

≠fUb`Yf\ Ò\h`i fUb!J cffUh`i a `) \$i .`8fc\h  
Y]b`bi \_`YUfYf`? cbZ`]\_h3

5`UnYYfU`VYf]W\hYh`ØVYf`≠fUbg`ghY][ YbXY`i fUbj cff`hYž`X]Y  
bi b`\* \$i `YffY]W\h`UVYbž`i bX`≠595g`6Ygcf[ b]g`ØVYf  
a Ò[ `]W\Y`5hca k UZZYb"



HY\YfUbž`≠fUb`!`8]Y`≠hYfbUh]cbU`Y`5hca YbYf[ ]Y!Cf[ Ub]gUh]cb  
f≠595Ł`\UhYfbYi h`VYgcf[ b]gYffY[ YbXY`≠Zcfa Uh]cbYb`ØVYf`XUg  
]fUb]gW\Y`5hca dfc[ fUa a`j YfÒZZYbh]W\h`@Ui h`Y]bYa`6Yf]W\h]j ca  
%+`" 'A U]' &\$&) `Uh`≠fUb`gY]bYb`J cffUh`Ub`\cW\Ub[ YfY]W\YfhYa  
I fUb`]b`XYb`YhnhYb`XfY]`A cbUhYb`i a `) \$`DfcnYbh`Yf\Ò\h`8Ua ]h  
\Uh`≠fUb`Yhnh`(\$, ž`\_[ `i fUb`Ui Z`\* \$`DfcnYbh`Ub[ YfY]W\Yfhž`k Ug]\b  
ni f`Y]bn][ Yb`b]W\h]bi \_`YUfYb`K UZZYbbUh]cb`a UW\hž`X]Y`X]YgY  
GW\k Y`Y`YffY]W\h`Uh`8Yf`VYgcf[ b]gYffY[ YbXY`HfYbX`k ]fX`Xi fW\  
Y]bYb`bU\Yni `[ `Y]W\Yb`5bgh]Y[ `XYg`J cffUhg`Ub`i fUb`gY]h`XYa  
`YhnhYb`6Yf]W\h]a `: YVfi Uf`VYgh`h][ hž`XYf`g]W\`bi b`Ui Z`%`' ž`\_[  
VY`Ai Zn`9I dYfhYb`k UfbYbž`XUgg`≠fUb`a Ò[ `]W\Yfk Y]gY`bU\Y`XUfUb  
]ghž`k UZZYbZ`\][ Ygž`\cW\Ub[ YfY]W\YfhYg`i fUb`ni`dfcXi n]YfYbž`k Ug  
U`g`Yfbgh\UZhY`6YXfc\i b[ `Ub[ YgY\Yb`k ]fX"

8]Y'595\Uh'ni XYa'ZYgh[YghY'hž'XUgg'fUb'[Y\Y]a Y'bi \_YUfY  
5\_hj]hÅhYb'Ub'XfY]'b]W h'XY\_Uf]YfhYb'GhUbXcfhYb'Xi fW Z0\fhž'k Ug  
X]Y'6YXYb\_Yb'ØVYf'X]Y'5Vg]W hYb'XYg'@UbXYg'k Y]hYf'j YfghÅf\_h"  
K Å\fybX'fUbg'5i »Yba ]b]ghYf'5VVUg'5fU[\W]'VYhcbhž'XUgg'XUg  
@UbX'bi \_YUfY'K UZZYb'U'g' i bUWWd hUV'Y 'VYhfUW hYhž  
Uf[ i a Ybh]YfYb'k Ygh]W Y'B Uh]cbYbž'XUgg'X]Y'\c\Y'5bfY]W Yfi b[  
b]W h'HY]'Y]bYg'n]j ]Yb'Bi \_YUfdfc[ fUa a g'gY]b'gc'hY'"8]Y'I G5ž  
; fc»Vf]hUbb]Ybž': fUb\_fY]W 'i bX'8Yi hgW'UbX'\_ØbbhYb'Ui Z[ fi bX  
XYg'595!6Yf]W hg'fUb'Y]bYb'J Yfghc» '[ Y[ Yb'gY]bY  
J YfdZ]W hi b[ Yb'ni f'bi \_YUfYb'B]W hj YfvfY]hi b[ 'j cfk YfZYb'" ð  
X]YgYa '?cbhYI h'Yf'\_ÅfhY'XYf'I G!DfÅg]XYbh'8cbU'X'Hfi a dž'XUgg  
fUb'\_Y]bY'bi \_YUfYb'K UZZYb'\UVYb'\_ØbbY'i bX'XUgg'Y]bY  
9]b][ i b[ 'c\bY'a ]]hÅf]gW Y'cbZ]\_hY'k ØbgW Ybgk Yfh'gY]"

