

B UWX \ U`h][ \_Y]h`ja `? `UggYbn]a a Yf.  
7cbhk ][ !GhUa VUWX `Ui Z`XYa `K Y[ `ni f`6B 9!  
GWX i `Y`

8]Y` ; fi bXgWX i `Y`7cbhk ][ !GhUa VUWX `VYk ]fVh`g]WX `i a `X]Y  
6B 9!NYfh]Z]n]Yfi b[ ži a `bUWX \ U`h][ Y`6]`Xi b[ `ni `Z0fXYfb`i bX  
Dfc Y\_hY`ni `dfÅgYbh]YfYb"



GhUa VUWX ž`8Yi hgWX `UbX`!`8]Y` ; fi bXgWX i `Y`7cbhk ][ !GhUa VUWX  
\ Uh`g]WX `i a `X]Y`NYfh]Z]n]Yfi b[ `U`g` GWX i `Y`Z0f`6]`Xi b[ `Z0f  
bUWX \ U`h][ Y`9b`hk ]W\_`i b[ `f6B 9Ě `VYk cfVYb"BUWX \ U`h][ \_Y]h`gd]Y`h  
Y]bY`nYbhfU`Y`Fc`Y`ja `i bhYff]WX`hi bX`ja `<UbXY`b`XYf`GWX`0`Yf  
i bX`@Y`fYf"5a `6B 9!HU[ `k i fXYb`X]Y`BUWX \ U`h][ \_Y]h`gd`fc`Y`hY`XYf  
GWX`0`Yf`]b`Y]bYf`VYY]bXfi W\_YbXYb`5i gghY`i b[ `]b`XYf`Hi fb`U`Y  
dfÅgYbh]Yfhž`X]Y`gck c`\\`9`hYfb`U`g`Ui WX`Df0ZYf]bbYb`j`ca  
DÄXU[ c[ ]gWX`Yb`@UbXYg]bgh]hi`h`g]WX`h]WX`VYY]bXfi W\_hY"GWX i `Y]hYf  
DYhYf`GWX`a`]Xh`VYhcbhY`X]Y`6YXYi hi b[ `XYg`6B 9!BYh`nk`Yf\_gž`XUg  
gY]h`%-`-`\*`]b`F`Y]b`UbX!DZU`n`VYghY`h`i bX`a`]h`Yfk`Y]Y` , \$`V]g`-`\$  
GWX i `Yb`i a`ZUgghž`X]Y`Xi`fWX`:`cfhV]`Xi b[ ga`U»`bU`a`Ybž

Ghi X]Yb hU[ Y`i bX`Dfc`Y`\_hZOfXYfi b[ `i bhYfghØhnh`k YfXYb"

6Y]`Y]bYf`YfZc`[ fY]WXYb`6Yk YfVi b[ `k ØfXY`g]WXYf`l bhYff]W h`ZØf X]Y`&`) `GWØ`Yf`]b`GhUa`VUWXY`i`h`]W`j`YfAbXYfb`"8]Y`GW`i`Y`j`YfZc`[ h`Yb[ U[ ]Yfh`B`UW`U`h][`\_Y]hgn]Y`Y`i`bX`U`h`VYfY]hg`Xi`fW`X]Y`≠]h]Uh]j`Y`Ni`\_i`bZi`J`YfAbXYfi b[ Yb`]a`l`bhYff]W`h]a`d`Ya`Ybh]Yfh`?`ccdYfUh]cbYb`a`]h`XYf`:`Yi`Yfk`Y`f`ž`XYa`<`Ui`g`GUfYdhU`i`bX`XYf`K`U`X`↑`[`YbX`7`cbhk`][`VYfY]WXYfb`X]Y`6]`Xi`b[`gUb[`YVchY"

