

< cWk k UggYf[ YZU\ f. '@]ddUWk 'd`Ubh  
gWk bY`Y`GWk i hna U» bU\ a Yb °

C fhgWk UZhgfUh '@]ddUWk 'd`Ubh`A U» bU\ a Yb`ni f  
< cWk k UggYfj c fgc f[ Y`Ua `&) "\$) "&\$&) ` `8 ]g\_i gg]cb`ØVYf  
GWk i hngfUHY [ ]Yb`i bX`bØh][ Y`GWk f]hhY"



@]ddUWk ž`8 Yi hgWk `UbX`!`b`XYf`C fhgWk UZh`@]ddUWk `ghY\Yb  
\_i fnZf]gh][ Y`A U» bU\ a Yb`[ Y[ Yb`< cWk k UggYf`Ui Z`XYf  
HU[ Ygc fXbi b[ "`8 Yf`C fhgWk UZhgfUh`Uhg]Wk `]bhYbg]j `a `]h`XYf  
H\Ya Uh]`XYf`< cWk k UggYfj c fgc f[ Y`VYgWk`ÅZh][ h`i bX`gi Wk`h`bUWk  
i a gYmVUfYb`@Øgi b[ Yb`"6YfY]hg`VYghY\YbXY`VUi `]WkY  
; Y[ YVYb\Y]hYbž`k ]Y`X]Y`hY]`k Y]gY`J YfXc`i b[ `XYg`@UWk VUWk gž  
ZØ\Yb`VY]`ghUf\_Ya `B]YXYfgWk`U[ `ni `DfcV`Ya Yb`Ub`XYb`c ZYbYb  
GhY`Yb`"C fhgj c fghY\Yf`Fi X]`< UUg`k ]Yg`Ui Znk Y]`VYgcbXYfg  
\_f]h]gWkY`Di b\_hY`]b`XYf`; Ya Y]bXY`\]b`i bX`ghY`hY`j YfgWk]YXYbY  
J c fgWk`À[ Y`ni f`8 ]g\_i gg]cb"

9]b`a Ø[ `]WkYf`5bgUm`VYghY`h]a `6Ui `Y]bYg`9fXk U`gž`XYf`Ub`XYf  
Ni k Y[ i b[ `F]Wk hi b[ `: ]b\_Ybk Y]Yf`Yff]Wk hYh`k YfXYb`gc`""N]Y`]gh

Ygž'K UggYf'ni fØW\_ni \U`hYb'i bX`Yg'U`a Å\`]Wk`Ub`XUg  
; fi bXk UggYf'gck ]Y`XYb`?UbU`Y]b`Ui ZUVni [ YVYb"9]b`U`hYfbUh]j Yf  
J c f g W \ U [ `g]Y\h`XYb`6Ui `Y]bYf': i fhj cfž'i a `X]Y`5i gk ]f\_i b[ Yb  
j cb`GhUf\_fY[ YbYfY][ b]ggYb`ni `a `]XYfb"8 UVY]`]gh`Yg`k ]Wk h[ ž`XUgg  
; fi bXghØW\_gY][ YbhØa Yf`]b`X]Y`9bhgWkY]Xi b[ gZ]bXi b[  
Y]bVYnc[ Yb`k YfXYb`i bX`XUgg`K U`X!`gck ]Y` : Y`XZÅWkYb`VYZU\fvUf  
V`Y]VYb"

## F Y [ ]cbU`Y` < YfUi gZc fXYfi b [ Yb

K ]Y`X]Y`G]hi Uh]cb`]b`@]ddUWk`nY][ hž`ghY`h`<cWk UggYf`Y]b  
XfÅb[ YbXYg`DfcV`Ya `]b`j ]Y`Yb`F Y [ ]cbYb`XUf" `b : f]YXf]Wk g\UZYb  
VY]gd]Y`gk Y]gY`fØW`h`X]Y` : Yi Yfk Y`f`fY[ Y`a Å»][ `ni`f`6Y`\_Åa`dZ] b[  
j cb`<cWk UggYf`Ui gž]bgVYgcbXYfY`k Ybb`X]Y` ; Yk ÅggYf`F chUWk  
cXYf`6fi bb]gUWk`ØVYf`X]Y`i ZYf`hfYhYb`cXYf`VY]`ghUf`\_Yb  
F Y [ YbZÅ`Yb"8]Y`GhUXh`h`U`h`Y]bYb`J c f f U`h`Ub`GUbXgÅW`Yb`Ub[ Y`Y [ hž  
i a `]a `9fbghZU`][ Yk UddbYh`ni `gY]bž`Yhk U`VY]  
, VYfgWk Ya a i b[ Ybž`X]Y`Xi fWk`HUi k YhYf`i bX`F Y [ YbZÅ`Y  
j Yfi fgUWk`h`k YfXYb`\_ØbbYb"8]Y`A`]hUfVY]hYf`j cb` : Yi Yfk Y`fž  
HYWk b]gWk Ya `<]Zgk Yf`\_i bX`ghÅXh]gWkYb`6Ui VYhf]YVYb` \UVYb`XUg  
: Ø`Yb`XYf`GUbXgÅW`Y`[ i`h`hfU]b]Yfh"

