

Dc hgXUa 'd`Ubh'9]b hf]hhg[ YVØ\ f. '6`Y]Vh  
DUf\_`GUbggci W]`k ]f\_`]W\`ZfY]3

DchgXUa 'd`Ubh'UV`&\$&\*`a Ò[ `]W\Yfk Y]gY`9]b hf]hh`ZØf`XYb  
I B9G7C!K Y`hYfVYdUf\_`GUbggci W]"`GhUXhdUf`Ua Ybh  
VYgW\`Y» hi: ]bUbna U» bU\`a Yb"



Dc hgXUa ž'8Yi hgW\`UbX`!`8]Y`8]g\_i gg]cb`i a`XYb`VYfØ\`a hYb  
DUf\_`GUbggci W]`b`DchgXUa`gcf[ h`ZØf`5i ZfY[ i b[ "5\_hi Y`  
VYgW\`cgg`XUg`GhUXhdUf`Ua Ybhž`XUgg`X]Y`:]bUb]Yfi b[ `XYf  
DUf\_dZY[ Y`Ui g`XYa`gh`Xh]gW\Yb`< Ui g\U`h'UV`&\$&\*`YbhZU`Yb`gc`"  
8]Yg`]gh`Y]bY`:]c`[ Y`XYf`gW\k ]Yf][ Yb`Z]bUb]Y`Yb`@U[ Y`XYf`GhUXhž  
X]Y`g]W\`Å\`f`W\`,\$\$"\$\$\$`9i fc`Y]bgdUfYb`a ÒW\hY`"8]Y  
9]b hf]hhg[ YVØ\`fYb`ZØf`XYb`DUf\_ž`XYf`gY]h`gY]bYf`5i ZbU\`a Y`]bg  
I B9G7C!K Y`h\_i`hi fYfVY`ja`X\`f`%-`-\$`ni`XYb`k ]W\h][ ghYb  
\_i`hi fY`Yb`9]b f]W\hi b[ Yb`8Yi hgW\`UbXg`nÅ\`hž`\_ÒbbhYb`gca ]h  
VU`X`FYU`]hÅ`h`k YfXYb`"8Yi hgW\`UbXZi b\_`VYf]W\hYhž`XUgg  
?i`hi fa ]b]ghYf]b`GW\Ø`Y`YXcW\`ni [ Yg]W\Yfh`\Uhž`X]Y`ZY\`YbXYb  
A ]hY`ni`ØVYfbY\`a Yb`i bX`XUa ]h`XYb`ZfY]Yb`Ni [ Ub[ `ni`XYb  
VYXYi hYbXYb`:]UfhYb\_i bghk Yf\_Yb`ni`g]W\Yfb"

8]Y`dFYi » ]gWXYb`GW`ÒggYf`i bX`XYfYb` ; ÀfhYb`k`i fXYb`b]W`h`c`bY  
; fi bX`%- - \$`U`g`i B9G7C!K`Y`h`\_`i`hi fYfVY`UbYf`\_`Ubbh`Gca`]h`n`À`h`  
XUg`9bgYa`V`Y`ni f`6Yf`]b!DchgXUa`Yf`DUf`\_`UbXgW`UZh`XUg`U`g`Y]bYg  
XYf`VYXYi`hYbXghYb`?`i`hi f`UbXgW`UZhYb`j`cb`]bhYfbUh]cbU`Ya`F`Ub[  
UbYf`\_`Ubbh`]gh`Ni`XYb`K`Y`h`\_`i`hi fYfVYgh`À`h`Yb`[`Y`À`OfYb`i`bhYf  
UbXYfYa`XYf`DUf`\_`G`Ubggci`W`ž`XYf`BYi`Y` ; UfhYb`ž`X]Y`DZUi`Yb]bgY`  
i`bX`k`Y]hYfY`VYY]bXfi`W`\_`YbXY`5b`U[`Yb`"8]Y`**GDG**;`Y`V`h`Y`fj`c`f`ž  
XUgg`X]Y`K`<C!`?`f]hYf]Yb`ž`XUfi`bhYf`5i`h`Y`bh]n]h`À`h`i`bX`Y`g]hcf]gW`Y  
9W`h`Y]h`ž`Z`f`X]Y`5i`ZbU`a`Y`Yi`hfYa`Y`c`W`g]bX`ž`k`Ug`X]Y`E`i`U`]h`À`h`  
i`bX`XYb`K`Y`fh`X]Y`gYf`Gh`À`h`Yb`i`bhYfa`Ui`Y`fh`