DfU\_h]gWXY`l`a`gYhni`b[ `i`bX`9b[ U[ Ya`Ybh`XYf` ;`Ya`Y]bgW`UZh

9]b`VYgcbXYfYg`<`][`\\`][`h`]gh`X]Y`fY[`Y`a`À»`][`Y`9]bVf]b[`i`b[`Y]bYg`6fi`h\_UghYbg`a`]h`<Ø`bYfb`X]i`fW`?`Ui`g`8`UbbYfž`XYf`XUa`]h`Y]bYb`dfU\_h]gWXYb`6Yni`[`ni`f`B`Uhi`f`i`bX`B`UW`U`h][`\_Y]h`Y`fghY`h`"8]Y`H`Y`a`Yb`<Ø`bYfž`?`fØhYb`i`bX`XYf`K`U`X`g]bX`VY]`XYb`9fgh`\_`Àgg`Yfb`VYgcbXYfg`VY`]YVh`"8`Ug`c`Y`9b[ U[ Ya`Ybh`XYf`9`hYfb`ž`]bgVYgcbXYfY`VY]`Dfc`Y`\_hYb`k`]Y`GW`i`V`Ui`ž`i`bhYfghfY]W`h`X]Y`J`YfVi`bXYb`Y]h`XYf`:`Ya`Y]bgW`UZh`a`]h`XYf`GW`i`Y`"9g`]gh`Yfk`À`bYbgk`Yfh`ž`XUgg`X]Y`:`fi`bXgW`i`Y`7`cbhk`][`!`GhUa`VUW`X`Ug`Y]bn][`Y`j`YfV`]YVYbY`:`fi`bXgW`i`[`YV`Ài`XY]b`XYf`:`Ya`Y]bXY]`ghž`bUW`XYa`XYf`GhUbXcfh`7`cbhk`][`Ui`Z[`fi`bX`j`cb`GW]a`a`Y`i`bX`V`Ui`]WXYb`A`Ab[`Y`b`[`YgW`cggYb`k`i`fXY"

J`cb`XYb`nk`Ø`Z`?`UggYb`g]bX`Y`XcW`g]YVYb`]b`7`cbhU]bYfb`i`bhYf[`YVfUW`hž`X]Y`\_Y]bY`X`Ui`Yf`U`ZhY`@Øgi`b[`XUfghY`Yb`gc`Yb`"8]Y`9b`hgW`Y]Xi`b[`ØVYf`X]Y`NYfh]Z]n]Yfi`b[`k`]fX`]b`XYb`b`AW`ghYb`HU[`Yb`Yfk`UfhYhž`i`bX`X]Y`VY]XYb`GW`Ø`Yfgd`fYW`Yf`A`Uf]Y`:`Yhn`i`bX`A`U`i`6f]`Ài`»`Yfb`]`fY`Ni`j`Yfg]W`h`ØVYf`X]Y`YfZc`[`fY]WXYb`7`U`b`W`b`XYf`6Yk`YfVi`b[`"

6B`9`]b`F`Y]b`UbX!`DZU`n.`9]b`i`a`ZUggYbXYg`?`c`bnYdh

6]Xi`b[`ZØf`bUW`U`h][`Y`9b`hk`]W`\_i`b[`f`B`9`k`]fX`]b`F`Y]b`UbX!`DZU`n`U`g`:`YgUa`h`\_`c`bnYdh`ZØf`GW`i`Yb`i`bX`GW`i`[`Ya`Y]bgW`UZhYb`j`YfghUbXYb`"GW`i`Y]hi`b[`Yb`g]bX`Ui`Z[`Y`ZcfXYfhž`6B`9`]a

GWxi `dfc [ fUa a `ni `j YfUb\_Yfb" `6B9!5\_hj ]hAhYb`\_ObbYb`Y]b  
5VZU`!`i bX`9bYf [ ]Ya UbU [ Ya Ybhž [ Ygi bXY`@YVYbga ]hY`Ub  
GWxi `Yb`gck ]Y`X]Y`9]b]W]hi b [ `Y]bYf`bUW\U`h] [ \_Y]hgcf]Ybh]YfhYb  
GWØ`YfZ]fa U`i a ZUggYb" `?ccdYfUh]cbYb`a ]h`\_ca a i bU`Yb  
J Yfk U`hi b [ Ybž`FY [ ]cbU`Yb`K ]fhgW UZhVYhf]YVYb`gck ]Y  
9bhk ]W`i b [ gdc`h]gWYb`B]W]hfY [ ]Yfi b [ gcf [ Ub]gUh]cbYb  
Yfk Y]hYfb`X]Y`@Yfba Ò [ `]W`\_Y]hYb`ZØf`GWØ`Yf"

