

6Yf`]b`i bhYf`8fi W\_. `5`Ufa ]YfYbXY  
Ni bU\ a Y`j cb`5bh]gYa ]h]ga i g`i bX  
=g`Ua ]ga i g`

6Yf`]b`&\$&) .`5gm`i bhYf`\_0bZhY`]a` `6f]hnYf`; UfhYbž`k UW`gYbXY  
5bh]gYa ]h]ga i g!8 ]g\_i gg]cb`i bX`dfc!dU`Àgh]bYbg]gW`Y  
8Ya cg`dfÀ[ Yb`X]Y`GhUXh"



6Yf`]bž`8Yi hgW`\_UbX`!`b`6Yf`]b`k ]fX`X]Y`@U[ Y`ni bY\ a YbX  
Ub[ YgdUbbh`8]Y`GhUXh`\Uh]g]W`ni a` < chgdch`Z0f`bYi Y  
9]bk UbXYfYf`Ui g`@AbXYfb`Ybtk ]W\_Y`hž`]b`XYbYb  
J Yf\0`i b[ gnk`Àb[ Y`Z0f`: fUi Ybž`ž`XYb\Ugg`i bX`; Yk U`h`[ Y[ Yb  
<ca`cgYI i Y`Y`Ub`XYf`HU[ Ygcfxbi b[ `ghY\Yb``8]YgY  
9btk ]W`i b[ Yb`f0W\_Yb`Y]bY`DfcV`Ya Uh`\_]bg`F Ua`dYb`]W`hž`X]Y  
b]W`h`bi f`\]Yfni`\_UbXYž`gcbXYfb`Ui W`]bhYfbUh]cbU`X]g\_i h]Yfh`k ]fX`  
@Ui h`Y]bYa` `6Yf]W`hj cb`HUVi`\_U`F UgUž`d`Ub`h`X]Y`6Yf`]bYf  
J Yfk U`hi b[ `5gm`i bhYf`\_0bZhY`]a` `6f]hnYf`; UfhYbž`k Ug`Z0f`j ]Y`Y  
VYfY]hg`U`g`g]W`hVUFY`: cfhgW`f]hY`VY]`XYf`=g`Ua ]g]Yfi b[ `XYf`GhUXh  
]bhYfdYh]Yfh`k ]fX``8]Y`dfc!dU`Àgh]bYbg]gW`Yb`8Ya`cbghfUh]cbYbž`

X]Y`ZUgh`hÅ[ `]Wk`ghUhhZ]bXYbž`k YfXYb`XUVY]`cZhj`cb`i`b]bZcfa`]YfhYb  
HY]`bY`a`Yfb`i`bhYfgh`hnhž`k ]Y`VY]gd]Y`gk`Y]gY`ei`YYfYb`DYfgc`bYb  
i`bX`k`Ygh]Wk`[`Y`\_Y]XYhYb`:`fUi`Ybž`X]Y`g]Wk`XYf`hUhgÅWk`]Wk`Yb  
;`Y[`YVYb`Y]hYb`]b`@AbXYfb`k`]Y`:`UnU`b]Wk`h`VYk`i`ggh`g]bX`"

8 Ug`?`]YbhY`gc`Wk`Yf`8Ya`cg`U`h`b]Wk`h`bi`f`Y]bYb`dc`h]gWk`Yb  
?`cbhYi`hž`gcbXYfb`k`]fZh`Ui`Wk`Y`h`]gWk`Y`:`fU[`Yb`Ui`Z`Gc`[`UV`Yg  
6Yf]Wk`hYž`XUgg`X]Y`<`Ua`Ug`]b`6Yf`]b]BYi`\_`Ò`b`]`fY`5b`[`f]ZZ`ZY]YfhY  
i`bX`X]Yg`gc`[`Uf`ni`5bnY][`Yb`k`Y[`Yb`J`c`\_g]Yf`Y`hni`b[`Z`f`hY`"  
8]YgY`5`\_h]cbYb`nYi`[`Yb`j`cb`Y]bYa`ni`bY`a`YbXYb  
5bh]gYa`]h]ga`i`gž`XYf`g]Wk`]b`8Yi`hgWk`UbX`k`Y]hYf`Ui`gVfY]hYh`5`Y]b  
&`\$`&`'`k`i`fXYb`i`)"`%`\*`(`Ubh]gYa`]h]gWk`Y`GhfUZhUhb`fY[`]ghf]Yfhž`Y]b  
YfgWk`fYW`YbXYf`5bgh]Y[`j`cb`-`-`ž`)'`i`]a`J`Yf[`Y]Wk`ni`a`J`cf`U`fž  
k`cVY]`XUg`U`[`Ya`Y]bY`F]g]\_c`Z`f`ØX]gWk`Y`6`Øf[`Yf`]b`8Yi`hgWk`UbX  
]a`a`Yf`k`Y]hYf`ghY][`h`6YgcbXYfg`Vf]gUbh]ghž`XUgg`X]Y`A`Y`f`Y]h  
X]YgYf`J`cf`Z`Å`Y`a`]hh`Yfk`Y]Y`b]Wk`h`a`Y`f`bi`f`Yi`hfYa`]gh]gWk`Yb  
;`fi`ddYbž`gcbXYfb`Ui`Wk`fUX]\_U`Yb`5`\_hYi`fYb`a`]h`Ui`g`ÅbX]gWk`Yb  
cXYf`fY`[`]`ØgYb`≠Yc`c`[`]Yb`ni`[`YgWk`f]YVYb`k`]fX`"8]Yg`a`UWk`h`X]Y  
G]hi`Uh]cb`k`Y]hUi`g`\_ca`d`Yi`Yfž`U`g`Yg`Ui`ZXYb`YfghYb`6`]W\_  
YfgWk`Y]bYb`a`U[`"