: ]bUbn]Yfi`b[`i`bX`J`YfUb`hk`c`f`hi`b[

8]Y`GhUXh`DchgXUa`Y`U`h`gY]h`XYf`K`]YXYfj`YfY]b][`i`b[`8Yi`hgW`\_`UbXg  
[`fc`»`Y`5bghfYb[`i`b[`Yb`i`bhYfbca`a`Yb`ž`i`a`X]Y`nYfgW`b]h`hYbY  
?`i`hi f`UbXgW`UZh`k`]YXYf`Y`fni`ghY`Y`b`":`]bUbn]Y`Y`6Y]hf`À[`Y`XYf  
GhUXh`k`i`fXYb`U`g`5i`gXfi`W`\_`Y]bYf[`Ya`Y]bgUa`Yb`J`YfUb`hk`c`f`hi`b[  
Z`f`XUg`K`Y`h`\_`i`hi fYfVY`[`Y`gY`Y`b`"8`Ug`@`UbX`Y`U`h`gY]h`&`\$`\$`  
ni`gUa`a`Yb`a`]h`XYa`6i`bX`i`bX`6Yf`]b`À`f`]W`ni`g`À`h`]W`Y`ž`  
A`j`]cbYb`9i`fc`Z`f`X]Y`DZY[`Y`XYf`Y`g]hcf]gW`Yb` ; ÀfhYb  
VYfY]h[`Y`ghY`h`B`Y`V`Y`b`X]Y`gYb`A`]h`h`Y`b`k`i`fXYb`&`\$`&`i`bX`&`\$`&`(  
a`Y`f`U`g`X`fY]A`j`]cbYb`9i`fc`]b`9bYf[`]Y`Y`Z]n]Y`bn!A`U`»`bU`a`Yb  
]bj`Y`gh]Y`fh`ž`i`a`XYb`Ò`c`c[`]gW`Yb`i`»`UVXfi`W`\_`XYf`5b`U[`Yb`ni  
j`Y`ff]b[`Y`fb`"

9]b`k`Y]hYfYg`k`]W`h][`Y`g`H`Y`a`U`g]bX`X]Y  
?`]a`UUbdUggi`b[`ga`U`»`bU`a`Yb`ž`Z`f`X]Y`gY]h`&`\$`&`(`Y`V`Y`b`ZU`g`a`Y`f`  
U`g`X`fY]A`j`]cbYb`9i`fc`9I`!`i`bX`@`UbXYga`]h`h`Y`V`Y`fY]h[`Y`ghY`h`  
k`i`fXYb`"8]Y`gY`b`j`Y`gh]h]cbYb`g]bX`Y`b`hgW`Y]XYbX`ž`i`a`X]Y  
; UfhYb`Ub`U[`Y`Z`f`ni`\_`Ø`b`Zh][`Y` ; YbYfUh]cbYb`ni`V`Y`k`U`f`Y`b`"8]Y  
Gh]Zi`b[`D`f`Yi`»`]gW`Y`GW`Ò`ggYf`i`bX` ; ÀfhYb`Y`U`h`i`a`Z`Ub[`f`Y]W`Y  
F`Y`gh`Ui`f]Y`fi`b[`g`U`f`V`Y]h`Y`b`]b`XYb`Y`h`h`Y`b`Y`À`f`Y`b`X`i`f`W`[`Y`Z`f`h`ž`i`a  
XYb`Y`g]hcf]gW`Yb`7`Y`U`f`U`h`Y`f`X`Y`f`5b`U[`Yb`ni`V`Y`k`U`f`Y`b`i`bX`g]Y  
bUW`Y`U`h][`ni`[`Y`gh`U`h`Y`b`"

