

J YfU`F Y[ ]hn!NU[ fcgY\_.'D]cb]Yf]b`XYf  
; YbXYfa YX]n]b`]b`8 Yi hgWk`UbX`

BYi b\_]fWkYb.'J YfU`F Y[ ]hn!NU[ fcgY\_ž'D]cb]Yf]b`XYf  
; YbXYfa YX]n]bžZY]Yfh]`fY`VYXYi hYbXYb`9ffi b[ YbgWkUZhYb  
]b`XYf`a YX]n]b]gWkYb: cfgWki b[ "



BYi b\_]fWkYbž8 Yi hgWk`UbX`!`J YfU`F Y[ ]hn!NU[ fcgY\_`[ ]`h`U`g  
Y]bY`XYf`D]cb]Yf]bbYb`XYf; YbXYfa YX]n]b`]b`8 Yi hgWk`UbX`"G]Y`\\Uh  
YbhgWkY]XYbX`XUni`VY][ YhfU[ Ybž[ YgWk`YWk hggdYn]Z]gWkY  
H\\YfUd]Yb`]b`nU`fY]WkY`a YX]n]b]gWkY`@Y]h]b]Yb`ni`]bhY[ f]YfYb"  
ÀfY: cfgWki b[ `\\UhY]bYb`VYa Yf\_Ybgk YfhYb`5bgh]Y[ `XYf  
k ]ggYbgWkUZh]WkYb`5fVY]hYb`ni`f; YbXYfa YX]n]b`[ YZOfXYfhž`k Ug  
X]Y`F Y`Yj Ubni`\\Yf`5fVY]hi`bhYfghfY]Wk`h"; YVcfYb`Ua`" "\$`"C`\_hcVYf  
%-)`]b`BYi b\_]fWkYbžGUUf`UbXžYf`Y]`h]g]Y`]`fY`a YX]n]b]gWkY  
5i gV]`Xi b[ `Ub`XYf`l b]j Yfg]h`h`XYg`GUUf`UbXYg`gck ]Y`]b; fYbcV`Y"  
%-, \$`gWk`cgg`g]Y`]`fY`Dfca`ch]cb`Ub`XYf`l b]j Yfg]h`h`XYg  
GUUf`UbXYg`UV`i bX`k`i`fXY`j ]Yf`š\\fY`gd`h`Yf`HY]`XYg  
; f0bXi b[ ghYUa`g`XYg`8 Yi hgWkYb`<YfnnYbhfi`a`g`6Yf`]b"

5`g` ðhYfb]gh]b`i` bX`?UfX]c`c` [ ]b` \Uh`F`Y` [ ]hm!NU[ fcgY`\_`j` YfgW`X]YXYbY  
k ]W`h][ Y`Dcg]h]cbYb`i`bbY[ Y`UVh`G]Y`UVgc`j` ]YfhY` ]\fY  
: UW`UfnhUi`gV]`Xi` b[ ]b` ðbYfY`A`YX]n]b`i` bX`?UfX]c`c` [ ]Y`Ub`XYf  
: fY]Yb`i` b]j` Yfg]h`h`6Yf`]b`i` bX` \UV` ]h]YfhY` %- - %`ØVYf`XYb  
9bYf[ ]Yghc`Zk` YW`gY`XYg`A`mc`\_UfXg`"-`%-` -` )` Yf\ ]Y`h`g]Y`Y]bY  
Ui` »Yfd`Uba` Å» ][ Y`DfcZYggi`f`Ub`XYfgY`VYb`i` b]j` Yfg]h`h` ðfY  
: cfgW`i` b[ ggW`k` Yfdi`b`\_h`Y`g]bX`X]Y`a`c`Y`\_i` `UfYb`A`YW`Ub]ga`Yb  
XYf`<Yfn]bgi`Z]n]Ybn`i` bX`X]Y` ; YgW`Y`W`hYfi`bhYfgW`]YXY`]b`XYf  
\_UfX]c`c` [ ]gW`Yb`J`Yfgcf[ i` b[ "

