

NY\b`>U\ fY`J ]gi U`GcW]Yhm`> V]`Ài a`j`c`b`  
: c`fgW\i`b[ `i`b`X` ; Y`ghU`hi`b[ `]b`6`Yf`]b`

8]Y`I`X?`6`Yf`]b`i`b`X`X`Ug`K`N6`ZY]Yfb`X`Ug`n`Y\b`À`f`[`Y`  
>`V]`Ài`a`X`Yg`J`]gi`U`GcW]Yhm`Dfc`[`f`Ua`g`Ua`(`" `>`b`]&\$&)`a`]h`  
Y]b`Yf` : Y`ghj`Y`f`U`b`gh`U`hi`b[`"



6`Yf`]b`ž`8`Yi`hg`W\`U`b`X`!`8`Ug`J`]gi`U`GcW]Yhm`Dfc`[`f`Ua`f`U`G`C`D`E`X`Y`f`  
I`b`]j`Y`fg`]h`À`h`X`Y`f`?`Ø`b`gh`Y`6`Yf`]b`f`I`X`?`É`i`b`X`X`Y`g`  
K`]gg`Y`b`g`W\`U`Z`h`n`Y`b`h`f`i`a`g`6`Yf`]b`Z`Ø`f`G`c`n`U`Z`c`f`g`W\i`b`[`f`K`N6`É`Z`Y]Y`f`h`  
]a`>`b`]&\$&)`Y]b`V`Y`X`Y`i`h`Y`b`X`Y`g`>`V]`Ài`a`n`Y\b`>U\`f`Y`Y`f`Z`c`[`f`Y]W\`Y`  
Ni`g`Ua`a`Y`b`U`f`V`Y]h`N`Y`X`Y`g`D`f`c`[`f`Ua`a`g`]g`h`X`Y`9`b`h`k`]W`\_`i`b`[`  
j`]gi`Y`Y`Y`f` : c`f`a`U`h`Y`ž`X`Y`[`Y`g`Y`g`W\`U`Z`h`]W\`Y`G`h`f`i`\_`h`i`f`Y`b`g`]W\`h`V`U`f`i`b`X`  
j`Y`f`g`h`À`b`X`]W\`a`U`W\`Y`b`"8`]Y`g`Y`?`c`c`d`Y`f`U`h`]c`b`k`i`f`X`Y`j`c`b`>`h`h`U`  
5`a`Y`b`X`b`[`Y`f`ž`X`Y`f`Y`Y`a`U`[`Y`b`D`f`À`g`]X`Y`b`h`]b`X`Y`g`K`N6`ž`i`b`X`8`U`j`]X`  
G`\_`c`d`Y`W`Z`D`f`c`Z`Y`g`g`c`f`Z`Ø`f`J`]gi`Y`Y`Y`?`c`a`a`i`b`\_`U`h`]c`b`U`b`X`Y`f`I`X`?`ž`  
]b`h`]Y`f`h`6`]g`Y`i`h`Y`U`V`Y`b`X`Y`9`f`[`Y`V`b`]g`g`Y`X`Y`g`Y`f`Ni`g`Ua`a`Y`b`U`f`V`Y]h`  
]\`f`Y`b`5`i`g`X`f`i`W`\_`]b`5`i`g`g`h`Y`i`b`[`Y`b`ž`D`i`V`\_`U`h`]c`b`Y`b`i`b`X`  
j`Y`f`g`W\]Y`X`Y`b`Y`b`j`]gi`Y`Y`Y`b` : c`f`a`U`h`Y`b`[`Y`Z`b`X`Y`b`ž`X`Y`Y`b`Y`b`  
k`]W\`h`[`Y`b`6`Y]h`f`U`[`ni`f`G`c`n`U`Z`c`f`g`W\i`b`[`Y`Y]g`h`Y`b`"

