

# 6`]hnYb`]b`7U`Ui .`HYa dc\_cbhfc``Yb`\Yi hY Ui Z`XYf`5`%' °

9fZU\ fYb`G]Y`U`Yg`ØVYf`a`cV]`Y`6`]hnYf`]b`7U`Ui`Ua  
'`\$"\$\*"`&\$&).`K`c` ;`YgWk`]bX][`\_Y]hg\_cbhfc``Yb`ghUhhZ]bXYb  
i`bX`k`Y`W`Y`GhfUZYb`Xfc`Yb"



7U`Ui ž`8Yi hgWk`UbX`!`8Yf`J`Yf`\_Y`f`]b`XYb`GhfU»Yb`j`cb`7U`Ui  
k`]fX`\Yi`hYž`Ua`'`\$"'`†`b]`&\$&)`ž`VYgcbXYfg`Ui`Za`Yf`\_gUa`'j`cb`XYf`  
Dc`]nY]`VYc`VUW`hY`h"8]Y`a`cV]`Y`F`UXUfZU`Y`ghY`h`Ui`Z`XYf`5`%'`]b  
7fUi`dYž`i`bX`\]Yf`k`]fX`]b`Y]bYf` ;`YgWk`]bX][`\_Y]hgncbY`j`cb`%&\$  
\_a`#`[`YV`]hnh"8]Y`YfghY`A`Y`Xi`b`[`ØVYf`X]Y  
;`YgWk`]bX][`\_Y]hgØVYfk`UW`i`b`[\_Ua`VYfY]hg`i`a`.)`(-`I`\f`i`bX  
nY][`hž`k`]Y`k`]W`h][`X]Y`Dc`]nY]`X]Y`9]b`U`hi`b`[`XYf`J`Yf`\_Y`fgfY`[`Y`b  
b]a`a`h"FUgYf`i`bX`8f`Àb`[`Yf`gc`h`Yb`g]W`U`gc`VYggYf`VYbY`a`Ybž  
XYbb`Ui`Z` ;`YgWk`]bX][`\_Y]hgØVYfgW`fY]hi`b`[`Yb`ghY`Yb`b]W`h`bi`f  
6i`»`[`Y`XYfž`gcbXYfb`Ui`W`a`Ò`[`]W`Y` :`U`fj`YfVchY`Ui`Z`XYf`5`[`YbXU"  
8]YgY`A`U»`bU`a`Yb`VUg]YfYb`Ui`Z`XYf`GhfU»Yb`j`Yf`\_Y`fgcfXbi`b`[  
fGhJ`C`Ł`i`bX`XYa`'6i`»`[`Y`X`\_U`H`U`c`[`ž`i`a`'Z`Øf`a`Y`\f`G]W`Yf`Y]`h`ni  
gcf`[`Yb"

A cV]Yg'6`]hnYb' [ ]Vh'Yg'b]W h'bi f' ]b'7U`Ui " `HUhgÅW` ]W`k YfXYb  
gc`WY`?cbhfc`Yb`Ub`j ]Y`Yb`C fhYb`Xi fW [ YZØ\ fh`i a  
i bUb [ YbY\ a Y` , VYffUgW i b [ Yb`ZØf`J Yf`Y\ fggØbXYf`ni `Yfn]Y`Yb"  
C V`Xi fW`fY [ ]cbU`Y`C fXbi b [ gVY\ ÒfXYb`cXYf`X]Y`Dc`nY]` `X]Y  
; YgWk ]bX][ \_Y]hga Yggi b [ Yb`g]bX`j ]Y`ZÅ`h][ " `K ]Y`j **Ui !a Ui "XY**  
VYf]W hYhž`g]bX`gck c\`ghUh]cbÅFY`U`g`Ui W`a cV]Y`6`]hnUb`U [ Yb`]a  
9]bgUhmž`k cVY]`fY [ ]cbU`Y`C fXbi b [ gVY\ ÒfXYb`cZi`X]Y  
J YfUbnk cfhi b [ `hfU [ Yb`"

## Hc`YfUbnYb`i bX`HYWk b]\_Yb

9]b`]bhYfYggUbhYf`5gdY`h`VY]; YgWk ]bX][ \_Y]hg`cbhfc`Yb`g]bX`X]Y  
Hc`YfUbnUVnØ [ Y`6Y]; YgWk ]bX][ \_Y]hYb`i bhYf`%\$\$`\_a #`k YfXYb  
` ` \_a #`UV [ Ync [ Ybž`k Å\ fYbX`VY]; U\ fhYb`ØVYf`%\$\$`\_a #`  
DfcnYbh`XYg [ Ya YggYbYb`K YfhYg`UV [ Ync [ Yb`k YfXYb`"8]YgY  
FY [ Y`i b [ Yb`g]bX`k ]W h][ ži a ` [ YfYW h`a ]h`XYb`6Yhfc`ZYbYb  
i a ni [ Y\Yb`"8cW`b]W h`YXYf`6`]hnYf`hmd`a ]ggh [ `Y]W`"Gc  
\_ca a Yb`j YfgW ]YXYbY`HYWk bc`c [ ]Ybž`k ]Y`F UXUFUb`U [ Yb`i bX  
@UgYfa Ygg [ YfÅhYž`ni a `9]bgUhm`"G]Y`U`Y`X]YbYb`XYa ` [ `Y]WYb  
Nk YW\_`8]Y`J Yf`Y\ fgg]W Yf\Y]h`ni `Yf\ Ò\Yb`i bX`J YfghØ» Y [ Y [ Yb  
X]Y`< ÒW gh [ YgWk ]bX][ \_Y]h`f][ cfcg`ni `U\ bXYbž`k ]Y`  
**Vi gg [ Y`X`\_UhU`c [ "XY`Yf`\_Åfh`**