## 9]bZ`i` ggfY]W`Y`Dcg]h]cbYb`i` bX`Dfc`Y`\_hY

J`cb`&\$\$,` `V]g`&\$%-`k`Uf`F`Y` [ ]hm!NU[ fcgY`\_`8]fY`\_hcf]b`XYg`6Yf`]b  
ðgh]hi`hY`Zcf` ; YbXYf`]b`A`YX]W]bY`fi` ]A`L`Ub`XYf`7` \Uf]h`Åž  
I`b]j` Yfg]h`h`ga`YX]n]b`6Yf`]bž`k`c`g]Y`X]Y`Y]bn][ Y`DfcZYggi`f`ZØf  
ZfUi`Ybgd`Yn]Z]gW`Y` ; Ygi`bX` \Y]hgZc`fgW`i` b[ ]b`8Yi`hgW`UbX`]bbY  
 \Uh` ðf`G`W`k`Yfdi`b`\_h`Y`Y[ h`Ui`Z`XYf`9fZc`fgW`i` b[ ]j`cb  
I`bhYfgW`]YXYb`i`bX` ; Ya`Y]bgUa`\_Y]hYb`nk`]gW`Yb`A`ÀbbYfb`i`bX  
: fUi`Yb`VY]`<YfnYf`\_fUb`\_i` b[ Yb`" `F`Y` [ ]hm!NU[ fcgY`\_`Y]hYhY  
nU` \fY]W`Y`9I`!Dfc`Y`\_hYž`XUfi`bhYf`9I` ; YbA`YXž`XUg`X]Y  
ð`d`Ya`Ybh]Yfi`b[ ]j`cb` ; YbXYf`]b`XYf`9i`fcd`À]gW`Yb  
 ; Ygi`bX` \Y]hgZc`fgW`i` b[ ]ni`a`N]Y` \Uh`"

ð` ]\fYf`F`c`Y`U`g`GdfYW`Yf]b`XYg`YfghYb`8: ; !; fUXi` ]YfhYb`\_c`Y` [ g  
ni`f`\_UfX]c]`Ug`\_i` `ÀfYb` : cfgW`i` b[ ]j`cb`&\$\$%`V]g`&\$%)` \Uh`g]Y  
a`U» [ YV`]W`Ub`XYf`GW`UZZi` b[ ]Y]bYg`Vi`bXYgk`Y]hYb`BYhmk`Yf`\_g`ni`f  
9fZc`fgW`i` b[ ]j`cb` ; YgW`Y`W`hYfi`bhYfgW`]YXYb`]a`6YfY]W`<Yfn!  
?fY]g`Ui`Z`9f`\_fUb`\_i` b[ Yb`a` ]h[ Yk`]f`\_h`Ni`XYa`\_cc`fX]b]YfhY`g]Y`X]Y  
@Y]h`]b]Yb`A`UbU[ Ya`Ybh`c`Z`WUfX]c]`UgW`\_Uf`X]gYUgYg`]b  
dfY[ bUbWm`XYf`9i`fcdYUb`GcW]YhmicZ`7UfX]c`c` [ m`"

## Di`V` ]\_Uh]cbYb`i` bX`9` \fi` b[ Yb

8]Y`5bnU` \` ]\fYf`k` ]ggYbgW`UZh`]W`Yb`Di`V` ]\_Uh]cbYb`]gh  
VYY]bXfi`W`\_YbX.` ,` VYf`&\$\$`k` ]ggYbgW`UZh`]W`Y`5fh]\_Y`ž`a`Y` \f`U`g`" \$  
6i`W`\_Ud]hY`gck` ]Y`nk`Y]`Yi`fcd`À]gW`Y`GhUbXUfXk`Yf`\_Y`ni`f` ; YbXYf!  
A`YX]n]b`k`i`fXYb`j`cb` ]\f`j`Yf`ØZYb`h`]W`h` : Øf` ]\fY` \YfUi`gfU[ YbXYb  
@Y]ghi`b[ Yb`k`i`fXY`g]Y`&\$%,`a` ]h`XYa`6i`bXYgj`YfX]Ybgh`fYi`n`XYf`

