

< Ui g'7cVi f[ ' ]b'8Y`a Yb\cfgh. ? i bgh!  
=bj Ybhi f'ØVYfZÄ`][ ' i bX'bc hk YbX][ °

8 Ug'< Ui g'7cVi f[ ' ]b'8Y`a Yb\cfgh'ZØ\fh'Y]bY'i a ZUggYbXY  
=bj Ybhi f'gY]bYf'ØVYf'&"\$\$\$?i bghk Yf\_Y'Xi fWž'i a 'X]Y  
GUa a 'i b[ 'ni 'cfXbYb"

8Y`a Yb\cfghž'8Yi hgW\`UbX'!'8 Ug'< Ui g'7cVi f[ ' ]b  
8Y`a Yb\cfghž'Y]b'VYXYi hYbXYg\_'i 'hi fY`Yg'NYbhfi a ž'ZØ\fh'XYfnY]h  
Y]bY'i a ZUggYbXY' =bj Ybhi f'gY]bYf'gh`Xh]gWYb'?i bghgUa a 'i b[  
Xi fW`"GY]h'XYa ' , " ' & \$ & ) ' ]gh'X]Y' =bj Ybhi fž'X]Y'ØVYf'XFY]  
K cWYb'[ Y\hž'a 'j c`Yb'; Ub[ Y"8]YgY'A U»bU\ a Y'k i fXY  
bchk YbX][ ž'i a 'X]Y'GUa a 'i b[ ž'X]Y'gY]h'%- +( 'gmghYa Uh]gW  
Ui Z[ YVUi h'k ]fXž'bUW'`š\fyb'XYf'@U[ Yfi b[ 'i bX'k YWgY'bXYb  
GhUbXcfhYb'ni 'cfXbYb"'5fhg'8]fYW'hc'f'A Uh]'XU': Y']i ž'X]Y'X]Y'; U'Yf]Y  
gY]h'&\$&%`Y]hYhž'VYhc'bh'X]Y' Bchk YbX][ \_Y]h'X]Y'gYf'A U»bU\ a Yž'i a  
X]Y' [ YbUi Y' B UW]j YfZc`[ VUf\_Y]h'XYf'ØVYf'&"\$\$\$?i bghk Yf\_Y  
g]WYfni ghY`Yb"Ni fnY]h]g]bX'&"\$) - 'K Yf\_Y'\UbXgW]f]Z]h]W'Ui Z  
?UfhY]\_UfhYb'j YfnY]WbYh"'9]b][ Y'X]Y'gYf'?i bghk Yf\_Y'j YfZØ[ Yb  
'YXcW'ØVYf'\_Y]bY' =bj YbhUfbi a a Yfž'k Ug'X]Y'5fVY]h'Yf\YV`W  
YfgWk Yfhž']bgVYgcbXYfY'XU'X]Y'GhØW\_Y'ØVYf'X]Y'GhUX'h]j YfhY]h  
g]bXž'k Ug'X]Y' C f[ Ub]gUh]cb'i bX'J Yfk U'hi b[ '\_ca d'n]Yfh'a UW'h'

: Y`]i '\Uh'VYfY]hg']a 'J cfZY`X'XYf' =bj Ybhi f' =Zcfa Uh]cbYb'ØVYf'X]Y  
GhUbXcfhY'XYf'K Yf\_Y'Y]b[ Y\c'h"'8Yf'9]d'cfUh]cbgdfcnYgg  
i a ZUgghY'XUg'J Yfa YggYbž': chc[ fUZ]YfYb'i bX'X]Y'8c\_i a YbhUh]cb  
'YXYg'?i bghk Yf\_gž'i a 'X]Y'gY'Ub'j Yfa Yf\_hYb'GhUbXcfhYb  
UVni `Y[ Yb"i bhYfghØhnh'k i fXY'X]Y'; U'Yf]Y'XUVY]j cb  
9\fybUa h]WYbž'X]Y'Xi fW' ]\fy'A ]hUfVY]h'k Yfhj c`Y'<`Z]`Y]ghYb"  
8U'Ui W'\Äi Z[ '@Y]\UbZfU[ Yb'j cb'UbXYfYb' =gh]hi h]cbYb'i bX  
: cfgWYfb'Y]b[ Y\Ybž']gh'Yg'Yhnh'bchk YbX][ ž'X]Y'5bZfU[ Yb  
k Ä\fybX'XYf' =bj Ybhi f'j U'X]Y'fYb'ni '\_ÖbbYb"'5\_hi Y`g]bX

5bZfU[ Yb`Ui Z[ fi bX`XYg`Ui Zk YbX][ Yb`J YfZU\ fYbg`XYf`F YW\YfW\Y  
b]W\h`a`Ò[ `]W`"

