XY`]b`XYf  
GhUXh`gd`øfVUf`i`i`bX`b]W\hic`\bY`;`fi`bX`°

l i g]\_i i`ZY]Yfh`b]W\h`bi`f`X]Y`?`Āb[ Y`XYg`Z]bb]gW\ Yb`HUb[ cgž

gcbXYfb`Vf]b[ h`Ui W`Zf]gWXY`9]bZØggY`]bg`Gd]Y``A ]h`\fYa  
bYi YghYb`5`Vi a` ?Ufi gY``] žXUg`VYfY]hg`nU\`fY]WXY  
5i gnY]Wb i b[ Yb`Yf\U`hYb`\Uhž`k ]fX`X]Y`6UbX`XUg`Di V`\_i a` ]b`X]Y  
K Y`h`a U`Y``cgYf`<Ufa`cb]Yb`i bX``YVYbX][ Yf`A Y`cX]Yb`YbhZØ\`fYb`"  
8]Y`6YgYhni b[ `VYghY\`h`Ui g`hU`Ybh]YfhYb`A i g]\_Yfb`k ]Y`@Ui`fU  
F m\`ÀbYb`f] YgUb[ ěž`A ]\_\_c`?`i ]ga`U`f] Y][ Y`i bX`i; YgUb[ ěž`  
B`c`f`V`Y`f`h`6`f`Ya` Y`g`f`5`\_\_c`f`X`Y`c`b`ěž`>`Ja`Y`g`i; Y]Y`f`f] ]hUffY`ě`i b`X`  
: `c`f]Ub`8`c`f`a`U`b`b`ž`k`c`V`Y`X]Y`6`U`b`X`Y`]b`i; YgUa`hdU`\_`Y`h`Ui`g`  
HUb[ c`ž`K`U`n`Y`f`ž`>`b`\_\_U`ž`<`i`a`ddU`i`b`X`g`c[ U`f`G`k`]b[ `V`]Y`h`Y`h`"

## 9]b`a`i`g]\_U`]gWXY`f`i; Y`b`i`gg`ZØf`U``Y`

8]Y`?`U`f`h`Y`b`d`f`Y]gY`ZØf`XUg`?`c`b`n`Y`f`h`V`Y`h`f`U[ Y`b`i`&`+`9`i`f`c`ž`k`À`f`Y`b`X`  
A ]h[ `]Y`X`Y`f`j`c`b`?`i`h`?`]W`\_`a` ]h`&(`9`i`f`c`g`d`U`f`Y`b`\_`Ø`b`b`Y`b`"`H]W`\_`Y`h`g`i`g]b`X`  
g`c`k`c`l`i`b`h`Y`f`\_`]W`\_`Y`j`"f`Y`g`Y`f`j`]Y`f`i`b`[`4`[`a`U]`"W`c`a`U`g`Ui`W`\_`U`b`  
X`Y`f`5`V`Y`b`X`\_`U`g`g`Y`Y`f`\`À`h`]W`\_`"8`Y`f`9]b`U`g`g`V`Y[ ]b`b`h`V`Y`f`Y]h`g`i`a``%`  
I` \`f`ž`g`c`X`U`g`g`X`Y`i;`À`g`h`Y`[ Y`b`Ø[ Y`b`X`N`Y]h`\`U`V`Y`b`ž`g]W`\_`Ui`Z`X`Y`b`5`V`Y`b`X`  
Y]b`n`i`g`h]a`a`Y`b`i`b`X`X]Y`5`h`a`c`g`d`\`À`f`Y`X`Y`g`<]f`h`Y`b`a`i`g`Y`i`a`g`]b`j`c``Y`b`  
NØ[ Y`b`ni`i`[ Y`b]Y`»`Y`b`"