6i bXYgfYdi V`\_`8Yi hgW`UbX`Ui g[ YnY]W`bYhi bX`Yf\]Y`h  
 9\fybXc\_hcfk ØfXYb`j cb`fYbca a ]YfhYb`l b]j Yfg]h`hYbž  
 Y]bgW`Y»`]W`XYf`A YX]n]b]gW`Yb`l b]j Yfg]h`h`b`bgVfi W`\_`i bX`XYf  
 l b]j Yfg]h`h`NØf]W`"

F Y[ ]hm!NU[ fcgY`\_]gh`b]W`h`bi f`Y]bY`UbYf`\_`UbbhY` : cfgW`Yf]bž  
 gcbXYfb`Ui W`\_`Y]bY`ghUf`\_`Y`Gh]a a Y`ZØf`X]Y`6YfØW`\_g]W`h][ i b[ `j cb  
 ; YgW`\_`W`hYfi bhYfgW`]YXYb`]b`U`Yb`a YX]n]b]gW`Yb  
 : UW`f]W`hi b[ Yb`" `≠fY` ; fØbXi b[ g]b]h]Uh]j Ybž`XUfi bhYf`X]Y  
 8Yi hgW`Y` ; YgY`gW`UZh`ZØf` ; YgW`\_`W`hggdYn]Z]gW`Y`A YX]n]b`i bX  
 X]Y`\_`bhYfbUh]cbU`GcW]YhmcZ ; YbXYf`A YX]W]bYž`nY][ Yb`]\f  
 9b[ U[ Ya Ybh`ZØf`X]Y`]bhYfX]gn]d`]b`ÅfY`J YfbYhni b[ `i bX`XYb  
 5i ghUi gW`\_`Ui ZX]YgYa` ; YV]Yh`G]Y`cf[ Ub]g]Yfh`Å`f`]W`?cb[ fYggYž  
 i a`U`\_`hi Y`Y` : cfgW`i b[ gYf[ YVb]ggY`ni`df`ÅgYbh]YfYb`i bX`X]Y  
 8]g`\_`i gg]cb`ni`ZØfXYfb`"

A ]h`X]YgYf`i a ZUggYbXYb`5fVY]h`]gh]J YfU`F Y[ ]hm!NU[ fcgY`\_`Y]bY  
 k ]W`h][ Y`DYfgØb`]W`\_`Y]h`]b`XYf`A YX]n]bž`X]Y`X]Y`K U`fbY`a i b[  
 i bX`6Y`UbX`i b[ `[ YgW`\_`W`hggdYn]Z]gW`Yf` ; Ygi bX`Y]hgUgdY`\_`hY  
 YbhgW`Y]XYbX`j cfUb[ YVfUW`h`U`h`8]Y`ghY][ YbXY`NU`\_`Ub  
 : cfgW`i b[ gYf[ YVb]ggYb`i bhYfghfY]W`h`X]Y`B`chk YbX][`\_`Y]hž  
 ; YgW`\_`W`h`U`g`nYbhfU`Yb` : U`\_`hcf`]b`XYf`a YX]n]b]gW`Yb`DfU] ]g`ni  
 VYhfUW`hYb`i bX`ni`]bhY[ f]YfYb`" : Øf`k Y]hYfY`\_`bZcfa Uh]cbYb`ni  
 ]\fYa`@YVYbgk Yf`\_`\_`ØbbYb`\_`bhYfYgg]YfhY`X]Y`6Yf]W`hY`j cb`  
 ŸfnhYV`Uhh`i bX`7`Uf]h`Å`Y]bgY`Yb`"

8YhU]`g	
Cfh	BYi b_]fW`Ybž`8Yi hgW`_`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "UYfnhYV`Uhh"XY</li> <li>• [ YbXYf"W`Uf]hY"XY</li> </ul>

6Ygi W`Yb`G]Y`i bg`Ui Z.`a Y]b!k ]Yb`bYh