## ≠Ub]gW Yg'5hca dfc[ fUa a 'a ': c\_i g

8]Y'595'VYf]W hYh'Ui »YfXYa 'j cb'Y]bYf'Yf\YV']W Yb'J Yf'U[ Yfi b[  
]b'fUbg': Å\][ \_Y]h'ni f'DfcXi \_h]cb'j cb'k UZZYbZÅ\][ Ya 'I fUb'"8]Y  
5bU'mgY'nY][ hž'XUgg'fUb'gY]h'A U]'&\$&('gY]bY'? UdUn]hÅh'ni f  
<YfghY''i b[ 'j cb'k UZZYbZÅ\][ Ya 'I fUb'fK ; I Ł'Yf\Ø\h\Uh'i bX  
Ui gfY]W YbX'J cffÅhY'gck ]Y'NYbhf]Zi [ Yb\_UdUn]hÅhYb'VYg]hnh"  
ðbYf\U'V'j cb'Z0bZA cbUhYb'\_ØbbhY'fUb'[ Ybi [ 'K ; I 'Z0f'V]g'ni  
)'bi \_YUfY'K UZZYb'dfcXi n]YfYb'"8 Ug'YfghY'?cbh]b[ Ybh'j cb'&)' \_[  
K ; I '\_ØbbhY'VYfY]hg]b'Yhk U'Y]bYf'K cW Y'\Yf[ YghY'h'k YfXYb"  
GWk ÅW Yb'j b'XYf', VYfk UW i b[ 'Xi fW 'X]Y'595'\UVYb'X]Y  
Gcf[ Yb'j YfghÅf\_hž'XU'fUb'X]Y'Ni [ Åb[ Y'XYf'595'j YfnØ[ Yfb  
\_ØbbhY"

8]Y'ðghU''Uh]cb'ni gÅhn']W Yf'NYbhf]Zi [ Yb'Ub'5b'U[ Yb'k ]Y'B UhUn  
i bX': cfXck 'j]gh'HY]'j cb'fUbg'GhfUhY[ ]Yb'ni f'5i ZghcW\_i b[ 'gY]bYf  
bi \_YUfYb'? UdUn]hÅhYb'"5b'X]YgYb'VY]XYb'GhUbXcfhYb'g]bX  
a ]h'Yfk Y]Y'bU\Yni '%\$"\*\$Zcfh[ YgWf]hYbY'NYbhf]Zi [ Yb  
]bghU''Yfhž'VYghY\YbX'Ui g'f!\*'i bX'f!&a 'HmdYb'"fUb'd'Ubh  
ni XYa ž'%\* 'f!\*!?'Ug\_UXYb']a ': cfXck !GhUbXcfh'ni ]bghU''YfYbž  
k Å\fybX'g]W 'XYf'6Ui 'XYg'GWk Yfk UggYfZc'fgW i b[ gfYU\_hc'fg]b  
'\cbXUV'\]b'ni 'Y]bYf'ðVYhf]YVbU\ a Y']a 'ſ\ f'&\$&\*'j YfnØ[ Yfh"