8]Y`GhUXh`k Y]gh`Ui ZX]Y`[ YgYh`n]WkY`DZ]Wk h`ni`f`9][ Ybj c f g c f [ Y` \ ]b"  
9]b`UVgc`i hYf`GWk`i h`n`j cf`<cWk UggYf`gY]`b]Wk h`a`Ø[ `]Wk ž`YXcWk  
Ybh`U`h`Y`X]Y`J c f V Y f Y]hi b[ `A U» bU`a`Ybž`i a `Yfbgh`UZhY`GWk`ÅXYb  
ni`j Yf` \ ]bXYfb"6Yk c`bYf`g]bX`Ui Z[ YZc fXYfhž`X]Y  
<cWk UggYf[ YZU`fYb`\_UfhYb`ni`d`fØZYbž`i a`XUg`F]g]\_c`ZØf` \ ]fY  
<Åi`gYf`VYggYf`Y]bgWk`ÅhYb`ni`\_ØbbYb"6YgcbXYfg[ YZÅ`fXYhY  
: `ÅWkYb`Y]Y[ Yb`Yb`h`Ub[ `XYf`F chUWk`ž`6fi bb]gUWk`i bX`@]dVUWk`ž  
k cVY]` \ c` \ Y`F]g]\_Yb`]b`XYb` ; YV]YhYb`6i b`\_`cZYbž`XYa` `Øgh`]WkYb  
GhUXh[ YV]Yhž` : ]gWk`VUWk`i bX`?`i ZhYfb`VYghY`Yb"8]Y`GhUXh  
Ya`dZ]Y`h`ni`XYa`ž`VY]`XYf`<Ui`gfUj`Yfg]WkYfi b[ `Ui`ZY]bY  
5VXYW`\_i b[ `j`cb`9`Ya`YbhUfgWk`ÅXYb`ni`UWk`hYbž`XU` , VYfZi`hi b[ Yb  
Ui`Wk`UVgY]hg`j`cb` ; Yk`ÅggYfb` \ Åi`Z[ `Xi`fWk`GhUf\_fY[ YbYfY][ b]ggY  
Ui`g[ Y`Øgh`k`YfXYb`\_ØbbYb"

@Ub [ Zf]gh][ Y` < cWk UggYfj c f g c f [ Y

8]Y`Bchk YbX][\_Y]h`Y]bYf`k ]f\_i b[ gj c`Yb`<cWk UggYfj cfgcf[ Y  
k ]fX`Ui Wk`Ui ZUbXYfYb`9VYbYb`h\Ya Uh]g]Yfh" `bZcfa Uh]cbYb`XUni  
g]bX`Ui Z`XYf`K YVg]hY`XYg`6i bXYga ]b]ghYf]i a g`Z0f`I a k Y`hž  
BUhi fgWk`i hn`i bX`bi \_`YUfY`G]WkYf\Y]h`f6A I Łj YfZ0[ VUf" `8]YgY  
Yf`Ai hYfh`X]Y`6YXYi hi b[ `Y]bYf`bUWk`U`h][ Yb`J cfgcf[ Y`i bX  
fYWk`h]WkYb` ; fi bX`U[ Yb`k ]Y`XUg`K UggYf`U`i g`U`hg[ YgYhnž`XUg  
DYfgcbYb`ni `dfAj Ybh]j Yb`A U» bU`a Yb`j YfdZ]Wk`hYh"

8]Y`?ca V]bUh]cb`\_`Y]bYf`dfAj Ybh]j Yf`A U» bU`a Yb`\_Ubb  
k Y]hfY]WkYbXY`bY[ Uh]j Y` : c`[ Yb`UVk YbXYb`i bX`]gh`Y]b`nYbhfU`Yf  
Di b`h`]b`XYf`U`hi Y`Yb`8]g\_i gg]cb`0VYf`<cWk UggYfgWk`i hn"  
K A`fYbX`@0gi b[ Yb`k ]Y`XYf`6Ui `Y]bYg`9fXk U`g`]b`@]ddUWk`c`U`  
i a [ YgYmh`k YfXYbž`g]bX`Ui Wk`V0f[ Yf`]WkY`9][ Yba U» bU`a Yb  
YbhgWk`Y]XYbXž`i a `XYb`<YfUi gZcfXYfi b[ Yb`XYg`<cWk UggYfg  
YZZY`\_hj`ni `VY[ Y[ bYb"

: 0f`k Y]hYfY` `bZcfa Uh]cbYb`0VYf`<cWk UggYfj cfgcf[ Y`i bX  
YbhgdYfWkYbXY`A U» bU`a Ybž`VYgi WkYb`G]Y`X]Y`K YVgY]hYb`XYf`  
**GWk`AV]gWk`Yb`Dcghž`X]Y`GWk`AV]gWk`Y`gck ]Y`XUg`6A I "**

8YhU]`g	
JcfZU`	I a k Y`h
I fgUWk`Y	<cWk UggYfž`GhUf`_fY[ Yb
Cfh	@]ddUWk`ž`8Yi hgWk`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "gWk`UYV]gWk`Y!dcgh"XY</li> <li>• k k k "gWk`UYV]gWk`Y"XY</li> <li>• k k k "Va i j "XY</li> </ul>

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