

F Y[ Ybk i bXYf`ZØf`GcbbYbV`i a Yb.  
6Ui Yfb`]b`6fUbXYbVi f[ `Uha Yb`Ui Z`

5a`%(" \$+ "&\$&) `VYf]W`hYb`9l dYfhYb`ØVYf`X]Y`5i gk ]f\_ i b[ Yb  
Øb[ ghYf`F Y[ YbZÀ`Y`Ui Z`X]Y`@UbXk ]fhgW`UZh]b`6fUbXYbVi f[ ž  
Y]bgW`]Y»`]W`9fbhYdfc[ bcgYb`i bX`E i U`]hÀhgUbU`mgYb"



6fUbXYbVi f[ ž`8Yi hgW`UbX`!`8]Y`U`hi Y`Yb  
K YhhYfVYX]b[ i b[ Yb`]b`6Yf`]b`i bX`6fUbXYbVi f[ `gc f[ Yb`ZØf  
Ui Z[ Yk Ø`hY` ; Ya ØhYf`ja`5[ fUfgY`\_hcf``8Yf`F Y[ Yb`XYf  
j Yf[ Ub[ YbYb`HU[ Y`\Uh`X]Y` ; YhfY]XYYfbhY`VYY]bZi gghž`bUW`XYa  
X]Y`A`À`XfYgW`Yf`Ui Z[ fi bX`XYf`ZYi W`hYb`6ØXYb`b]W`h`Ui Zg` : Y`X  
ZU`fYb`\_`cbbhYb``6fUbXYbVi f[ g`6Ui Yfbdf`Àg]XYbh`<`Ybf`\_`K`YbXcfZZ  
nY][`hig]W`hfc`hn`XYf`B`ÀggY`cdh]a` ]gh]gW`. `K`]f`]Y[ Yb`bcW`]a  
B`cfa`U`VYfY]W` ž`gc`gY]bY`9]bgW`Àhni b[ ``5i W`k`Ybb`X]Y`G]hi`Uh]cb  
ZØf`X]Y`@UbXk ]fhY`\YfUi`gZc`fXYfbX`]ghž`g]bX`\_Y]bY  
E i U`]hÀhgY]bVi »`Yb`VY]a` ; YhfY]XY`ni`Yfk`UfhYb`ž`k`]Y`**b!hj`"XY`  
VYf]W`hYh`"**

8]Y`K`YhhYdfc[ bcgYb`ZØf`X]Y`\_ca`a`YbXY`K`cW`Y`XYi`hYb`Ui`Z`

k Y]hYfYg:k YWgY\UZhYg'K YhYf'\]bž'a ]h'XYf'A Ò[ 'W\_X]h]j cb'c\_U`  
VY[ fYbnhYb'; Yk ]hYfb'i bX'GhUf\_fY[ Yb"8]YgY'K UggYfni Z \f  
\_ÒbbhY'g]W'U'g'j cfhY]\UZh'ZØf'X]Y'9bhk ]W' i b[ 'j cb  
GcbbYbV'i a Yb'i bX'A U]g'Yfk Y]gYb"6U'X'XUfUi Z\_ÒbbhY'XYf  
FY[ Yb'ZØf'Y]bY'VYggYfY'9fbhY'gcf[ Ybž'VYgcbXYfg']b'5bVYhfUW h  
XYf'gWk ]Yf][ Yb'5i g[ Ub[ g'U[ Yž'X]Y'j ]Y'Y '@UbXk ]fhY'ØVYf'X]Y  
: fØ\ 'U\ fghfcW\_Yb\Y]h'\]bk Y[ 'Yf'YVYb'a i gghYb"

; YhfY]XYYfbhY'&\$&) 'i bhYf'8 fi W\_

8Yf'8Yi hgWY'6Ui Yfbj YfvUbX'\Uh'X]Y'Dfc[ bcgYb'ZØf'X]Y  
X]Yg'Ä\ f][ Y; YhfY]XYYfbhY'j YfÖZYbh]W'h'i bX'Yfk UfhYh'ZØf'&\$&)  
]bg[ YgUa hi( \$%A ]`cbYb'HcbbYbž'k Ug`Y]W'h'ØVYf'XYa  
Jcf'U\ fYgYf[ YVb]g'j cb'' - 'A ]`cbYb'HcbbYb`Y]Y[ h" 'b'X]YgYa  
Ni gUa a Yb\Ub[ 'k Y]gh'DfÄg]XYbh'æUW]a 'Fi \_k ]YX'Ui Z'X]Y  
fY[ ]cbU'Yb'i bhYfgW]YXY' ]b'XYb'9fhfÄ[ Yb'\]b" 'b'; YV]YhYb'a ]h  
VYggYfYb'6ÖXYbž'X]Y'Y]bY'\Ö\YfY'K UggYfgdY]WYfZÄ\][ \_Y]h  
Ui Zk Y]gYbž'\UVYb'X]Y '@UbXk ]fhY'X]Y': fØ\ 'U\ fghfcW\_Yb\Y]h'VYggYf  
ØVYfghUbXYb"8cW' ]b'XYf': i fW'hj cf'XYf'HfcW\_Yb\Y]h'Y[ h'Y]bY  
[ fc»Y' < YfUi gZcfXYfi b[ 'ZØf'j ]Y'Y '@UbXk ]fhY"8]Y'6Ui Yfbj YfvUbX  
\YVh\Yfj cfž'XUgg'X]Y'6YYhY' ]b'8Yi hgW'UbX'bUW'Y]bYa  
Xi fW'k UW'gYbYb': fØ\` ]b[ 'Y]b'\YhYfc[ YbYg'6]'X'nY][ Yb"

