

≠fUb`i bX`≠gfUY`. `GdUbbi b[ Yb`]b`XYf  
XYi hgWx Yb`8]UgdcfU`Ui Z`F Y\_c fX\cWx`°

≠fUb]gWxYf`?cbZ]\_hi bX`DfchYghVYk Y[ i b[ `Xc\_i a Ybh]Yfhž`k ]Y  
X]Y`]fUb]gWxY`i bX`ØX]gWxY`8]UgdcfU`]b`8Yi hgWx`UbX  
fYU[ ]YfYb"



8Yi hgWx`UbX`!`8]Y`[ Y[ Ybk Åfh][ Y`[ Ycdc`h]gWxY`G]hi Uh]cb`gcf[ h  
ZØf`[ fc»Y`6Yi bfi \][ i b[ `i bhYf`≠fUbYfb`i bX`≠gfUY`g`]b  
8Yi hgWx`UbX`"8Yf`?f]Y[ `nk ]gWxYb`≠fUb`i bX`≠gfUY``\Uh`b]Wx`h`bi f  
Xi fW`a` ]]hÅf]gWxY`5i gY]bUbXYfgYhni b[ Yb`Ub`6f]gUbni[ Yk`cbbYbž  
gcbXYfb`Ui Wx`Xi fW`X]Y`Ya`ch]cbU`Yb`i bX`gcn]U`Yb`GdUbbi b[ Yb  
]b`XYf`8]UgdcfU`"8]Y`Cf[ Ub]gUh]cb` K`ca`Ub`@ZY`: fYXca`l`b]hm`ž  
X]Y`&\$&&]a`≠fUb`[ Y[ fØbXYh`k`i`fXY`i`bX`g]Wx`j`Y\Ya`Ybh`ZØf`X]Y  
FYWx`hY`XYf`A`YbgWxYb`Y]bgYhnhž`nY][`h`X]Y`h]YZj`YfUb`\_YfhYb  
K`ØbgWxY`bUWx`:`fY]\Y]hi`bX`:`Y]Wx`Y]hi]a`≠fUb`ž`X]Y`Ui`Wx  
\]Yfni`UbXY`K`]XYf`U`Z]bXYb`"BYXU`DU]UVUbX]ž`Y]bY`U`\_h]j`Y`?`i`fX]b  
]bbYf`U`V`XYf`Cf[ Ub]gUh]cb`ž`Vf]b[`h`]\fY`GWx`c`W\_ghUffY`ØVYf`X]Y  
U`hi`Y`Yb`:`YgWxY`b]ggY`ni`a`5i`gXfi`W`i`bX`j`Yfk`Y]gh`Ui`Z`X]Y  
Gh]a`a`Yb`XYf`A`YbgWxYb`]a`≠fUb`ž`X]Y`b]Wx`h]j`cb`Ui`»`Yb`VY`ZY]h

k YfXYb`a ÒW`hYbž`gcbXYfb`U\_hj` [ Y[ Yb`]\fY`I bhYfXfØW\_Yf`  
\_Åa`dZYb`k`c`Yb`"G]Y`gY`Vgh`U`h`XYb`≠Ub!≠U\_!`?f]Y[ `U`g`?]bX`  
a`]hYf`YVh`i`bX`k`Y]»`i`a`X]Y`Yb[ ghY`i`bX`XYb`A`i`h`XYf`A`YbgW`Yb`]b`  
]\fYf`<Y]a`Uh`"

≠`XYf`]fU\_]gW`Yb`8`]Ugd`cfU`nY][ Yb`g]W`Y`XcW` [ Ygd`U`hYb`Y`  
A`Y]bi`b[ Yb`ØVYf`X]Y`]gfUY`]gW`Yb`5b[ f]ZY`"K`Å`fYbX`Y]b][ Yž`  
VYgcbXYfg`A`cbUfW`]ghYbž`X]YgY`5b[ f]ZY`U`g`A`Ò[ `]W`\_Y]h`ZØf`Y]bYb`  
F`Y[ ]a`Yk`YW`gY`]a`≠Ub`i`bhYfghØ`h`Ybž`Y`bYb`UbXYfY`k`]Y`B`Uj`]Xž`  
Y]b`8`c`\_hc`fUbX`Ui`g`X]YgYa`i`a`ZY`Xž`gc`W`Y`;`Yk`U`hU`\_hY`UVž`  
gc`Ub[ Y`i`bgW`i`X][ Y`N]j`]`ghYb`VYhfc`ZYb`g]bX`"5i`Z`XYf`UbXYfYb`  
GY]hY`VY`ZØf`k`c`fhY`h`J`]hU`m`?`]j`g`ž`Y]b`ØX]gW`Yf`8`Yi`hgW`!`≠fUY`ž`X]Y`  
5b[ f]ZY`Ui`Z`XYb`≠Ub`U`g`b`c`h`k`YbX][ Y`GY`Vghj`YfhY]X][ i`b[ `] Y[ Yb`  
hYffc]f]gh]gW`Y`;`fi`ddYb`k`]Y`<`Ua`Ug`i`bX`<`]gVc`U`"9f`g]Y`h`Y]bY`  
J`YfV]bXi`b[ `nk`]gW`Yb`XYa`]fUb]gW`Yb`J`c`\_`i`bX`≠fUY`ž`X]Y`XYb`  
Ghi`fn`XYg`F`Y[ ]a`Yg`]a`≠Ub`UbghfYVhž`i`bX`VYhc`b`hž`X`Ugg`Yg`b]W`h`  
[ Y[ Yb`X]Y`]fUb]gW`Y`6Yj`Ò`\_Yfi`b[ `] Yf]W`hYh`]gh`"

