

# 9\Ya Ubb 'bUW\ 'A cfXj YfXUW\ h ZfY][ YgdffcW\ Yb. 'F ÅhgY`'i a 'j Yfa ]gghY A i hhYf°

9]b'6Yfi Ži b[ g[ Yf]W\ h]b'F ca '\YVh'XUg'I fhY]'[ Y[ Yb'8Ub]Y`  
6" 'Ui Žž'XYggYb': fUi ' &\$%+ 'VY]'Y]bYf'? fYi nZU\fhj YfgW\k UbX"  
K Ufi a 'V`Y]Vh'XYf': U`'i b[ Y`Ògh3



; Ybi Už' ðU`Y]b '!'8Yf': U`'XYf'j YfgW\k i bXYbYb'nk Y]ZUW\Yb  
A i hhYf`k Å\fybX`Y]bYf'? fYi nZU\fh'V`Y]Vh'k Y]hYf\]b'i b[ Y`\_`Åfh'"8 Ug  
6Yfi Ži b[ g[ Yf]W\ h]b'F ca '\Uh\_`Øfn`]W\`X]Y`< UZhghfUZY`[ Y[ Yb`XYb  
9\Ya Ubb'8Ub]Y`'6" 'Ui Ž[ Y\cVYbž'XU`Yg`Ub`Y]bXYi h][ Yb'6Yk Y]gYb  
a Ub[ Y`hY'"8Ub]Y`'6"ž) ' ' ð\fy`U`hi bX`Ui g`9VYfgk U`XYž  
6fUbXYbVi f[ ž`YVh'gY]h'a Y\fyfyb`ð\fyb`]b`#`UbX'"8]Y': Ua ]`Yž  
]bWi X]Yfh'X]Y`VY]XYb'? ]bXYfž'XUa U`g`(' i bX`\* ' ð\fy`U`hž'VY[ Ubb  
]\fy`FY]gY`Ui Z'XYf`A G7`A U[ b]Z]WU`]a ': YVfi Uf`&\$%+"8]Y`9\YZfUi ž  
' \* ' ð\fy`U`hž'k i fXY`ni `Ymh'Ua` '%\$": YVfi Uf`&\$%+ ]b'; Ybi U  
[ YgY\Yb"

8 Ub]Y`6"VY\Ui dhYhžgY]bY: fUi ` \UVY`g]W`]b: Ybi U`j cb`]a `i bX  
XYb`?]bXYfb`YbhZYfbh"8Yf`@Y]W`bUa `XYf`k Y]hYf\]b`j Yfa `]gghYb  
: fUi `k i fXY`V]g`\Yi hY`b]W`h[ YZ` bXYb"8 Ub]Y`6" k i fXY`Ua `&\$"  
: YVfi Uf`&\$%+`Ua `: `i [ \UZyb`7]Ua`d]bc`]b`Fca`ZYgh[ Ybca`a Ybž  
bUW`XYa`X]Y`GhUUhgUbk U`hgW`UZh`\b`j YfX`W`h][ h`\UhhYž`gY]bY  
: fUi `[ Yh`OhYhi bX`X]Y`@Y]W`Y`]a`A`YYf`Ybhgc f[ hini` \UVYb"9]b`]a  
`X\`f`&\$%+`[ YZ` bXYbYf`k Y]V`]W`Yf`@Y]W`bUa `Ug]Uh]gW`Yf`<Yf`\_i bZhž  
XYf`]b`Y]bYa`?cZZYf`VY]`F]a`]b`YbhXYW`h`k i fXYž`ghY`hY`g]W`  
`YXcW`U`g`b]W`h`X]Y`j Yfa `]gghY: fUi ` \YfUi`g"

