

9]b'›U\ f' b UWX 'XYf  
< c Wk Uggyf\_UhUghfc d \ Y. 'F i XYfgVYf[  
ghY\ h'k ]YXYf'Ui Z°

9]b'›U\ f' b UWX 'XYa ' < c Wk Uggyf' ]b' F i XYfgVYf[ . 'GWX ÅXYbž  
K ]YXYfUi ZVUi 'i bX'dgmWk c`c [ ]gWXY': c` [ Yb'ZØf'X]Y  
6Yhfc ZZYbYb"



F i XYfgVYf[ ž'8Yi hgWk`UbX`!'5a`'&"'› b]’&\$&) žY]b'›U\ f' b UWX  
XYa`j Yf\YYfYbXYb`< c Wk Uggyf' ]b' F i XYfgVYf[ 'i bX'XYb  
i a` ]Y[ YbXYb'F Y[ ]cbYbž'VYf]Wk hYb'X]Y'5bk c\ bYf'j cb'Y]bYa  
'Ub[ Yb'i bX'a Ø\gUa Yb'K ]YXYfUi ZVUi dfcnYgg"8]Y': 'i h'\UhhY'Ua  
&"'› b]’&\$&('X]Y'; Ya Y]bXYž'X]Y'bcfXØgh]Wk'j cb'Ghi hh[ Ufh` ]Y[ hž  
gWk Yf[ Yhfc ZZYb"8 Ug'< c Wk Uggyf'Zc fXYfhY'b]Wk h'bi f'a UhYf]Y`Y  
GWX ÅXYbž'gcbXYfb'Ui Wk'A YbgWkYb'YVYbž'XUfi bhYf'nk Y]'FYbhbYf  
]b'XYa`B UWk VUfcfh'A ]YXY`gVUW"K YfbYf'8][ [ Y'a Ubbž, '›U\ fY  
U'hž'k i fXY'j cb'XYb': 'i hYb']b'gY]bYa`?Y`Yf'a ]h[ Yf]ggYbž`\_cbbhY  
'YXcWk'j cb'gY]bYf': fUi` [ YfYhhY'h'k YfXYb"8]Y'; YgUa hgWk ÅXYb'ZØf  
X]Y'F Y[ ]cb'VY'Ui ZYb'g]Wk'Ui Z'ØVYf'%&\$'A ]` ]cbYb'9i fcž'gc`

fYa gnY]hi b[ "XY"

8 Ug'5i ga U» 'XYf'GWÅXYb'k Uf'Ybcfa 'i bX'[ f]ZZ'Ui Z'ÖZZYbh]WXY  
æZfUghfi \_hi fž'df]j UhY'<Ui g\U'hY'gck ]Y'; YgWÅZhY'ØVYf"  
6Øf[ Yfa Y]ghYf'FUja cb'5\fybg'fdUfhY]'cgŁ'gWÅ]'XYfhYž'XUgg'X]Y  
; Ya Y]bXY'ni f'A Ø''Ybhgc f[ i b[ 'bUWÅ'XYf'? UhUghfcd\Y'%ž&  
A ]''cbYb'9i fc'Ui g[ YVYb'a i gghY''æ 'K ]YXYfUi ZVUi 'g]bX'i bhYf  
UbXYfYa 'Y]bY'5dch\Y\_Y'i bX'X]Y'A Yhn[ YfY]'j cb'K YfbYf'<]bXYfYfž  
X]Y'ghUf\_'VYgWÅX][ h'k i fXYž'bi b'YXcWÅ'bUWÅ'FYbcj ]Yfi b[ Yb  
k ]YXYf'j'b'6Yhf]YV''Hfchn'X]YgYf': cfhgWÅf]hhY' ]gh'XYf'dgmWÅc'c [ ]gWÅ Y  
8 fi W\_ 'Ui ZX]Y'6Yk c\byf'\cWÅ''J ]Y'Y'g]bX'VY]'ghUf\_Ya 'FY [ Yb' ]b  
ghÅbX][ Yf'5b[ gh'i bX'bY\ a Yb'VUi ' ]WÅ Y'J YfÅbXYfi b[ Yb'j cfž'i a  
g]WÅ'j cf'ni \_ØbZh][ Yb'GWÅÅXYb'ni 'gWÅØhnYb"