Gck c\`ghUh]cbÅFY`U`g`Ui W`a cV]Y`6`]hnYf`g]bX`VY`\_Ubbh`XUZØfž  
XUgg`g]Y`b]W h`bi f`; YgWk ]bX][ \_Y]hgØVYfgW fY]hi b [ Yb`Ui ZXYW`Yb`  
6Y] [ `Y]W nY]h][ Yb`J YfghØ» Ybž`k ]Y`VY]gd]Y`gk Y]gY`XYa  
B]W hUbgW bU`Ybž`k ]fX`a Y]ghYbg`bi f`X]Y`gWk YfYfY`HUh  
[ YU\ bXYh`"8]Yg`nY][ hž`k ]Y`ZYI ]VY`X]Y`Dc`nY]`VY]`XYf`5\ bXi b [  
j cb`J YfghØ» Y`]ghi bX`k ]Y`k ]W h][ `Yg`]ghž`g]W`Ub`X]Y  
J Yf`Y\ fgg]c fgW f]ZhYb`ni `U`hYb`"

## 8Yf`5`hU [ `]a `GhfU» Ybj Yf`Y\ f

8]Y`a cV]Y`; YgWk ]bX][ \_Y]hgØVYfk UW i b [ `]b`7U`Ui `]gh`Y]b  
k Y]hYfYg`6Y]gd]Y`XUZØfž`k ]Y`Yfbgh`X]Y`6Y\ ÒfXYb`X]Y  
J Yf`Y\ fgg]W Yf\Y]h`bY\ a Yb`"J Yf`Y\ fghY]`bY\ a Yf`g]bX` [ i h  
VYfUhYbž`X]Y`FY [ Y`b`XYf`GhfU» Ybj Yf`Y\ fgc fXbi b [ `Y]bni `U`hYbž  
XYbb`X]Y`?cbgYei YbnYb`\_ØbbYb`k Y]hfY]W YbX`gY]b`"J cb

6i » [ Y`XYfb`V]g`\]b`ni`Di`b\_hYb`]b` : `YbgVi`f[ ` `X]Y`GhfUZYb`\_ÖbbYb  
 Ya`dZ]bX`]W`Ui`gZU`Ybž`VYgcbXYfg`ZØf` : U`fUbZÄb[ Yf`"8]YgY  
 k`YfXYb`VY]`Y]bYf` , VYfgW`fY]hi`b[ `j`cb`bi`f`&%`\_a`#`]b`Y]bY`5!  
 J`Yfghc»!`?`UhY[`cf]Y`Y]b[`Yghi`Zž`k`Ug`Y]bY`J`Yf`Äb[`Yfi`b[`X`Yf`  
 DfcVYnY]h`bUW`g]W`n]Y`Yb`\_Ubb"

9g`V`Y]Vh`UVni`k`UfhYbž`k`jY`X]Y` : U`fYf`]b`7`fUi`dY`Ui`Z`X]Y`a`cV]`Y  
 F`UXUfZU`Y`fYU[`jYfYb`i`bX`cV`Yi`hY`Ya`UbX`cfXYbh]W`]bg  
 G`W`k`]hnYb`\_ca`a`h` : YghighY`hž`XUgg`X]Y`j`YfUbhk`cfhi`b[`gVYk`i`gghY  
 <`UbX`UVi`b[`j`cb` ; YgW`k`]bX][`\_Y]h`]a`GhfU»Ybj`Yf`\_Y`f`b]W`h`bi`f`  
 GUb`\_h]cbYb`j`Yfa`Y]XYhž`gcbXYfb`Ui`W`XUg`@YVYb`U`Yf`  
 J`Yf`\_Y`fghY]`bY`a`Yf`gW`Øhnh"

8YhU]`g	
C`fh	7U`Ui`ž`8Yi`hgW`U`bX
E`i`Y`Yb	<ul style="list-style-type: none"> <li>• k`k`k`"bYk`g"XY</li> <li>• k`k`k`"j`Ui`!a`Ui`"XY</li> <li>• k`k`k`"Vi`gg[`Y`X`_`UhU`c[`"XY</li> </ul>

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