



ZUHu`Y`GhfY]h`Ui`gVfUW`"8`Ug;`Yf]W`h`j`Yf\`Ab[`hY`[`Y[`Yb`]\`b`&)``J\`fY`  
<`UZh`i`bX`Y]bY`nY\`b`A\`f][`Y`B`UW`gc`f[`Y`z`b`UW`XY`a`X]Y`  
GhUUhgUbk`U`hgW`UZh`Y]bY`A`]bXYghghfUZ`j`c`b`&)``J\`fYb`[`Y`Z`c`f`X`Y`f`h`  
\`Uhh`Y`"H`f`c`h`n`g`Y]bY`f`gd`A`h`Y`f`Y`b`6`Y`\_i`b`X`i`b`[`Y`b`X`Y`g`6`Y`X`U`i`Y`f`b`g`z`k`]`f`X`  
Y`f`j`c`b`X`Y`b`C`d`Z`Y`f`g`W`i`h`n`U`b`k`A`h`Y`b`U`g`[`Y`k`U`h`A`h][`i`b`X`  
a`O`f`X`Y`f]`g`W`V`Y`g`W`f]Y`V`Y`b`"G]Y`j`Y`f`k`]Y`g`Y`b`U`i`W`U`i`Z`7`\`c`X`c`g`  
A`i`g`h`Y`f`X`Y`f`?`c`b`h`f`c`Y`i`b`X`A`U`b]d`i`U`h]c`b`z`X]Y`Y`f`V`Y`f`Y]h`g]b`b`Y`f`U`V`  
j`c`b`i`f`n`k`Y]A`c`b`U`h`Y`b`U`i`Z`U`i`h`Y`"

## 8]g\_i gg]cb`i`a`:`Ya`]b]n]XY

8`Y`f`:`U`Y`f]b`b`Y`f`h`U`i`W`U`b`X]Y`V`f`Y]h`Y`f`Y`[`Y`g`Y`g`W`U`Z`h]W`X`Y`8`Y`V`U`h`Y`  
Ø`V`Y`f`:`Ya`]b]n]X`Y`z`X]Y`a`]h`X`Y`b`J`Y`f`A`b`X`Y`f`i`b`[`Y`b`]b`X`Y`f`  
;`Y`g`Y`h`n[`Y`V`i`b`[`j`Y`f`\_`b`Ø`d`Z`h]g`h`5`a`&)`"B`c`j`Ya`V`Y`f`&`\$`&`Z`U`b`X`Y`b`]b`  
[`U`b`n`:`f`U`b`\_`f`Y]W`X`n`U`\`f`Y]W`X`Y`8`Y`a`c`b`g`h`f`U`h]c`b`Y`b`[`Y`[`Y`b`];`Y`k`U`h`U`b`  
:`f`U`i`Y`b`g`h`U`h`9]b`Y`n`Y`b`h`f`U`Y`:`c`f`X`Y`f`i`b`[`j]g`h`X]Y`c`Z]n]Y`Y`  
5`b`Y`f`\_`Y`b`b`i`b`[`X`Y`g`6`Y`[`f]Z`g`:`Ya`]b]n]X`]a`]z`f`U`b`n`Ø`g]g`W`X`Y`b`  
G`h`f`U`Z`f`Y`W`h`z`i`a`X`Y`f`h`Ø`X`]W`X`Y`b`];`Y`k`U`h`[`Y`[`Y`b`:`f`U`i`Y`b`V`Y`g`g`Y`f`n`i`  
V`Y`[`Y`[`b`Y`b`"8`Y`f`6`Y`[`f]Z`z`%-`-`&`[`Y`d`f`A`[`h`j`c`b`X`Y`b`G`c`n]c`c`[`Y`b`]`  
F`U`X`Z`c`f`X`i`b`X`8]U`b`U`F`i`g`g`Y`z`g`h`Y`h`Z`Ø`f`X]Y`H`Ø`h`i`b`[`Y`]b`Y`f`:`f`U`i`z`k`Y`  
g]Y`Y`]b`Y`:`f`U`i`]g`h`"

⊖`:`f`U`b`\_`f`Y]W`X`k`i`f`X`Y`b`g`Y]h`6`Y`[`]b`b`X`Y`g`J\`f`Y`g`&`\$`&`V`Y`f`Y]h`g`%`&`%`  
:`Ya`]b]n]X`Y`f`Y`[`j]g`h]Y`f`h`H`f`c`h`n`X`Y`f`V`Y`g`h`Y`Y`b`X`Y`b`];`Y`g`Y`h`n`Y`z`X]Y`X`U`g`  
H`Ø`h`Y`b`Y]b`Y`f`:`f`U`i`U`i`Z`[`f`i`b`X`]f`Y`g`];`Y`g`W`X`Y`W`h`g`U`g`Y`f`g`W`k`Y`f`Y`b`X`Y`b`  
l`a`g`h`U`b`X`e`i`U`]Z]n]Y`f`Y`b`z`g]b`X`j`]Y`Y`G`h]a`a`Y`b`X`U`f`Ø`V`Y`f`V`Y`g`c`f`[`h`z`X`U`g`g`  
X]Y`X`Y`f`n`Y]h][`Y`↑`f]g`h]g`W`Y`9]b`c`f`X`b`i`b`[`]b]W`h`X`Y`b`g`d`Y`n]Z]g`W`X`Y`b`  
7`\`U`f`U`\_`h`Y`f`X]Y`g`Y`f`J`Y`f`V`f`Y`W`X`Y`b`U`b`Y`f`\_`Y`b`b`h`Y`b`]W`X`g]Y`h`Y`g`]b`  
8`Y`i`h`g`W`X`U`b`X`U`i`g`z`k`c`X]Y`8`Y`V`U`h`Y`Ø`V`Y`f`X]Y`f`Y`W`h`i]W`X`Y`9]b`g`h`i`Z`i`b`[`  
j`c`b`:`Ya`]n]X`Y`b`U`g`A`c`f`X`c`X`Y`f`H`c`h`g`W`X`U`[`]b`c`W`]a`a`Y`f`]a`];`U`b`[`Y`  
]g`h`H`f`c`h`n]b`h`Y`f`b`U`h]c`b`U`Y`f`J`Y`f`d`Z]W`X`h`i`b`[`Y`b`n`i`f`6`Y`\_`A`a`d`Z`i`b`[`  
[`Y`g`W`X`Y`W`h`g`V`Y`n`c`[`Y`b`Y`f`];`Y`k`U`h`z`k`]Y`]b`X`Y`f`g`h`U`b`V`i`!`?`c`b`j`Y`b`h]c`b`  
Z`Y`g`h[`Y`Y`[`h`z`V`Y]V`h`X`Y`f`?`U`a`d`Z`[`Y`[`Y`b`:`Ya`]b]n]X`Y`Y]b`Y`  
\`Y`f`U`i`g`Z`c`f`X`Y`f`b`X`Y`5`i`Z`[`U`V`Y`"