## 5bh]gYa`]h]ga`i`g`i`bX`gY]bY`K`i`fnY`b`

9]bY`\_f]h]gWk`Y`5i`gY]bUbXYfgYhni`b[`a`]h`XYa`H`Y`a`U  
5bh]gYa`]h]ga`i`g`i`bhYf`A`i`g`]a`.]bbYb`nY][`hž`XUgg`[`YgY`gWk`UZh]Wk`Y  
i`bX`]bX]j`]Xi`Y`Y`:`U`\_hc`fYb`Y]bY`F`c`Y`gd]Y`Yb`"K`]Y`X]Y  
6i`bXYgnYbhfU`Y`Z`f`dc`h]gWk`Y`6]Xi`b[`Ui`ZhY][`hž`VY`Yb`bYb`(-`i`  
XYf`a`i`g`]a`]gWk`Yb`6Yj`Ò`\_Yfi`b[`]b`8Yi`hgWk`UbXž`XUgg`g]Y`Ub  
Ubh]gYa`]h]gWk`Yb`GhYfY`chmd`Yb`ZYgh`U`hYb`"8]YgY`K`YfhY`g]bX  
VYgc`f[`b]gYffY[`YbX`i`bX`k`YfZYb`X]Y`:`fU[`Y`Ui`Zž`k`]Y`6]Xi`b[`i`bX  
5i`Z`\_Åfi`b[`]b`i`bgYfYb`GWk`i`Yb`ni`f`J`Yff]b[`Yfi`b[`gc`Wk`Yf  
J`c`fi`fhY]Y`VY]hfU[`Yb`\_`Òb`bYb`"≠j`]Y`Yb`:`Ygd`f`ÅWk`Yb`nY][`Yb`g]Wk`  
8]g`\_f]a`]b]Yfi`b[`gYfZU`fi`b[`Yb`U`g`Y]b`?`UhU`mgUhc`f`Z`f`bY[`Uh]j`Y  
9]bghY`i`b[`Yb`i`Y]bY`9f`\_Yb`b`hb]gž`X]Y`b]Wk`h`bi`f`Ui`Z`ØX]gWk`Y  
;`Ya`Y]bXYbž`gcbXYfb`YVYbgc`Ui`Z`a`i`g`]a`]gWk`Y`:`Ya`Y]bgWk`UZhYb  
ni`hf]Zh`"

8]Y`Ghi`X]Y`j`cb`8Yi`hgWk`UbXZi`b`\_`?`i`hi`f`VY`Yi`Wk`hYhž`XUgg`

Ubh]gYa ]h]gWXY'9]bghY`i b[ Yb'VY]'A YbgWXYb'a ]h  
A ][ fUh]cbg\]bhYf[ fi bX'\Ài Z][ 'ghÀf\_Yf'Ui g[ YdfÀ[ hig]bX"  
=bgVYgcbXYfY'VY]'UfUV]gWghÀa a ][ Yb'A ][ fUbhYb']gh'XYf  
Ni gUa a Yb\Ub[ 'nk ]gWXYb'dc`h]gWXYb'?cbZ]\_hYb']ja 'BU\Yb'cghYb  
i bX'Ubh]gYa ]h]gWXYb'<U`hi b[ Yb'ni 'VYcVUWXYb'"<]Yf'gd]Y'h'Ui W  
XYf'BU\cgh\_cbZ]\_h'Y]bY'hfU[ YbXY'Fc`YžXU'Yf'cZi'U'g  
FYW hZYfh][ i b[ 'ZØf'Yi hfYa ]gh]gWXY'5bg]WXYb'\YfUb[ Ync[ Yb'k ]fX"  
=bhYf\_i 'hi fY`Yf'5i ghUi gW' i bX'6]'Xi b[ 'YfgWXY]bYb'U'g'X]Y  
GW'ØggY`ž i a 'X]YgYb'?fY]g'Ui Zni 'Xi fWVfYWXYb'i bX'Y]b  
k YfhgW`ÀhnYbXYg'A ]hY]bUbXYf'ni 'ZØfXYfb"