I`i`g]\_i`i`V`Y`g`W`X`f`Y]V`h`i`\`f`Y`b`A`i`g]\_g`h]`i`U`g`Y]b`Y`G`m`b`h`Y`g`Y`Ui`g`  
h`f`U`X]h]c`b`Y``Y`f`Z]b`b]g`W`X`Y`f`i`b`h`Y`f`\`U`h`i`b[ g`a`i`g]\_`X`Y`f`%-`\$`Y`f`V]g`  
%-`\*`\$`Y`f`>]\`f`Y`ž`U`b[ Y`f`Y]W`X`Y`f`h`a` ]h`H`U`b[ c`ž`G`k`]b[ ž`<`i`a`ddU`i`b`X`  
a`c`X`Y`f`b`Y`b`&`g`d]f`U`h]c`b`Y`b`"8`U`V`Y]V`Y`Y]V`Y`b`H`Y`a`Y`b`k`]Y`  
@`V`Y`b`g`Z`f`Y`i`X`Y`ž`J`]Y`Z`U`h`i`b`X`g`\_i`f`f]Y`i;`Y`g`W`X]W`X`h`Y`b`n`Y`b`h`f`U`Y`  
5`b`h`f]Y`V`g`\_f`À`Z`h`Y`i`\`f`Y`f`K`Y`f`\_`Y`ž`X]Y`b]W`X`h`n`i`Y`h`h`i`Ui`W`\_`j`c`b`9`i`f`c`j`]g]c`b`!  
= `c`b`Y`b`i`b`X`B`c`f`X]W`B`c`f`i`]b`g`d]f]Y`f`h`g]b`X`"8]Y`g`n`Y][`h`i`g]W`X`  
Y]b`X`f`i`W`\_`g`j`c``]b`i`\`f`Y`a`i`]a`i`i`Y`V`f`i`U`f`&\$&)`j`Y`f`Ò`Z`Y`b`h]W`X`h`Y`b`5`Vi`a`  
D]\_b]\_`ž`X`U`g`X`Y`b`H`U`b`n`V`Y]b`Y`b`\_Y]b`Y`g`k`Y[ g`k`]X`Y`f`g`h`Y`b`\_`U`b`b`"

: ]b`b]g`W`X`Y`H`U`b[ c`\_i`h`i`f`i`a`i`]b`h`Y`f`b`U`h]c`b`U`Y`b`  
?`c`b`h`Y`I`h`

8`Y`f`Z]b`b]g`W`X`Y`H`U`b[ c`\`U`h`i`g]W`X`\_`Ui`W`\_`Y`b`g`Y]h`g`X`Y`f`@`U`b`X`Y`g[ f`Y`b`n`Y`b`  
Y`h`U`V`Y]Y`f`h`ž`k`]Y`Y`]b`6`]W`\_`Ui`Z`X`U`g`i`Y`g`h]j`U`i`i`&`B`h`U`b[ c`i`]b`<`U`a`V`i`f`[  
n`Y][`h`ž`X`U`g`i`n`i`a`n`Y`\`b`h`Y`b`A`U`\_`g`h`U`h`Z`U`b`X`"8`c`f`h`g`h`U`b`X`Y`b`A`i`g]\_`ž`  
H`U`b`n`\_i`f`g`Y`i`b`X`Z]b`b]g`W`X`Y`@`Y`W`\_`Y`f`Y]Y`b`i`a`i`A`]h`h`Y`d`i`b`\_`h`i`b`X`n`c[ Y`b`

Y]bY`J]Y`nU\`Ub`HUb nVY[ Y]ghYfhYb`Ub"8]Y`J YfUbgH`hi b[ `VYhc b h  
 X]Y`bX]j]Xi U`h`h`i bX`dYfg`b`]WXY`9a ch]cbYb`z`X]Y`ja`Z]bb]gWXYb  
 HUb[ c`5i`gXfi`W`Z]bXYb"i bX`XUg`6YgcbXYfY3: ]bb]gWXYf`HUb[ c  
 ]gh`Y]W`h`ni`Yf`YfbYb`z`k Ug`X]Y`[ Ya`Øh]WXY`i bX`\Yfn`]WXY  
 5ha`cgd\`ÅfY`bcW`j Yfgh`Åf`h"

C V`Ui Z`XYa` : Ygh]j U`cXYf`ja` < ]fhYba`i`gYi`a`ž`XYf`Z]bb]gWXY`HUb[ c  
 gc f[ h`ØVYfU`Z`Øf`\Y]hYfY`i bX`YVYbgVY`U\YbXY`Gh]a`a`i`b[ "K`Yf  
 U`gc`XUg`5VYbhY`i`Yf`HUb[ c`gi`W`h`cXYf`Y]bZUW`Y]bYb`Vi`bhYb  
 5VYbX`a`]h`Z`ggY`bXYf`A`i`g]\_`Yf`YVYb`a`ØW`hY`ž`gc`hY`g]W`XYb`%( "  
 †`b]`ja`?`U`YbXYf`f`ch`UbghfY]WXYb"@UggYb`G]Y`g]W`j`YfnUi`VYfb`°

8YhU]`g	
C fh	< ]fhYba`i`gYi`a`< YfgVfi`W`ž`-`%&%+`< YfgVfi`W`ž` 8Yi`hgW`UbX
E i`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bb"XY</li> <li>• i`f`Ui`V`"bi`YfbVYf[ Yf!`UbX"XY</li> <li>• k k k "V]i`bg]bbcfXYb"XY</li> </ul>

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