9]b`6`]W`\_`]b`X]Y` ; Y`g`W`]W`h`Y

8]Y`9b`hk`]W`\_`]b[`X]Y`gYf`VYY]bXfi`W`\_`YbXYb`K`Y`hYfVYgh`À`h`Y`fY]W`h`

k Y]h'ni f0W\_"'8]Y'8Yi hgW\Y'8Ya c\_fUh]gW\Y'FYdi V`\_`U'h'XYb  
 YfghYb'5bhfU[ 'ni f'9]bhfU[ i b[ 'VYfY]hg'Ua ' &- "'GYdhYa VYf'%- , -  
 [ YghY`h"'Bi f'k Yb][ 'NY]h'gdÅhYf'Zc`[ hY'X]Y'6i bXYgfYdi V`\_`  
 8Yi hgW\`UbX'a ]h'Y]bYa 'J cfgW\`U[ 'ni f'9]bhfU[ i b[ 'k Y]hYfYf  
 5b`U[ Yb'Ua '(%(" 'đ b]%- - \$"'?i fn'XUfUi Z'Ua ' %&"'8YnYa VYf'%- - \$ž  
 k i fXY'X]Y'K Y'hYfVYghÅhY' ]b'6UbZZ'? UbUXUž i bhYf'Bi a a Yf') ' &'7  
 Ui Z[ Ybca a Yb"'8]YgY'5bYf\_Ybbi b[ ' ]gh'b]W\h'bi f'Y]b'; fi bX'ni a  
 : Y]Yfbž'gcbXYfb'Ui W\`Y]b'5i Zfi Z'XYb'9f\U'h'X]YgYf'@UbXgW\UZhYb  
 k Y]hYf\]b'Yfbgh'ni 'bY\ a Yb'i bX'XYfYb'DZY[ Y'ni '[ UfUbh]YfYb"

⊕`XYb`YhnhYb`đ\fnY\bhYb`U'h'g]W\`j ]Y`[ YhUb.`8]Y  
 ?i`hi`f`UbXgW\UZh'i a ZUggh'a ]hh'Yfk Y]Y`&"\$\*( '<Y\_hUf'i bX']gh'Y]bY  
 XYf'[ f0» hYb'I B9G7C!K Y'hYfVYghÅhYb' ]b'8Yi hgW\`UbX"'I a 'X]YgY  
 VYY]bXfi W\_YbXYb'; f0bZÅW\Yb'Z0f'X]Y'gW\Ui YbXYb'5i [ Yb'XYf  
 6Ygi W\Yf`YVYbX][ 'ni `U'hYbž'g]bX'gck c\`GhUXh'U'g'Ui W\`@UbX  
 [ YZcfXYfhž'ni gUa a Ybni UfVY]hYb'i bX'U`Y'j YfZ0[ VUfYb  
 F Yggci fW\`b'g]bbj c``i bX'bUW\`U'h][ 'Y]bni gYhnYb"

8]Y`Ui ZYbXYb`A U» bU\ a Yb'i bX'X]Y'XUa ]hj YfVi bXYbYb  
 <YfUi gZcfXYfi b[ Yb'nY][ Ybž'k ]Y'k ]W\h][ 'Yg']ghž'X]Y`\_i`hi`fY`Yb  
 GW\ÅhYb' ]W\h'bi f'ni 'VYk U\`fYbž'gcbXYfb' ]\bYb'Ui W\  
 ni`\_i`bZhgzÅ\][ Y'DYfgdY\_hj] Yb'ni 'V]YhYb"'Bi f'gc`\_0bbYb'X]Y'DUf\_g  
 i bX'; ÅfhYb'Ui W\`Ub[ Zf]gh][ 'Z0f'YXYfa Ubb'ni [ Åb[ `]W\`V'Y]VYb  
 i bX'XYfYb'9f\U'h'Z0f'ni`\_0bZh][ Y'; YbYfUh]cbYb'[ Yg]W\Yfh'k YfXYb"

8YhU]`g	
C fh	DchgXUa ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "XYi hgW\`UbXZi b_"XY</li> <li>• k k k "gdg[ "XY</li> <li>• k k k "i bYgW`"XY</li> </ul>

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