Dc`h]gWXY'FYU\_h]cbYb'i bX'X]Y  
< YfUi gZcfXYfi b[ Yb

8]Y'6Yf']bYf'Dc`h]\_fYU[ ]Yfh'XYfnY]h'a ]h'hY]'g'VYZfYa X']WXYb  
GWUi ZYbghYffYXYbž'c\by'h]YZ[ fY]ZYbXY'A U» bU\ a Yb'ni f  
6Y\_Àa dZ b[ 'X]YgYg'DfcV'Ya g'ni 'Yf[ fY]ZYb"'8]Y '@UbXYgghfUHY [ ]Y  
ZØf'E i YfZY]bX']W\_Y]hž'X]Y'gY]h'A Àfn'&\$&('Ybtk ]W\_Y'h'k ]fXž  
\_Øbbh'Y]b'5bgUhn'gY]bž'i a 'XYb'5bgh]Y[ 'j cb'5bh]gYa ]h]ga i g'i bX  
=g`Ua ]ga i g']b'i bgYfYa 'd'i fU]gh]gWXYb'l a ZY'X'Ubni [ Y\Yb"'9]bY  
6YhY][ i b[ g\_cbZYfYbnž'X]Y'Ua '&'ž`]'ja 'VI a 'fUi a 'ZØf  
gc`]XUf]gWXYg'A ]hY]bUbXYf' ]b'?fYi nVYf[ 'ghUhhZUbXž'fYZY\_h]YfhY  
X]YgY'<YfUi gZcfXYfi b[ Yb'a ]h'fi bX'' '\$\$'HY]'bY\ a Yfb"

8cW' ]gh'Yg'k ]W'h][ ž'XUgg'k ]f'U'g'; YgY`gWUZh'Yf\_YbbYbž'XUgg  
5bh]gYa ]h]ga i g'\_Y]b'D\Àbca Yb']ghž'XUg']gc`]Yfh'VYhfUWXYh  
k YfXYb'\_Ubb"'J]Y'a Y\f']gh'Yf'Yb[ 'j Yf\_bØdZi'a ]h'UbXYfYb': cfa Yb  
j cb'FUgg]ga i g'i bX'J cfi fhY]'Ybž'X]Y' ]b'XYb`YhnhYb'À\ fYb']b  
8Yi hgW'UbX'ni [ Ybca a Yb'\UVYb"'9]b'6Y\_Ybbhb]g'ni f'Gc`]XUf]hÀh  
i bX'Y]b'ghÀf\_Yf'[ Yk cfXYbYf'8]U'c[ 'nk ]gWXYb'XYb'?i 'hi fYb'g]bX  
i bVYX]b[ h'bchk YbX][ ž'i a 'X]YgYb'[ YZÀ\ f']WXYb'HfYbXg  
Ybh[ Y[ Ybni k ]f\_Yb"

9g'V'Y]Vh'ni '\cZYbž'XUgg'XYf'8fi W'\_Ui Z'X]Y'dc`h]gW  
JYfUbhk cfh]WXYb'ghY][ hž'i a 'YbX']W'gi VghUbh]Y`Y'A U» bU\ a Yb'ni  
Yf[ fY]ZYbž'X]Y'b]WXYb'i f'K cfhYž'gcbXYfb'Ui W'HUhYb'bUW'g]W  
n]Y\Yb'a ØggYb"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ØVYf`X]Y`Ni gUa a Yb`Åb[ Y`j`cb  
 5bh]gYa ]h]ga i g`i bX`XYa `l a [ Ub[ `]b`i bgYfYf`; YgY`gW`UZhž`YgYb  
 G]Y`a Y`f`VY]`HUVi `U`F UgUž`VdV`i bX`8 Yi hgW`UbXZi b`\_`?`i`hi`f`"

8YhU]`g	
C fh	6Yf`]bž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "hUVi `UfUgUa U[ Un]b"XY</li> <li>• k k k "VdV"XY</li> <li>• k k k "XYi hgW`UbXZi b`_`i`hi`f"XY</li> </ul>

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