5bU`mg]Yfh'a Ub'X]Y'U\_hi Y`Y'G]hi Uh]cbž'gc'k ]fX'XYi h]W'ž'XUgg'ZØf  
X]Y'5bVUi ZÄWY'j cb'K ]bhYfk Y]nYbž'X]Y'(, 'DfcnYbh'XYf'[ YgUa hYb  
; YhfY]XUUbVUi ZÄWY'Ui ga UW'hž'Y]bY'Ni bU\ a Y'ni 'j YfnY]W'bYb  
]gh"; `Y]W'nY]h][ 'nY][ h'g]W'Y]b'F ØW\_[ Ub[ 'VY]'XYf': `ÄWY'ZØf  
Gca a Yf[ YhfY]XY" 'b'gVYgcbXYfY'X]Y'k ]bhYf'W'Y'F UdgUbVUi ZÄWY  
]gh'Y]W'h'[ Ygh]Y[ Yb"8cW'XUfUi Z'gc`hYb '@UbXk ]fhY'ØVYf'\ fY  
9bhgWY]Xi b[ Yb'ZØf'X]Y' < Yfvgh\_i 'hi fYb'k ]Y'? UfhcZY'b'i bX  
Ni W\_YffØVYb'UW'hYbž'VY]XYbYb'X]Y'K YhYf'U[ Y' ]b'XYb  
\_ca a YbXYb'A cbUhYb'YbhgWY]XYbX'gY]b'k ]fX"

Ni gÄhn`]W'Y' < YfUi gZcfXYfi b[ Yb. 'GW'ÄX`]b[ Y  
i bX'? fUb\_\Y]hYb

B]W'h'bi f'XYf'FY[ Ybž'Ui W'GW'ÄX`]b[ Y'gYhYb'XYb '@UbXk ]fhYb'ni "

8Yf'F UdgYfXZc\ \Uh'VYfY]hg'XYb'9fhfU[ 'XYg'K ]bhYffUdg'bY[ Uh] VYY]bZi ggh"< ]bni '\_ca a h'X]Y'5i gVfY]hi b[ 'XYf'GW]Z ; 'UgZØ[ Y'n]\_UXYž'X]Y'?UfhcZZY'bž'Ni W\_YffØVYb'i bX'j YfgW]YXYbY ; Ya ØgYUfhYb'VYXfc'h"8]YgY'N]\_UXY'Vf]b[ h'9ffY[ Yf'a ]h'g]Wž'X]Y ni'9fhfU[ g!i bX'E i U]hÅhgj Yf'i ghYb'ZØ\ fYb'\_ØbbYb"8]Y JYfVfY]hi b[ 'X]YgYf'GWÅX`b[ Y'n]Y\h'g]W'j cb'6UXYb! K ØfhYa VYf[ 'ØVYf'F \Y]b'UbX!DZU'n'i bX'6UmYfb'Ui W`]b'XYb BcfXYb'8Yi hgW`UbXgž`b\_`i gj Y`B]YXYfgUW`gYb'i bX'GUW`gYb! 5b\U'hž'k ]Y 'U[ fUf\Yi hY"Wča 'VYf]W`hYh"

Ni gUa a Yb[ YZUggh'ghY\h'X]Y'@UbXk ]fhgW`UZh`b'6Yf`b'i bX 6fUbXYbVi f[ 'j cf'nU\`fY]W`Yb'<YfUi gZcfXYfi b[ Yb'"8Yf'FY[ Yb'\Uh nk Uf'a UbW`Yb'HY]'XYf'9fbhY'VY[ Øbgh][ hž[ 'Y]W`nY]h][ 'a ØggYb @UbXk ]fhY'YXcW`]a'5i [ Y'VY\U'hYbž'k ]Y'g]W`X]Y'K YhYf'U[ Yb i bX'GWÅX`b[ Y`Ub[ Zf]gh][ 'Ui Z]\fY'9fhfÅ[ Y'Ui gk ]f\_Yb'k YfXYb"

8YhU]`g	
Cfh	6fUbXYbVi f[ ž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "b!hj "XY</li> <li>• k k k "VUi Yfbj YfVUbX"XY</li> <li>• k k k "U[ fUf\Yi hY"Wča</li> </ul>

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