## 8 ]Y`Gh]a`a`Yb`XYf`8 ]Ugd`cfU`

B`Uca`]`HUa`]fž`J`c`fghUbXga`]h[ `]YX`XYf`ØX]gW`Yb`  
Ghi`X]YfYbXYbi`b]cb`8Yi`hgW`UbXž`ghY`h`VYgcf[ h`X]Y`J`YfV]bXi`b[  
ni`]`\fYf`:`Ua`]Y`]b`≠fUY`"Yf`"G]Y`g]Y`h`Y]bYb`d`f`Aj`Yb`h]j`Yb`GW`U[  
[ Y[ Yb`≠Ub`U`g`b`c`h`k`YbX][ `Ubž`Y`XcW`g]bX`n]j`]Y`C`d`ZYf`ZØf`g]Y`  
]bU`\_nY`d`h`UVY`";`Y]W`nY]h][ `i`bhYfghfY]W`h`g]Y`X]Y`B`c`h`k`YbX][ `\_Y]h`  
XYf`Gc`X]Uf]h`h`nk`]gW`Yb`XYf`ØX]gW`Yb`i`bX`]fUb]gW`Yb`8 ]Ugd`cfUž`  
X]Y`k`Å`fYbX`XYf`K`ca`Ub`@]ZY`:`fYYXca`!DfchYghY`  
ni`gUa`a`Yb[ Y`\_ca`a`Yb`]gh`"Hfch`XYf`GdUbbi`b[ Yb`V`Y]Vh`X`Ug`  
J`Yf`Å`hb]g`nk`]gW`Yb`VY]XYb`7ca`a`i`b]h]Yg`]b`8Yi`hgW`UbX`d`cg]h]j`"

8 ]Y`DfchYghY`]a`≠Ubž`X]Y`Xi`fW`XYb`[ Yk`U`hgUa`Yb`HcX`j`cb`A`U`gU`  
5a`]b]`]a`GYdhYa`VYf`&\$&&`Ui`g[ Y`Ògh`k`i`fXYbž`gYh`nYb`Y]b`ghUf`\_Yg`  
NY]W`Yb`ZØf`X]Y`F`Y`W`hY`XYf`:`fUi`Yb`]a`@UbX`"8]Y`6Yk`Y[ i`b[  
Zcfa`]YfhY`g]W`Ui`W`U`g`5b`h`k`c`f`h`Ui`Z`X]Y`Vfi`hU`Yb`,`VYf[ f]ZY`XYf`  
G]h`hY`b`d`c`]nY]`"5\_h]j`]gh]b`b`Yb`k`]Y`M`U`g`Ua`Ub`5`fm`Ub]`i`bX`A`cb]fY`\`  
5`f`U`V`g`U`]\`UVYb`VYfY]hg`]a`≠U`f`&\$%-`Xi`fW`]\fYb`  
i`bj`YfgW`Y]YfhYb`5i`Zh]h`h`i`b`Y]bYa`i`!6U`b`!K`U[ [ cb`ZØf`5i`ZgY`Yb`  
[ Ygcf[ h`5i`W`Y`hY`g]bX`:`fUi`Yb`Ub`j`c`fXYfghYf`:`fcb`h`U`\_h]j`i`bX`

