

9 \ fYbj c ``Yf '5 VgW ]YX. : f]hn! 7 cgh! F ]b [ ' ]b  
DYhhYfk Y ]` `Y]b [ Yk Y ]\ h°

8 ]Y '9]bk Y ]\i b [ `XYg : f]hn! 7 cgh! F ]b [ g `]b `DYhhYfk Y ]` `Y\ fh`XYb  
VY` ]YVhYb `K ]fhi bX`dfÄ [ h`X]Y `; Ya Y ]bgW UZhj cb `? UfVYb "



DYhhYfk Y ]` ž`8 Yi hgW `UbX `! `a `a U`Yf]gW Yb `DYhhYfk Y ]` Z]YfhY  
X]Y `; Ya Y ]bXY ` \_Øfn` ]W `X]Y `Z]Yf` ]W Y `9]bk Y ]\i b [ `XYg `bYi Yb `: f]hn!  
7 cgh! F ]b [ g ` 8 ]YgY `GhfU » Y ž`X]Y `ja `B Yi VUi [ YV]Yh ` B ÒfX ` ]W `XYf  
: i Wg` ÒW Yf `Ub [ Y`Y [ h`k i fXY ž`k ØfX ] [ h`XYb `ZfØ\ YfYb `; Ughk ]fh  
: f]hn` 7 cghž` XYggYb `@YVYbgk Yf `i bX `9b [ U [ Ya Ybh`ZØf`X]Y  
8 cfZ [ Ya Y ]bgW UZh`b ]W h ]b `J Yf [ YggYb \Y ]h [ YfUhYb `gc `"" , VYf`%\$\$  
6Øf [ Yf]bbYb `i bX `6Øf [ Yfž`j ]Y`Y `↑ b [ Y `; Yg]W hYf `]b `i g]j Y ž`ZUbXYb  
g]W `ni f`9]bk Y ]\i b [ gZ]Yf`Y ]b ž`X]Y `j cb `Y]bYa `9bgYa V`Y`XYf  
GhUXh`UdY` `Y`a i g]\_U` ]gW `i a fU`a h`k i fXY"

8 ]Y `9b hgW Y ]Xi b [ `ni `9 \fYb `j cb `: f]hn` 7 cghž` [ YVcfYb `% - & ` ]b `XYf  
5`hYb `<YYfghfU » Y `i bX `gY ]h`%\* ( - `HY `]XYf `DYhhYfk Y ]`Yf `; YgW ]W hY ž  
Z]Y` `Xi fW `Y ]bY `i a ZfU [ Y `i bhYf`XYb `5bk c \bYfb ``8 Yf`C fhg] cfghY \Yf

8Ybb]g'J YgdYf'\UhhY'X]Y'I a ZfU[ Y'ni f'B Ua YbgZ]bXi b[ 'j]b]h]Yfhž  
VY]'XYf' '\$'V]g'(\$'J c f g W`À[ Y'j cb'XYb'DYhhYfk Y]'Yfb'Y]b[ YfY]W`h  
k i fXYb"@Yhh]W`VY\_Ua ' : f]hn'7cgh'X]Y'a Y]ghYb'Gh]a a Ybž'k Ug  
nY][ hž'k ]Y'gY'f'Yf']b'XYf'; Ya Y]bXY'[ YgW`Àhnh'k i fXY"'8Yf'B Ua Y  
: f]hn!7cgh!F]b[ 'j]gh'gca ]h'b]W`h'bi f'Y]bY'GhfU»YbVYbYbbi b[ ž  
gcbXYfb'Ui W`Y]b'NY]W`Yb'XYf'K YfhgW`Àhni b[ 'ZØf'Y]bYb'A Ubbž  
XYf'XUg'8cfZYVYb'ØVYf'»\fnY\bhY'dfÀ[ hY"'K YhhYfUi 'BYk g'i bX  
: BD'VYf]W`hYb'ØVYf'X]Y'6YXYi hi b[ 'X]YgYf': Y]Yf"