Ni a 'š V]`Äi a 'k ]fX`Y]bY`Di V`\_]Uh]cb`ja `I X?!J Yf`U[ `YfgWXY]bYbž  
X]Y`X]Y`Dfc`Y\_hY`XYf`Yhnyb`nY`b`š\`fY`j`c`fghY`h`"8]YgY  
J YfÖZYbh]Wxi b[ `k ]fX`g]WXYf`]WXY]bYb`VYXYi hYbXYb`F ØW\_V`]W\_  
Ui ZX]Y`9ffi b[ YbgWUZhYb`i bX`]bbcj Uh]j Yb`5bgÄhnY`XYg  
Dfc[ fUa`a`g`V]YhYb`i bX`XUg`9b[ U[ Ya`Ybh`ZØf`X]Y  
G]W hVUfa`UWxi b[ `gc n]U`k ]ggYbgWUZh]WXYf`9f`\_Ybbhb]ggY  
i bhYfghfY]WXYb`"š`Y]bYf`NY]hž]b`XYf`X]Y`j ]gi Y`Y`?ca`a`i`b]\_Uh]cb  
Y]bY`ja`a`Yf`[ fÖ»YfY`F`c`Y`gd]Y`hž`k ]fX`X]Y`F`Y`Yj`Ub`n`gc`WXYf  
š]h]Uh]j`Yb`XYi`h]WXYž]bgVYgcbXYfY`]b`Y]bYf`dc`Uf]g]YfhYb  
; YgY`gWUZh`

## š V]`Äi a`gj`YfUbg hU`hi`b`[

5a`(`"š`b]`&\$&)`Z]bXYhY]bY`š`V]`Äi`a`gj`YfUbg`hU`hi`b`[ `]a`K`N6  
ghUhž`X]Y`gck`c`\`XYf`F`YZYI`]cb`ØVYf`X]Y`?`ccdYfUh]cb`U`g`Ui`W  
XYa`5i`ghUi`gW`j`cb`9fZU`fi`b[`Yb`X]Yb`h`"8]Y`J`YfUbg`hU`hi`b`[  
h\`Ya`Uh]g]Yfh`X]Y`[`Y[`YbgY]h][`Y`6YfY]WXYfi`b[ `nk`]gWXYb`XYb  
8]gn]d`]bYb`XYf`Gcn]U`Zc`fgWxi`b[ `i`bX`XYg`8Yg][`bg`"9fk`UfhYhY  
F`YXbYf`g]bX`i`bhYf`UbXYfYa`B]Wc`U`i`W`g!GW`ØbXY`bž`X]Y  
DfÄg]XYbh]b`XYg`K`N6ž`gck`]Y`8Uj`]X`G`\_`cdYWš`@Y]hYf`XYf`i`UW`\_`UggY  
šZcfa`Uh]cbgXYg][`b`Ub`XYf`i`X`?"

6YgcbXYfY`<][`\][`\hg`XYf`J`YfUbg`hU`hi`b`[ `g]bX`X]Y`?`Ymb`chYg`j`cb  
6]f[ `]h`GW`bY]XYf`j`cb`XYf`i`b]j`Yfg]hÄh`Dc`hgXUa`i`bX`i`Øb`h`Yf  
GU`bX`bYf`j`cb`XYf`K`]YbYf`?`fY]g`i`YgY`gWUZh`"9]bY  
DcX]i`a`gX]g`\_i`gg]cbž`a`cXYf]Yfh]j`cb`GYVUgh]Ub`šfnYVg\_]`j`cb`XYf  
5[`Ybhi`f`bYi`Yg`\`UbXY`bž`k`]fX`k`Y]hYfY`DYfgdY`\_h]j`Yb`VY`Yi`W`hYb`  
Ni`XYb`8]g`\_i`hUbhYb`nÄ`\`Yb`š`hhU`5`a`YbX]b[`Yfž`8Uj`]X`G`\_`cdYWš`  
B`UX]U`NY]gg][`i`bX`@YbU`<]dd`"