8 Ug`DAXU [ c [ ]gWY`@UbXYg]bgh]hi h`F \Y]b`UbX!DZU`n`V]YhYh  
I bhYfghØhni b [ `Xi fW`X]Y`6YfUhi b [ g [ fi ddY`6]Xi b [ `ZØf  
bUW\U`h] [ Y`9bhk ]W`i b [ `f6Z6B9ŁX]Y`dfUi ]gbU\Y`<]`ZYghY`i b [ Yb  
VYfY]hghY`h"GWxi `Ybž`X]Y`g]W`i a `Y]bY`NYfh]Z]n]Yfi b [ `VYk YfVYbž  
\_ObbYb`Y]bY`j cb`XfY]`Ghi ZYb`XYf`5i gnY]W]bi b [ `YffY]W]Yb`  
FY [ Y`a `À» ] [ Y`FY!NYfh]Z]n]Yfi b [ Yb`g]bX`YfZcfXYf`]W]ž`i a `X]Y  
E i U`]hAh`XYf`I a gYhni b [ `bUW]ni k Y]gYb`i bX` [ Y [ YVYbYbZU`g`Y]bY  
\Ø\YfY`Ghi ZY`ni `Yf`Ub [ Yb"

9]b`U`hi Y`Yf`6Yf]W]h`nY] [ h`YXcW]ž`XUgg`]a `XYi hgW]Yb  
GWxi `gmghYa `i a ZUggYbXY`≠j Ygh]h]cbYb`YfZcfXYf`]W]`g]bXž`i a  
GWxi `Yb`ni \_i bZhgzÀ\] [ `ni `a UW]Yb" `; fYYbdYUW`j YfÖZYbh]W]hY  
 [ Ya Y]bgUa `a ]h`XYa `6ØbXb]g`Ni \_i bZhg6]`Xi b [ `Y]bY`Ghi X]Yž`X]Y  
Ui ZnY] [ hž`XUgg`V]g`&\$` ) `fi bX`%\* ž `A ]`]UfXYb`9i fc`]b`6]Xi b [ ]  
]bj Ygh]Yfh`k YfXYb`a ØggYbž`i a `X]Y`GWxi `Yb`Ui Z [ `cVU`Y  
<YfUi gZcfXYfi b [ Yb`j cfni VYfY]hYb`i bX`8Ya c\_fUh]Y`ni `ghAf`\_Yb"  
8Yf` [ fØ» hY`HY]`X]YgYf`≠j Ygh]h]cbYb`gc``]b`X]Y`5i g!`i bX  
K Y]hYfV]Xi b [ `XYf`@Y`f`f`ÄZnY`Z]Y» Yb" `8]Y`<YfUi gZcfXYfi b [ Ybž  
X]Y`a ]h`XYf`I a gYhni b [ `j cb`6B9`Ub`GWxi `Yb`j YfVi bXYb`g]bXž  
k YfXYb`Xi fW`X]Yb`A Ub [ Y`Ub`NY]hž`DYfgcbU`i bX`Z]bUbn]Y`Yb  
F Yggci fW]b`k Y]hYf`j YfghAf`\_h"

≠g [ YgUa h`nY] [ h]g]W]ž`XUgg`GWxi `Yb`k ]Y`X]Y`; fi bXgW]i `Y`7cbhk ] [ !  
GhJa VUW]`Ui Z`Y]bYa ` [ i hYb`K Y [ `g]bXž`bUW\U`h] [ Y`9bhk ]W`i b [ ]  
U`\_h]j `ni `ZØfXYfbž`k Ug`b]W]h`bi f`XYa `@YfbYbž`gcbXYfb`Ui W]`XYf  
 [ YgUa hYb`; Ya Y]bgW]UZh`ni [ i hY`\_ca a h`8]Y`9bhk ]W`i b [ Yb`XYg  
6B9!BYhmk Yf`\_g]b`F \Y]b`UbX!DZU`n`g]bX`Y]b`GW]f]h]b`X]Y`f]W]h] [ Y  
F]W]hi b [ ž`Ui W]`k Ybb`j ]Y`Y`<YfUi gZcfXYfi b [ Yb`VYghY`Yb"

8YhU]`g	
C fh	GhJa VUWž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "f\Y]bdZU`n"XY</li> <li>• V]`Xi b[ "f`d"XY</li> <li>• XYi hgWYg!gW i `d c fhU`"XY</li> </ul>

6Ygi WYb `G]Y `i bg `Ui Z. `b!U[ "bYh