



[ YgYhn`]W\Y`F YbhY`cZh`b]W\h`Ui gfY]W\h`i a `] \fYb`@VYVbgi bhYf\U`h  
ni `g]W\Yfb``8Yf`F ØW\_V`]W`Ui ZX]Y`NU\`Yb`a UW\h`\_Uf.`9]b  
F YbhYbb]j YUi `j cb`i bhYf`) \$`DfcnYbh`ž`XUg`a Y`f`U`g`nY`b  
DfcnYbhd`i b\_hY`i bhYf`XYa `9! !8i fW\gW\`b]h`i]Y[ h`ž`k ]fX`j cb  
6UfhgW\`U`g`VYgcf[ b]gYffY[ YbX`Ub[ YgY`Yb``a `j Yf[ `Y]W\`ni  
@AbXYfb`k ]Y`2 ghYffY]W\ž`XYb`B]YXYf`UbXYb`i bX`8AbYa Uf\_ž`k c  
XUg`F YbhYbb]j YUi `ØVYf`, \$`DfcnYbh`i]Y[ h`ž`gW\`bY]XYh`8Yi hgW\`UbX  
a ]gYfUVY`UV`

## 8 Yf`XYi hgW\Y`F YbhYba Uf\_h`i bhYf`8fi W\_

8 Ug`F YbhYbb]j YUi `]b`8Yi hgW\`UbX`k ]fX`U`g`j Yf\`À`hb]g`nk ]gW\Yb  
Y]bYf`ghUbXUfX]g]YfhYb`F YbhYž`X]Y`Ui Z`(`) `š\`fY`6Y]hfU[ gnU\`i b[  
VUg]Yfh`ž`i bX`XYa `Xi fW\gW\`b]h`i]W\Yb`9]b\_ca`a Yb`XYf  
5fVY]hbY`a Yf`XYZ]b]Yfh``8]YgYg`B]j YUi `k ]fX`U`g`BYh`c!K Yfh`j cf  
GhYi Yfb`Ub[ Y[ YVYbž`k cVY]`Gcn]U`UV[ UVYb`ZØf`?fUb`\_Yb`!i bX  
DZY[ Yj Yfg]W\Yfi b[ `UV[ Ync[ Yb`k YfXYbž`k ]Y`X]Y`8Yi hgW\Y  
F YbhYbj Yfg]W\Yfi b[ `Yf`\_`Àfh``8]YgY`F Y[ Y`i b[ `U`h`ni`f`i`c`[ Yž`XUgg  
Y]b`g]b`\_YbXYg`F YbhYbb]j YUi `b]W\h`nk Ub[ g`Ài Z][ `a ]h`g]b`\_YbXYb  
F YbhYb`Y]b`Yf[ Y`h`ž`XYbb`X]Y`[ YgYhn`]W\Y`F YbhYb[ UfUbh]Y`gcf[ h  
XUZØž`XUgg`?Øfni b[ Yb`Ui g[ YgW\`cggYb`g]bX``8YbbcW\`]gh`XUg  
6]Xž`XUg`g]W\` \]Yf`nY][ h`ž`U`Yg`UbXYfY`U`g`fcg][ `

8]Y`Z]bUbn]Y`Yb`A ]hY`XYf`F YbhYbj Yfg]W\Yfi b[ `ghUa`a Yb  
\Ui dhg`ÀW\`]W\`Ui g`XYb``Ui ZYbXYb`6Y]hfU[ gY]bbU`a Yb`i bX`Y]bYa  
6i bXYgni gW\i gg``i a `]b`Ni `i bZh`X]Y`F YbhYb`Ub[ Zf]gh][ `ni  
Z]bUbn]YfYbž`g]bX`j YfgW\]YXYbY`F YZcfa Yb`bchk YbX][ ``9]bY  
VYgcbXYfY`<YfUi gZcfXYfi b[ `k ]fX`X]Y`XYa`c[ fUZ]gW\Y`9bhk ]W`i b[  
XUfghY`Yb.`8]Y`5bnU\`XYf`F YbhYbVYn]Y`YbXYb`k ]fX`]a  
j Yf\`À`hb]g`ni `XYb`6Y]hfU[ gnU\`YbXYb`]b`XYb`\_ca`a YbXYb`š\`fYb  
k Y]hYf`ghY][ Ybž`k Ug`X]Y`:]bUbn]Yfi b[ `bcW\`gW\`k ]Yf][ Yf`a UW\`h`