Ni \_ØbZh][ Y`< YfUi gZcfXYfi b[ Yb

8]Y`÷j Ybhi f`ghY`h`b]W\h`bi f`Y]bY`YfghY`9hUddY`XUfž`gcbXYfb`XYf  
[ YgUa hY`DfcnYgg`k`]fX`V]g`ni f`b`ÅW\ghYb`[ Yd`UbhYb`÷j Ybhi f`]a  
÷bi Uf`&\$&`\*`Zcfh[ YgYhnh`"HUhg`ÅW`]W`]gh`Y`]l`XYf`5i ZUggi b[ ž  
XUgg`Y]bY`GW`Y`Y`i b[ `XYg`<Ui gYg`ZØf`Y]b`÷\f`ni f`j`c`gh`ÅbX][ Yb  
÷j Ybhi f`b`chk YbX][ `k`ÅfY`"9]bY`gc`W\Y`A U`bU\`a`Y`k`]fX`YXcW`U`g  
b]W\h`fYU`]g]YfVUf`YfUW\hYh`"8]Y`;`U`Yf]Y`U`h`ni XYa`6YXYb`Yb  
`]bg]W\h]W\`XYf`@U[ YfVYX]b[ i b[ Ybž`XU`X]Y`GUa`a`i`b[ `b]W\h  
`\_]a`Uh]g]Yfh`]gh`i bX`X]Y`K`Yf`\_Y`c`W\Ya`dZ]bX`]W`]g]bX`"8]Y`U`\_hi`Y`Y  
@U[ Yfi b[ ž`X]Y`Y]bY`GhUdY`i b[ `XYf`K`Yf`\_Y`i`a`ZUgghž`[ YZ`Å\`fXYh`XYb  
Ni ghUbX`XYf`?i bghk Yf`\_Y`ž`k`Ug`i`Y`]l`U`Ufa`]Yfh`"

÷a`FU\`a`Yb`X]YgYf`÷j Ybhi f`g]bX`X]Y`dfcj`]gcf]gW\Yb`@U[ YfZ`ÅW\Yb  
i bX`l`a`VUi`a`U`bU\`a`Yb`YVYbZU`g`HY`]`XYg`Dfc`Y`\_hg`"8YfYb  
Cdh]a`]Yfi b[ `k`]fX`k`YgYbh]W\`XUni`VY]hfU[ Ybž`X]Y`Ni`\_i`bZi`XYf  
GUa`a`i`b[ gj`Yfk`U`hi`b[ `ni`g]W\Yfbž`gck`]Y`X]Y`,`VYfhfU[ i b[ `XYf  
K`Yf`\_Y`]b`Y]b`Ub[ Ya`YggYbYg`8Ydch`Yfa`Ò[ `]W\Yb`"@Ui`h`Y]bYa  
6Yf]W\hj`cb`k`]ggYb`gW`UZh`]W`Y!`gUa`a`i`b[ Yb`"XY`]gh`Y]b[ i`h  
[ YZ`Ø\`fhYg`÷j YbhUf`YbhgW\Y]XYbX`ZØf`X]Y`÷Ybh]Z`\_Uh]cb`i`bX  
8c`\_i`a`YbhUh]cb`gck`]Y`ZØf`X]Y`J`YfZc`[ i b[ `Y]bYf`[ Yn]Y`hYb  
GUa`a`i`b[ gdc`h]\_`"

Ni gUa`a`YbZUggYbX`"Aggh`g]W`]gU[ Ybž`XUgg`X]Y`Ui`ZYbXY`÷j Ybhi f`  
XYg`<Ui`gYg`7cVi`f[ `Y]bYb`k`]W\h[ Yb`GW`f]hh`]b`XYf`i`fY]nY]h`i`bX  
?i`hi`fZØfXYfi b[ `XYf`GhUXh`8Y`a`Yb`c`fgh`XUfghY`h`"8]Y  
<YfUi`gZcfXYfi b[ Yb`]b`XYf`8c`\_i`a`YbhUh]cb`i`bX`X]Y`G]W\YfghY`i`b[  
XYf`GUa`a`i`b[ g]bhY[ f]h`Åh`g]bX`nYbhfU`Y`5gdY`\_hY`X]YgYf  
6YghfYVi b[ Yb`"8]Y`i`c`fhgW\`f]hh`Y`k`YfXYb`Ua`i`)"`÷`b`]a`FU\`a`Yb  
Y]bYg`DfYggYfi bX[ Ub[ g`XYhU`]Yfhj`cf[ YghY`h`k`YfXYbž`k`Ug  
k`Y]hYfY`9]bV`]W`\_Y`]b`XYb`i`c`fhgW\`f]hh`[ YVYb`k`]fXž`k`]Y`X]Y  
9f`U`hi`b[ `i`bX`G]W\hVUf`\_Y]h`XYf`GUa`a`i`b[ `j`YfVYggYfh`k`YfXYb  
\_Ubbž`k`]Y`Ui`W\`XY`a`Yb`c`fgh`XY`VYf]W\hYh`"

8]Y`Ui`ZYbXYb`A U`bU\`a`Yb`]b`XYf`i`U`Yf]Y`VY`Y[ Yb`XYb`9]bgUhn

ZØf`Y]bY`VYggYfY`GUa a `i b[ gj Yfk U`hi b[ `i bX`j YfXYi h]WXYb`X]Y  
 6YXYi hi b[ `Y]bYg`i a ZUggYbXYb`þj YbhUf]g]Yfi b[ gdfcnYggYg`ZØf  
 XUg`\_i `hi fY``Y`9fVY`XYf`GhUXh`8Y`a Yb`cfgh`i bX`XUfØVYf`\\]bUi g"  
 9ZZ]n]YbhY`GUa a `i b[ gj Yfk U`hi b[ `]gh`ZØf`A i gYYb`i bX`; U`Yf]Yb  
 j cb`YggYbn]Y``Yf`6YXYi hi b[ ži a `b]WYh`bi f`X]Y`K Yf`\_Y`ni  
 gWØhnYbž`gcbXYfb`Ui W`X]Y`\_i `hi fY``Y`⇒Ybh]h`h`ni `VYk U`fYb"

8YhU]`g	
C fh	8Y`a Yb`cfghž`8Yi hgWY`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "k YgYf!_i f]Yf"XY</li> <li>• k k k "XY`a Yb`cfgh"XY</li> <li>• k ]ggYbgW UZh`]WY! gUa a `i b[ Yb"XY</li> </ul>

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