## 9]b`Ub[ k ]Yf][ Yf`Dfc`nYgg

9bXY`A U]`&\$&(`k i fXY`8 Ub]Y`6" ]b`5V`k YgYb`Y]h`ni`&`\*`X\`f`Yb  
<UZh] Yfi`fhY]`hž`k`À`f`Yb`X`X]Y`GhUUhgUbk U`hgW`UZh`&(`X\`f`Y  
[ YZ`f`XYf`h`\UhhY"9f`VY`hYi`Yf`h`k`Y]hYf\]b`gY]bY`l`bgW`i`X`i`bX  
j`Yf`k`Y]gh`Ui`Z`Zf`Ø`Y`f`Y`@`Ub`X[`À`b[`Y`g`Y]b`Yf: fUi`U`g`a`Ò[`]W`Y  
<]bk`Y]gY" `b`X`Yf`²`ZZY`b`h]W`\_Y]h[ UV`Y`g`GdY`\_i`Uh]cb`Yb`ØVYf`Y]b`Y  
a`Ò[`]W`Y`9`Y`\_f]gY`i`bX`8`Yd`f`Y`gg]cb`Yb`XYf: fUi`ž`XcW`X`Yf  
`b`X]n]Yb`d`f`c`n`Y`gg`Y`f[ UV`\_Y]b`Y`Y]b`XYi`h][ Yb`6`Y`k`Y]gY" `B`UW`g`Y]b`Yf  
F`ØW`\_Y`f`b`UW` `f`Ub`X`Ài`»`Y`fhY`8`Ub]Y`6"ž`X`U`gg`g`Y]b`Y: fUi  
a`Ò[`]W`Y`f`k`Y]gY`[ Yh`OhY`h`k`i`f`XY`ž`k`Y]`g]Y`Y`h`k`U`g`[ Y`k`i`g`gh` \UVY"

C`V`X`Yf: U`a`]h`X`Y`a`l`f`hY]`X`Y`g`6`Y`fi`Z`b[`g[`Y`f]W`h`g`U`g  
UV[`Y`g`W`c`gg`Y`b`[`]hž`V`Y]V`h`i`b`\_`U`f"8]Y`G`W`k`]Y`f][`\_Y]h`Y`b`ž`X]Y`]b  
X]Y`g`Y`a` : U`i`b`X`]b`j`]Y`Y`b`À`b`]W`Y`b` : À`Y`b`Ui`Z`h`f`Y`h`Y`b`ž  
j`Y`f`X`Y`i`h]W`Y`b`X]Y`<Y`f`Ui`g`Z`c`f`X`Y`fi`b[`Y`b`ž`X]Y`a`]h`X`Y`a  
J`Y`f`g`W`k`]b`X`Y`b`j`c`b`D`Y`f`g`c`b`Y`b`k`À`f`Y`b`X`?`f`Y`i`n`Z`U`f`h`Y`b`j`Y`f`Vi`b`X`Y`b  
g]b`X"

## ? fYi nZU`fhYb`i`bX`X`Ug`J`Y`f`g`W`k`]b`X`Y`b`j`c`b DUggU[ ]Y`f`Y`b

C`V`k`c`\`j`]Y`Y`l`f`Ui`V`Y`f`?`f`Y`i`n`Z`U`f`h`Y`b`ni`f`9`b`h`g`d`U`b`bi`b[`i`b`X  
9`f`\`c`i`b[`bi`h`n`Y`b`ž[`]V`h`Y`g`U`i`W`n`U`\`f`Y]W`Y`i`b[`Y`\_`À`f`h`Y  
J`Y`fa`]g`gh`Y`b`Z`À`Y`U`i`Z`X]Y`g`Y`b`G`W`]Z`Y`b" `@`Ui`h`X`Y`a`A`Ø`b`W`b`Y`f  
G`h`f`U`Z`Y`f`h`Y]X][`Y`f`5`Y`i`U`b`X`Y`f`G`h`j`Y`b`g`[`]V`h`Y`g`j`]Y`Y`g`c`W`Y` : À`Y`U`b  
6`c`f`X"8]Y`G`W`k`]Y`f][`\_Y]h`Y`b`V`Y]`X`Y`f`5`i`Z]b`X`i`b[`]j`c`b`j`Y`fa`]g`gh`Y`b

DYfgcbYb'g]bX'[ fUj ]YfYbX.'GWX]ZZY\UVYb'Y]bYb'K YbXY\_fY]gj cb  
a Y\fyfyb'?'ca YhYfbž'i bX'@Y]WbUa Y'k YfXYb'cZij cb'XYf  
GWX]ZggWfUi VY'nYf\UW\_h'cXYf'j cb': ]gWYb'[ YZfYggYb"