8 Yf'K ]YXYfUi ZVUi 'i bX'Z]bUbn]Y''Y  
I bhYfghØhni b[

8 ]Y'Z]bUbn]Y''Y '@Ugh'XYg'<cWÅk UggYfg'k ]fX'U'g'Yf\YV' ]WÅ Y  
<YfUi gZcfXYfi b[ 'ZØf'X]Y'; Ya Y]bXY'i bX'XYb'@UbX\_fY]g'FYa g!  
A i ff'VYgWÅf]YVYb''@Ui h'æbYba ]b]ghYf'H\ca Ug'GhfcV''f78I Ł  
\_ØbbhYb'X]Y'bchk YbX][ Yb'A ]hhY''ZØf'XYb'K ]YXYfUi ZVUi 'g]WÅ'Ui Z  
Y]bYb' fcVi ghYb'XfY]ghY''[ Yb'A ]''cbYbVYhfU[ 'VY'Ui Zyb"  
K Å\fybX'X]Y '@UbXYgfY [ ]Yfi b[ 'VYfY]hg'Y]b'<cWÅk UggYf!<]'ZgdU\_Yh  
]b'<Ø\Y'j cb'&) 'A ]''cbYb'9i fc'Ub[ Y\_ØbX][ h'\Uhž'k ]fX'X]Yg'Å'Zh][  
Xi fWÅ'XUg'@UbX'i bX'X]Y'\_ca a i bU'Y': Ua ]]'Y'Z]bUbn]Yfh''8 ]Y  
j c''ghÅbX][ Y'6YgY]h][ i b[ 'XYf'GWÅÅXYb'\_ØbbhY'æ\fy ]b'5bgdfi WÅ  
bY\ a Ybž'VUg]YfYbX'Ui Z'9fZU\fi b[ Yb'a ]h'ZfØ\YfYb  
<cWÅk UggYfgWÅÅXYbž'k ]Y' ]b'6fUi bgVUWÅ '&\$%' ž'X]Y'V]g'ni 'nY\ b  
æ\fy'ZØf'Y]bY'j c''ghÅbX][ Y'Z]bUbn]Y''Y'5Vk ]W\_ 'i b[ 'VYbØh][ hYbž'gc  
X]Y'GK F"

8 ]Y'; Ya Y]bXY'\Uh'VYa Yf\_Ybgk YfhY': cfhgWÅf]hhY'VY]a  
K ]YXYfUi ZVUi '[ Ya UWÅhž'Ui WÅ'k Ybb'Yg'bcWÅ'j ]Y''ni 'hi b[ ]Vh'I a  
X]Y'dgmWÅc'c [ ]gWÅYb'5i gk ]f\_i b[ Yb'ni 'VY\_Åa dZYb'i bX'XYb  
gcn]U'Yb'Ni gUa a Yb\U'h'ni 'ZØfXYfbž']gh'Y]b'GhfU» YbZYgh]b  
?'UZZYbVUWÅ '[ Yd'Ubh''<]bXYfYf'a ØWÅhY'ni XYa 'Y]bY'5b'Ui ZghY''Y  
ZØf'6Yhfc ZYbY'gWÅ UZZYbž'X]Y'a ]h'XYf'6Øfc\_fUh]Y'\_Åa dZYb"