## K`]gg`Y`b`g`W`X`U`Z`h`]W`X`Y`f`?`c`b`h`Y`I`h`

8`Y`f`6`Y`[`f]Z`:`Ya`]n]X`U`h`g`Y]b`Y`b`i`f`g`d`f`i`b`[`]b`X`Y`f`Z`Y`a`]b]g`h]g`W`X`Y`b`

: cfgWxi b[ 'i bX'k ]fX'cZhi]b'J YfV]bXi b[ 'a ]h  
 [ YgW\YW hggdYn]Z]gW Yf' l b[ 'Y]W\Y]h'[ YgY\Yb"  
 DUfhbYfgW UZhghØhi b[ Yb'g]bX'X]Y'\Åi Z][ ghY': cfa 'XYf'; Yk U'h  
 [ Y[ Yb': fUi Ybž'i bX'j ]Y'Y'X]YgYf'J YfVfYW Yb'[ YgW Y\Yb']a  
 ?cbhYI hij cb'HfYbbi b[ Yb'" ð'8Yi hgW\UbXž'k c'X]Y'ghUbVi '!  
 ?cbj Ybh]cb'ni f'6Y\_Aa dZi b[ '[ YgW\YW hgvYnc[ YbYf'; Yk U'hi bX  
 8]g\_f]a ]b]Yfi b[ 'ja d`Ya Ybh]Yfh'k i fXYž[ UV'Yg'Y]bYb'F ØW\_ni [ 'j cb  
 VYgh]a a hYb'J cfVY\U'hYbž'k Ug'Ui ZY]bY'ghY][ YfbXY'GYbg]V']hÅh]b  
 XYf'; YgY`gW UZh'\]bk Y]gh"

8]Y': cfXYfi b[ Yb'ii bhYfghfY]W Ybž'XUgg'Yg'k ]W h][ 'ghž  
 \_cbhfc`Y]fYbXY'; Yk U'h'ni 'UXfYgg]YfYbž'i a ': Ya ]b]n]XY'ni  
 j Yf\]bXYfb'"Ni XYa '[ ]Vh'Yg'6YghfYVi b[ Ybž'VYgh]a a hY'5bgÅhnY  
 fYW h]W'ni 'j YfUb\_Yfbž'k Ug'Xi fW'Y]bYb'bYi 'Y]b[ Yf]W hYhYb  
 5fVY]hg\_fY]g'[ YdfØZh'k ]fX'"9g']gh'\_Ufž'XUgg'c\ bY']bhYbg]j Y  
 DfÅj Ybh]cbgUfVY]hi bX'[ YgY`gW UZh]W Yg'6Yk i gghgY]b'X]Y'; YZU\ f  
 j cb': Ya ]b]n]XYb'k Y]hYf\]b'VYghY\h"

ð'5bVYhfUW h'X]YgYf'U'Ufa ]YfYbXYb'9bhc ]W\_i b[ Yb'V'Y]Vh'X]Y  
 : fU[ Y'cZZYb.'K Ug'k ]fX'ii bhYfbca a Ybž'i a ': fUi Yb'ni 'gW ØhnYb  
 i bX'X]YgY'hØX`]W Yb'A i ghYf'ni 'Xi fW VfYW Yb3'8Yf': U`j cb'GUfU\  
 A YmYf'\_ØbbhY'U'g'K YbXYdi b\_h'X]YbYbž'i a 'X]Y'8YVUhY'k Y]hYf  
 j cfUbni hfY]VYb"

8]Y'HfU[ ]\_']\fYf'; YgW ]W hY'gc`hY'b]W h'bi f'U'g'9]bnY'YfY][ b]g  
 VYhfUW hYh'k YfXYbž'gcbXYfb'U'g'HY]'Y]bYg'[ fØ» YfYb  
 [ YgY`gW UZh]W Yb'DfcV`Ya gž'XUg'Xf]b[ YbX'a Y\ f'5i Za Yf\_gUa \_Y]h  
 i bX'fYW h]W Y'?'Uf\Y]h'YfZc fXYfh"

8YhU]`g	
C fh	@Ui gUbbYž'GW k Y]n
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "a ]X]' ]VfY"Zf</li> <li>• k k k "`Ya cbXY"Zf</li> <li>• k k k "VdV"XY</li> </ul>

6Ygi W\ Yb 'G]Y 'i bg 'Ui Z. 'X]Y!bUW\ f]W\ hYb "Wĉ a