À\f'W]j YfgWk ]bXYb'k Y'hk Y]h'a Y\f'U'g'&\$'A YbgWYb'j cb  
?fYi nZU\fhgW]ZZYb'"F cgg'?'Y]bž'DfcZYggcf'ZØf'A Uf]h]a Y'Ghi X]Ybž  
\Uh'gY]h'&\$\$\$'jbg[ YgUa h' %) 'J Yfa ]gghYbZÄ`Y'Xc\_i a Ybh]Yfh"8]Y  
l fgUWYb'ZØf'XUg'J YfgWk ]bXYb'g]bX'j ]Y'gY]h]i bX'fY]WYb'j cb  
Gi ]n]XYb'ØVYf'l bZÄ`Y'V]g\]b'ni '5`\_c\c`a ]ggVfUi W'"`b'Yhk U" \$i  
XYf': Ä`Y' [ ]Vh'Yg'\_Y]bY'< ]bk Y]gY'Ui ZXUg'GWX]W\_gU`XYf  
j Yfa ]gghYb'DYfgcbYb"

9]b'VY\_UbbhYg'6Y]gd]Y`]gh'XYf': U``j cb'8Ub]Y``?ØV'VÖW\_ž'XYf'&\$%,  
k À\fybX'Y]bYf'?fYi nZU\fh]cb'<Ua Vi f[ 'bUW'BYk 'Mcf\_  
j YfgWk UbX'i bX'&\$&%:ZØf'hch'Yf'\_Äfh'k i fXY"9]b'k Y]hYfYf  
hfU[ ]gWYf': U``VYhf]Zh'XYb'i G!F cW\_ghUf'HU]a Y'8ck bYž'XYggYb  
J Yf'cVhY'ja 'A Äfn'k À\fybX'Y]bYf'?fYi nZU\fh'ØVYf'6cfX'Z]Y" `ÄfY  
: Ua ]]Y' [ 'Ui Vh'b]W'h'Ub'Y]bYb'l bZU`ž'k Ug'XYb'J YfXUW'h'Ui ZY]bY  
a Ö[ 'WY'J Yfhi gW'i b[ 'gW'Øfh"

8]Y'l a ghÄbXY'gc`WYf'J cf\_ca a b]ggY'\UVYb'XUni '[ YZØ\fhž'XUgg  
j YfgW]YXYbY'FYYXYfY]Ybž'XUfi bhYf'A G7'7fi ]gYgž'ni gÄh`]WY  
G]WYf\Y]hga U»bU\ a Yb'jbg'@YVYb'[ Yfi ZYb'\UVYb" Hfchn'X]YgYf  
A U»bU\ a Yb'[ ]Vh'Yg'YXcW'bcW'ja a Yf'Yf\YV'WY'A Äb[ Y`ja  
]bhYfbUh]cbU'Yb'BchZU`gmghYa ž'k Ug'X]Y'FYU\_h]cb'Ui Z  
J Yfa ]gghYbZÄ`Y'j YfnÖ[ Yfh"

9]b'; Yf]W'h'\Uh'Ub[ YXYi hYhž'XUgg'X]Y'[ YgYhn`]WYb  
F U\ a YbVYX]b[ i b[ Yb'b]W'h'Ui gfY]WYbž'i a 'X]Y'G]WYf\Y]h'XYf  
DUggU[ ]YfY'Ub[ Ya YggYb'ni '[ Yk Ä\f'Y]ghYb"8Yf'l G!?'cb[ fYgg  
j YfUVgW]YXYhY'&\$%\$'XYb' 7fi ]gY'J YggY`GYW f]hm'UbX'GUZYhm  
5Wh 'a ]h'XYa 'N]Y'ž'X]Y'GhfUZYb'ZØf'j YfgdÄhYhY'A Y'Xi b[ Yb'j cb  
J Yfa ]gghYbZÄ`Y'b'ni 'j YfgWÄfZYb"

9g'V'Y]Vh'UVni k UfhYbž'k ]Y'g]W'XYf': U``j cb'8Ub]Y``6"  
k Y]hYfYbhk ]W\_Y'b'k ]fX'i bX'k Y`WY'@Y\fyb'Ui g'XYb'k ]YXYf\c`hYb  
HfU[ ÖX]Yb'Ui Z?fYi nZU\fhYb'[ Ync[ Yb'k YfXYb'\_ÖbbYbž'i a 'X]Y  
G]WYf\Y]h'XYf'DUggU[ ]YfY'ni 'Yf\Ö\Yb"

8YhU]`g	
J cfZU``	A cfX#HchgWX`U[
C fh	; Ybi UŽ`#U`Yb
: YghbU\ a Yb	%
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "ZUn"bYh</li> <li>• k k k "XYfk YghYb"XY</li> <li>• k k k "a Yf_i f"XY</li> </ul>

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