## 9]b`6`]W\_`]b`X]Y`Ni `i bZh

9]b`k Y]hYfYf`Di b\_h`ž`XYf`ZØf`X]Y`F YbhYbj Yfg]W\Yfi b[  
VYgcf[ b]gYffY[ YbX`]gh`8Yi hgW\`UbXg`F YbhYbUi g[ UVYb``]Y[ Ybž  
[ Ya YggYb`Ua `6fi h`c]b`UbXgd`fcXi `h`ž`Y]bYb`DfcnYbhd`i b\_h`i bhYf  
XYa `9! !8i fW\gW\`b]h`i`K `À\`fYbX`UbXYfY`@AbXYfb`k ]Y`; f]YW\Yb`UbX

cXYf'4U]Yb` \]Yf'XYi h]W` \Ò\YfY'5i g[ UVYb` \UVYbž'VYZ]bXYh]g]W  
 8Yi hgW`UbX'a ]h'%%ž\* 'DfcnYbh'Ub`XYf'i bhYfYb'; fYbnY"'8]Yg'ZØ\fh  
 i bhYf'UbXYfYa`XUni ž'XUgg'X]Y`FYbhYbUbdUggi b[ `b]W'h]a a Yf  
 XYb`K c`ghUbXg[ Yk ]bbYb`XYf'6Yj Ò`\_Yfi b[ `Zc`[ hž'Ui W`k Ybb`XUg  
 FYbhYbgmghYa`XUfUi ZUVn]Y`hž'X]YgY`Ubni dUggYb"

8]Y`FY[ Y`U`hYfg[ fYbnY`]b`8Yi hgW`UbX`]Y[ h'XYfnY]h'VY]\* +`š\ fYb  
 i bX`k ]fX`V]g`&\$' \$`gW`f]hkh Y]gY`YffY]W'h"'8Yf'j cfnY]h][ Y  
 FYbhYbY]bgh]Y[ `]gh'bi f'i bhYf'VYgh]a a hYb`JcfUi ggYhni b[ Yb`cXYf  
 a ]h'5VgW`À[ Yb`a Ò[ `]W`"'8]YgY'9bhk ]W`i b[ Yb`hfU[ Yb`XUni `VY]ž  
 XUgg'X]Y`VYfi Z]W`Y'6YhÀh][ i b[ `]a `5`hYf'j cb`]a a Yf`a Y`f  
 A YbgW`Yb`U`g`Bchk YbX][ `Y]h`Ya dZi bXYb`k ]fX"

8]Y': cfXYfi b[ `bUW`Y]bYf'i a ZUggYbXYb`FYbhYbfYZcfa ž']bgd]f]Yfh  
 j cb`XYf'9fk YfVghÀh][ Ybj Yfg]W`Yfi b[ `]b`² ghYffY]W`ž'k ]fX`Ui hYf"  
 6UfhgW`d`ÀX]Yfh'XUZØfž'XUgg'U`Y`]b`X]YgYg`GmghYa`Y]bnU`Yb  
 gc`hYbž'Ui W`5V[ YcfXbYhY`i bX`GY`VghghÀbX][ Y"'8]Y`U`hi Y`Yb  
 9bhk ]W`i b[ Yb`nY][ Yb`XYi h]W`ž'XUgg'Xf]b[ YbXYf  
 <UbX`i b[ gVYXUfZVYghY`h'i bX`X]Y`Dc`]h]\_Yf`[ YZcfXYfh'g]bXž  
 bUW`U`h][ Y`@Øgi b[ Yb`ni `Z]bXYb"

8]Y`G]hi Uh]cb`XYf`UfVY]hYbXYb`FYbhYbYf']gh']b`XYf'; YgY`gW`UZh  
 Ub[ Y`ca a Yb`X]Y': fU[ Y`V`Y]Vhž'k ]Y`Ub[ Y`bcW`ž'VYj cf`X]Y  
 Dc`]h]\_YbX`]W`hÀh][ `k ]fX"

8YhU]`g	
C fh	8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "k Y`h"XY</li> <li>• k k k "XYi hgW`Y! fYbhYbj Yfg]W`Yfi b[ "XY</li> <li>• k k k "Va Ug"XY</li> </ul>

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