## 5ba`Y`Xi`b`[`Yb`i`bX`5`\_\_fYX]h]Yfi`b`[`Yb

šhYfYgg]YfhY`g]bX`Y]b[`Y`UXYbž`g]WXY`ZØf`X]YgY`VYXYi`hYbXY  
J`YfUbg`hU`hi`b`[ `ni`i`U`\_\_fYX]h]YfYb`"8]Y`5`\_\_fYX]h]Yfi`b`[`Yb`g]bX`V]g  
ni`a`" ` "š`b]`&\$&)`YfZc`fXYf`]WXY`"9]b`k`Y]hYfYf`5b`fY]n`V]YhYh`Y]b  
UbgW`]Y»`YbXYg`i`Yh`Hc[`Yh`Yfž`VY]`XYa`X]Y`HY]`bY`\`a`YbXYb`X]Y  
A`Ö[ `]WXY`\_Y]h`\`UVYbž`g]WXY]bZcfa`Y`"Ui`gni`hUi`gWXYb`"

8]Y`I b]j Yfg]hÅh`XYf`? ØbghY`6Yf`bž`X]Y`U`Y`\_Øbgh`Yf]gWXYb  
 8]gn]d`]bYb`j YfY]bh`i bX`ØVYf`+\$`Ghi`X]Yb[`Àb[`Y`UbV]YhYhž`ZY]Yfh`a  
 >\f`&\$&`ni`XYa`]\f`)`\$!`Å\`f][`Yg`ž`V]`Ài`a`]b`]\fYf`\Yi`h][`Yb`:`cfa`"  
 Fi`bX`("\$\$\$`Ghi`X]YfYbXYž`j`cb`XYbYb`Y]b`8f]hhY`]]b`hYfbUh]cbU`Y  
 <]bhYf[`fØbXY`\`Uhž`dFÀ[`Yb`X]Y`<`cW`gW`i`Y`"DfYg]XYbh`XYf`I`X?`ž  
 gY]h`XYa`%"`5df]`&\$&`ž]gh`DfcZ`8f`"A`Uf`\_i`g`<`][`Yfh`"

8]Y`#bcj`Uh]cbYb`]a`6YfY]W`X`Yf`j`]gi`Y`Yb`?`ca`a`i`b`\_Uh]cb`g]bX  
 b]W`h`bi`f`ZØf`X]Y`K`]ggYbgW`UZh`j`cb`6YXYi`hi`b[`"8]YgY`5bgÅhnY  
 ghY`Yb`Ui`W`]a`?`cb`hYi`h[`fØ»`YfYf`[`YgY`gW`UZh`]W`Yf`:`fU[`Yb`i`bX  
 k`YfXYb`Ui`Z`j`YfgW`]YXYbYb`J`YfUbghU`hi`b[`Yb`X]g`\_i`h]Yfhž`k`]Y  
 VY]gd]Y`gk`Y]gY`Ui`Z`XYf`HU[`i`b[`D`YfgcbU`Y`:`YVfUi`W`gk`Y]gYb  
 X][`]hU`Yf`6]`XYf`Ub`XYf`I`b]j`Yfg]hÅh`K`]Yb`cXYf`VY]a`?`cb[`fYgg`XYf  
 8;`G`a`]h`H`Ya`Yb`ni`f`j`]gi`Y`Y`Gcn]c`c[`]Y`"Gc`W`Y`:`cfYb`\_ØbbYb  
 a`U»[`YV`]W`X`Uni`VY]hfU[`Ybž`XYb`8]U`c[`nk`]gW`Yb`K`]ggYbgW`UZh  
 i`bX`:`YgY`gW`UZh`ni`ZØf`XYfb`"

:`Øf`k`Y]hYfY`#Zcfa`Uh]cbYb`ni`XYb`Ui`ZYbXYb`Dfc`Y`\_hYb`i`bX  
 J`YfUbghU`hi`b[`Yb`fi`bX`i`a`XUg`J]gi`U`GcW]Yhm`Dfc[`fUa`VYgi`W`Yb  
 G]Y`X]Y`K`YVg]hYg`XYg`K`N6`i`bX`XYf`I`X?`I`X?`ž`K`N6`ž`i`bX`HI  
 7`Y`a`b]hn`"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgW`U`bX
E`i`Y`Yb	<ul style="list-style-type: none"> <li>• k k k "i`X`_!VYf`]b"XY</li> <li>• k k k "k`nV"Yi</li> <li>• k k k "hi`!W`Ya`b]hn"XY</li> </ul>

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