Xc\_i a Ybh]YfYb`X]Y`ghUUh`]WXY ; Yk U`h[ Y[ Yb`DfchYgh]YfYbXYž`k Ug  
X]Y`6YXYi hi b[ `j cb`gcn]U`Yb`A YX]Yb`Z0f`X]Y`6Yk Y[ i b[  
i bhYfghfY]W`h`Hfchn`XYf`XfU`cb]gWXYb`b`hYfbYhXfcggY`i b[ `Y`b[ h  
Yg`XYb` : fUi Ybž`a ]h`XYa `< Ug`hU[ ` Bc<`]UV `i bX`UbXYfYb  
?Ua`dU[ bYb`k Y`hk Y]h`Ui Z]\fY`@U[ Y`Ui Za Yf\_gUa`ni`a UWXYb`"

< cZZbi b[ `i bX`K i h`]b`XYf`6Yk Y[ i b[

b`XYf`]fUb]gWXYb`8]UgdcfU`]gh`Y]bY`h]YZ[ Y`YbXY`FYZYI ]cb`0VYf  
< cZZbi b[ ž`5b[ ghi bX`K i h`gd0fVUf`"5\_hj] ]gh]bbYb`VYf]W`hYb`j cb  
XYf`Ya`ch]cbU`Yb`8]ghUbn]Yfi b[ `Xi fW`GY`VghnYbgi fž`i a`g]W`j cf  
8]g\_f]a ]b]Yfi b[ `]b`XYf` ; Ya`Y]bgW`UZh`ni`gW`0hnYb`"9g`YffgW`h  
Gcf[ Y`i a`5b[ Y`0f][ Y`]a`fUb`i bX`[ `Y]W`nY]h][ `i a`XYb`i a`[ Ub[  
a`]h`?f]h`\_Yfb`]b`XYf`8]UgdcfU`"8]Y`K`Y`Y`XYf`5bgdf0W`Yž`k Ug`X]Y  
]fUb]gW`Y`Y`Ybh]h`h`VYhf]Zhž`Z0`f`h`ni`GdUbbi b[ Yb`i bX`A`]gghfUi Yb`  
8YbbcW`V`Y]Vh`XYf`K i bgW`ž`X]Y`]bhYfbYb`?cbZ`\_h`ni  
0VYfk ]bXYbž`i a`[ Ya`Y]bgUa`Z0f`Y]bY`VYggYfY`Ni`\_i bZh`ni  
\_Aa`dZYb`"

8]Y`?i bgh`gd]Y`h`XUVY]Y]bY`nYbhfU`Y`F`c`Y`"J]Y`Y`?0bghYf`bi`hnYb  
]\fYb`\_fYUh]j Yb`5i gXfi W`ž`i a`XYb`K ]XYfghUbX`ni`nY][ Yb`i bX  
: cfXYfi b[ Yb`bUW` : fY]\Y]h`ni`Ufh]\_i`]YfYb`"8Ug`@]YX`6UfUmY  
j cb`G`Yfj ]b`<U`]dci`f`k`i`fXY`ni`f`<ma`bY`XYf`DfchYghVYk Y[ i b[  
i bX`\Uh`VfY]hY`F`YgcbUbn`[ YZ] bXYbž`Ui W`k`Ybb`X]Y`?0bghYf`a`]h  
Ybcfa`Yb`F`]g]\_Yb`\_cbZ`fcbh]Yfh`g]bX`"

8]Y`U`\_hi`Y`Y`@U[ Y`i bhYfghfY]W`h`X]Y`i`bj`Yfvf0W``]W`Y`J`Yfv]bXi`b[  
j`cb`A`YbgW``]W`\_Y]h`i`bX`XYa`GhfYVYb`bUW` : fY]\Y]hž`X]Y`b]W`h`bi`f  
]a`fUb`ž`gcbXYfb`Ui`W`]b`XYf`8]UgdcfU`gd0fVUf`]gh`"9g`V`Y]Vh`ni  
\cZYbž`XUgg`XYf`A`i`h`XYf`DfchYgh]YfYbXYb`b]W`h`bi`f`]a`fUb`ž  
gcbXYfb`Ui`W`\]Yf`]b`8Yi`hgW`UbX`K`i`bXYf`k`]f`\_h`i`bX`Y]bY`K`Y`Y`  
XYf`i`bhYfgh0hni`b[ `i`bX`Gc`]XUf]h`h`ZfY]gYhnhž`X]Y`U`Y` ; fYbnYb  
0VYfk ]bXYh`"

8YhU]`g	
Cfh	8Yi hgW`UbX

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "hU[ YggW\ Ui "XY</li><li>• k k k "_W"UWi _</li><li>• k k k "bUh]cbU`[ Yc[ fUd\ ]WXY</li></ul>

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