## ðhYfbUh]cbU`Y`F YU\_h]cbYb'i bX

# Ni \_i b Zhgd Yfgd Y\_h]j Yb

8]Y`FYU\_h]cbYb`XYf`]bhYfbUh]cbU`Yb` ; Ya Y]bgWk UZh]g]bX  
 Ub[ Yg]Wk hg`X]YgYf`9bhk ]W`i b[ Yb`k Y]hfY]Wk YbX""8]Y`I G5` \UVYb  
 Yf\_`Äfhž`XUgg`XUg`]fUb]gWk Y`J cf\UVYb`\_Y]bYb` [ `Ui Vk ØfX][ Yb  
 Zf]YX`]Wk Yb`Nk YW`\_ `j YfZc`[ h`9]b` : cfXYfi b[ g\_UhU`c[ `k i fXY  
 YfghY`hž`i a `j cb`HY`YfUb` hYWk]gWk [ `Ui Vk ØfX][ Y`9f\_`Äfi b[ Yb  
 ZØf`I fUbdUfh]\_Y`Ub`b]Wk h`XY`\_Uf]YfhYb`C fhYb`ni `j Yf`Ub[ Yb""8]YgY  
 FYgc`i h]cb`k i fXY`j cb`8Yi hgWk`UbXž` ; fc»Vf]hUbb]Yb`i bX  
 : fUb\_fY]Wk `Y]b[ YVfUWk h`i bX`gh]Y» `Ui ZK ]XYfghUbX""`Ub` \]b[ Y[ Yb  
 VYnY]Wk bYhY`X]Y`FYgc`i h]cb`U`g` ØVYfghØfnh`i bX`i bj YfbØbZh][ " "  
 Hfchn`XYf`6YXYb`\_Yb` \Uh``Ub` [ fc»Y`J cffÄhY`Ub`I fUb`i bX`V`Y]Vh  
 XYf`Y]bn][ Y`B]Wk h`Ihca`k UZZYbghUUh`a ]h`\* \$`DfcnYbh  
 Ub[ YfY]Wk YfhYa `I fUb"

8]Y`8]d`ca Uh]Y`nk ]gWk Yb`HY`YfUb`i bX`XYb`k Ygh]Wk Yb`B Uh]cbYb  
 \Uh]b`XYb`Y`hmYb` :J\ fYb` [ Y`]hhYbž`]bgVYgc bXYfY`bUWk`XYa  
 Y]bgY]h][ Yb`FØW`ni [ `XYf`I G5`Ui g`XYa` `æ]bh`7ca`dfY`Ybg]j Y`D`Ub  
 cZ`5Wk]cb`f`7DC`5E`]a` `J\ f`&\$%, `i bX`XYf`XUfUi Z`Zc`[ YbXYb  
 K ]YXYf`YfghY`i b[ `ghfYb[ Yf`GUb\_h]cbYb""8]Y`Ni gUa` a`YbUfVY]h  
 nk ]gWk Yb`HY`YfUb`i bX`XYf``595` \Uh]g]Wk`YVYbZU`g  
 j YfgWk`YWk hYfhž`k Ug`ni `Y]bYf`Yf`YV`]Wk Yb`6Y]bhfÄWk h][ i b[ `XYf  
 , VYfk UWk i b[ g\_UdUn]hÄhYb` [ YZØ`fh` \Uh""6YcVUWk hYf`VYZØfWk hYbž  
 XUgg``Ub`X]YgY`I bg]Wk Yf`Y]hYb`Ui gbi hnYb`\_ØbbhYž`i a`gY]bY  
 Bi`\_`YUfZÄ`][ \_Y]hYb`k Y]hYf`Ui gni VUi Yb"

8YhU]`g	
J cfZU``	7mVYf_f]a ]bU`]hÄh
C fh	HY`YfUbž``Ub
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "U`^UnYYfU"Wka</li> <li>• ]g]g!cb`]bY"cf[</li> <li>• k k k "b!hj "XY</li> </ul>

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