: f]hn'7cghg'J Yfa `ÀW`hb]g

: f]hn'7cgh'ØVYfbU\ a '%- ), 'XUg'; Ugh\Ui g' Ni f'FcgY ž'XUg'g]W`  
gW`bY`ni a 'A ]hhY'di b\_h'XYf'8cfZ[ Ya Y]bgW`UZh'Yb'k ]W`Y'hY"'< ]Yf  
ZUbXYb'b]W`h'bi f'[ YgY`][ Y'Ni gUa a Yb\_ØbZhY'ghUhhž'Ui W`Y]b  
DUfhmgYfj ]W`k i fXY'Ub[ YVchYb'i bX'X]Y'8cfZX]gW`'7cbhfU  
ZY]YfhY'\]Yf']\fY'<Y]a Uh'UV'%-\*, "; ]gY'U'7cghž'X]Y'K ]hk Y'j cb': f]hn  
7cghž'XfØW`hY'k `À\fybX'XYf': Y]Yf']\fyb'Ghc'n'Ui g'i bX'VYhcbhY'X]Y  
@YVYbX][ \_Y]h'XYg'bYi Yb'K c\ b[ YV]Yhg"'`Àf'K i bgW`]gh'Ygž'XUgg  
XUg'5bXYb\_Yb'Ub']\fyb'j Yfghc'fVYbYb'A Ubb']b'XYf'; Ya Y]bgW`UZh  
k Y]hYf'YVh"'8Ug'@[ YbXYbgW`]Xž'XUg'6Øf[ Yfa Y]ghYf'; i ]Xc'F U\ b  
dfÀgYb]YfhYž'nY][ h'X]Y'Ui »Yf[ Yk `Ø\ b`]W`Y'6YXYi hi b[ 'j cb': f]hn  
7cgh'ZØf'DYhhYfk Y]"

8]Y'6YXYi hi b[ 'XYf'GhfU»YbVYbYbbi b[ 'j]b'i bgYfYf'?i 'hi f'[ Y\h  
k Y]h'ØVYf'X]Y'V'c»Y'I bhYfgW`Y]Xi b[ 'j cb'K Y[ ZØ\fi b[ Yb'\]bUi g"  
HUhg`ÀW`]W`]gh'X]Y'6YbYbbi b[ 'j cb'GhfU»Yb'Y]b'`bghfi a Ybh'XYf  
; YgW`]W`hgd'c`]h\_]i bX'9f]bbYfi b[ g\_]i 'hi f"'`a a Yf'\]b[ ]Vh'Yg'j b  
8Yi hgW`UbX'ØVYf'(' ' "\$\$\$'j YfgW`]YXYbY'GhfU»YbbUa Yb"i bX'gc  
hfÀ[ h'XYf': f]hn!7cgh!F]b[ 'bi b'b]W`h'bi f'X]Y'9\fy'gY]bYg  
B Ua Ybg[ YVYfgž'gcbXYfb'Ui W`X]Y'; YgW`]W`hY'i bX'X]Y'K YfhY  
X]YgYf'VYgW`Ui `]W`Yb'; Ya Y]bXY'k Y]hYf"'K ]Y'K ]\_]dYX]U'VYgU[ hž  
g]bX'GhfU»Yb'\`Ài Z][ '5i gXfi W`\_j cb'; Ya Y]bgW`UZh'i bX'?i 'hi fY`Ya  
9fVYž'i bX'XYf': f]hn!7cgh!F]b[ 'V]'XYh'\]Yf'\_Y]bY'5i gbU\ a Y"

K ]Y'XYf'C fhg j c f gh Y\Yf'8Ybb]g'J YgdYf'ni 'F YW`h'ZY ghghY`hYž'g]bX  
GhfU»Yb'a Y\ f'U'g'bi f'K Y[ Y/g]Y'X]YbYb'Ui W`XUni ž'9f]bbYfi b[ Yb  
i bX'; YgW`]W`hYb'`VYbX][ 'ni '\U'hYb"'8Yf': f]hn!7cgh!F]b[ 'k ]fX  
g]W`Yf']W`Y]b'GdUn]Yf[ Ub[ 'ZØf'U`Yž'X]Y'X]Y'; YgW`]W`hY'DYhhYfk Y]g

Yf`YVYb`a ÒW`hYbž`i bX`Y]bY`ghÅbX][ Y`A U`bi b[ `Ub`X]Y  
 ; UghZfYi bXgW`UZh`i bX`< ]`ZgVYfY]hgW`UZhž`X]Y` : f]hn`7cgh  
 j Yf\_ÖfdYfhY``A ]h`X]YgYf`9]bk Y]\i b[ `k`i fXY`b]W`h`bi f`Y]bY`bYi Y  
 GhfU» Y`YfÖZzbYh`Yg`k`i fXY`Ui W`Y]b`NY]W`Yb`[ YgYhnhž`XUgg`X]Y  
 K`i fnY`b`Y]bYf`; Ya`Y]bgW`UZh`b]Y`j Yf[ YggYb`k`YfXYb`"

8YhU]`g	
C`fh	DYhhYfk`Y]`ž`8Yi`hgW`U`bX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k`k`k`"k`YhhYfUi`"bYk`g</li> <li>• k`k`k`"Zbd"XY</li> <li>• XY"a`"k`_]dYX]U"cf[</li> </ul>

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