# < cWk UggYfgW i hn'i bX 'DfAj Ybh]cb

9]b'@]W hV`]W`\_]ghž'XUgg'- \$i`'XYf'; Ya Y]bXY'ØVYf'Y]bY  
 9`Ya YbhUfgW UXyb j Yfg]W Yfi b[ 'j YfZØ[ Ybž'YXcW`j ]Y`Y`b]W h'ZØf  
 <Ui gfUh'UV[ Yg]W Yfh'g]bX"?i fn'j cf'XYa`' <cWk UggYf'k i fXY`Y]b  
 bYi Yf'8Ua a`Y]b[ Yk Y]\hž'XYf'GW`]a a YfYg'j Yf\]bXYfhY""8 Ug  
 9fY][ b]g'&\$&('k ]fX'j cb`9i dYfhYb'U'g') \$\$\$!`Å\`f][ Yg'<cWk UggYf  
 Y]b[ Yghi Zhž'k Ug`X]Y`K U\fgW Y]b`]W`\_Y]h'Y]bYg'À\b`]W Yb`J cfZU`g  
 ]b`XYf'Ni`\_i bZh'j YfXYi h]W h`Gc`W Y`<cWk UggYfYfY][ b]ggY` \UVYb  
 b]W h'bi fi ba ]hY`VUFY'?cghYbž'gcbXYfb`Ui W`k Y]hfY]W YbXY  
 k ]fhgW UZh]W Y`c`[ Ybž'k ]Y`Ghi X]Yb`nY][ Yb""8]YgY`k ]f`\_Yb`g]W`Ui Z  
 j YfgW ]YXYbY`K ]fhgW UZhggY`hc fYb`Ui gi bX`\UVYb`cZh]bX]fY`hY  
 5i gk ]f`\_i b[ Ybž'X]Y`bi f'gW k Yf'ni`VYn]ZYfb`g]bX"

8]Y`<YfUi gZcfXYfi b[ Ybž'j cf'XYbYb`Fi XYfgVYf[ `ghY\hž'gd]Y[ Y`b  
 X]Y`9fZU\fi b[ Yb`j ]Y`Yf'; Ya Y]bXYb`]b`8Yi hgW`UbX`k ]XYfž'X]Y`j cb  
 <cWk UggYf`VYhfc ZYb`g]bX""8]Y`Bchk YbX][`\_Y]h'Y]bYg`fcVi ghYb  
 <cWk UggYfgW i hnYg`k ]fX`]a a Yf`XfÅb[ YbXYfž'k Å\`fYbX`XYf  
 K ]YXYfUi ZVUi`Y]bY`[ YVØbXY`hY`5bghfYb[ i b[ 'j cb`6Øf[ Yfbž  
 ?ca a i bYb`i bX`XYa`@UbX`YfZcfXYfhž'i a`X]Y`G]W Yf\Y]h'i bX`XUg  
 K c`\Yf[ Y\Yb`XYf'; Ya Y]bXY`Ub[ Zf]gh][`ni`g]W Yfb`"GW`Åni b[ Yb  
 nY][ Ybž'XUgg`X]Y`Gi a a Y`XYf`X]fY`\_hYb`i bX`]bX]fY`\_hYb`GW`ÅXYb  
 Xi fW`,`VYfgW k Ya a i b[ Yb`ZUgh[ `Y]W`\cW`gY]b`\_Ubbž'k Ug`X]Y  
 8f]b[ `]W`\_Y]h'Y]bYf`Y ZY`\_h]j Yb`GW UXYbgVYk`Å'h][ i b[ `i bX  
 DfAj Ybh]cb`k Y]hYf`i bhYfghfY]W hž'k ]Y`Yg\_d"XY`VYf]W hYh"

8YhU]`g	
J cfZU``	<cWk UggYf
C fh	Fi XYfgVYf[ ž'8Yi hgW`UbX
J Yf`Y hnhY	'
GW UXYb`]b`	%&\$\$\$\$\$\$\$\$
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "fYa gnY]hi b[ "XY</li> <li>• k k k "gk f"XY</li> <li>• k k k "Yg_d"XY</li> </ul>

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