

< UW\_Yf!5 b [ f]ZZ'Ui Z'Dc`nY]! < UbXmg.  
6YUa hY`]b`5`Ufa VYfY]hgW\ UZh°

≠bYba ]b]ghYf'DY[ Y``]bZcfa ]YfhØVYf'X]Y': c`[ Yb`Y]bYg  
< UW\_Yf!5 b [ f]ZZg'Ui Z'X]Y'Dc`nY]`b'A YW\_YbVi f [ !J cfdca a Yfb  
i bX'g]W\Yf\Y]hghYW\ b]gW\Y`A U» bU\ a Yb"



A YW\_YbVi f [ !J cfdca a Yfbž'8Yi hgW\`UbX`!'9]b`< UW\_YfUb [ f]ZZ  
Ui Z'X]Y'Dc`nY]`A YW\_YbVi f [ !J cfdca a Yfbg'gcf [ h'ZØ'5i ZfY [ i b [   
i bX`i`bg]W\Yf\Y]h`≠bYba ]b]ghYf'7\ f]gh]Ub'DY[ Y`fGD8Ł [ UV`Ua  
&\*"'> b]`&\$&) `VY\_Ubbhž'XUgg`V]g\Yf`\_Y]bY`8UHybUVZØggY  
ZYgh[ YghY`h'k i fXYb"8Yf'J c fZU`ž'XYf`VYfY]hg`Ua`'&\*"A U]`]bg  
F Ua`dYb`]W\h'fØW\_hYž`VYhf]Zhi'X]Y`8]Ybgh\ UbXmg`XYf`6YUa`hYbž  
VY\_Ubbh`U`g'a`Dc`!; YfÅhY"8]YgY`< UbXmg`g]bX`bi`b`ZØf`XYb  
U`hÅ [ `]W\Yb'Dc`nY]Y]bgUhn`i`bVfUi`W\VUf`i`bX`Yg'a`i`gghY`Ui`Z`U`hY  
: i b\_hYW\ b]\_ni`fØW\_[ Y [ f]ZZYb`k`YfXYbž`i`a`'X]Y`9]bgUhnVYfY]hgW\ UZh  
ni`[ Yk`Å`f`Y]ghYb"8]Y`8YhU]`g`XYg`5b [ f]ZZg`i`bX`X]Y`bc`hk`YbX][ Yb  
DfÅj`Ybh]cbga`U» bU\ a Yb`k`i`fXYb`j`cb`b!hj`i`a`ZUggYbX  
Ui`g [ YZØ\fh"

8]Y`VYhfcZZYbY`GcZhk UfYž`X]Y`X]Y`A cV]`hY`YZcbY`j Yfk U`hYhž`k i fXY  
j ca `hYfbYh`[ YhfYbbhž`i a `k Y]hYfY`Ni [ f]ZZY`ni `j Yf\]bXYfb"  
K `À\fybX`Yg`j cf`Ài Z][ Y`9f`\_Ybbhb]ggY`[ ]Vhž`X]Y`XUfUi Z`\]bXYi hYbž  
XUgg`\_Y]bY`dYfgcbYbVYnc[ YbYb`8UhYb`[ Yghc`\`Yb`k i fXYbž`g]bX  
X]Y`Ga Ufhd`cbYg`XYf`Dc`n]ghYb`k Y]hYf\]b`b]W`h`bi hmVUf`"8]Yg`\Uh  
ni f`c`[ Yž`XUgg`bi f`Y]b`Y]b[ YgW`f`Ab`\_hYf`6Yhf]YVga cXi g`ZØf  
HY`YZcbUhY`Yf`Ui Vh`k i fXYž`k `À\fybX`U`Y`UbXYfYb`i b`\_h]cbYb`XYf  
HY`YZcbY`XYfnY]h`b]W`h`ni f`J YfZØ[ i b[ `ghY`\Yb"

## J c f g]W`h`ga U» bU`a Yb`i bX`9a dZY`\`i b[ Yb

DY[ Y`Ya dZ]Y`\`h`XYb`6YUa hYbž`\fy`df]j UhYb`K @5B!DUggk ÒfhYf`ni  
ÀbXYfbž`i a `a Ò[ `]W`Y`G]W`Yf\Y]hg]g]\_Yb`ni `a ]b]a ]YfYb`"8]YgY  
9a dZY`\`i b[ Yb`g]bX`HY`Y]bYf`FY`\Y`j cb`J c f g]W`h`ga U» bU`a Ybž  
X]Y`Yf[ f]ZZYb`k YfXYbž`k `À\fybX`X]Y`a Dc`!; Yf`ÀhY`]b`XYb  
\_ca a YbXYb`K cW`Yb`Ui Z`G`W`UXgcZhk UfY`i bhYfgi W`h`k YfXYb`"8Yf  
5i ghUi gW`XYg`VYhfcZZYbYb`GYfj Yfg`]gh`YVYbZU`g`U`g`j c f g c f [ `]W`Y  
A U» bU`a Y`VYgW`cgYb`k cfXYbž`i a `Yj Ybhi Y`Y  
G]W`Yf\Y]hg`ØW`\_Yb`ni `gW`Y]Y» Yb`"8]YgY`G`W`f]hhY`g]bX`bchk YbX][ ž  
i a `XUg`J YfhfUi Yb`]b`X]Y`#!G]W`Yf\Y]h`]bbYf\U`V`XYf`Dc`nY]  
k ]YXYf\Yfni ghY`Ybž`Yf`\_`ÀfhY`DY[ Y`"9f`VYa Yf`\_hYž`XUgg`X]Y`Dc`nY]  
VYfY]hg`A ]`cbYb`]b`gdYn]Y`[ YgW`ØhnhY`8]Ybgh`UbXmg`]bj Ygh]Yfh  
\UhYž`X]Y`gW`bY`Y`C b`]bY]5VZfU[ Yb`Yfa Ò[ `]W`hYbž`i bX`XUgg`X]Y  
F ØW`\_Y`f`ni f`i b`\_hYW`b]\_`XYb`5fVY]hgU`hU[ `Yf\YV`]W`YfgW`k Yfh"

8Yf`<UW`\_YfUb[ f]ZZ`]gh`b]W`h`]gc`]Yfhi bX`fY]» h`Y]b`VYghY`\YbXYg  
DfcV`Ya `]bbYf\U`V`XYf`7mVYf!G]W`Yf\Y]h`ÒZZYbh`]W`Yf  
J Yfk U`hi b[ Yb`Ui Z`B UW`**B c f X`\_i f]Yf`[ UV`Yg`]b`XYf  
J Yf[ Ub[ Yb`Y]h`VYfY]hg`À`b`]W`Y`J cfZ`À`Yž`Yhk U`88cG!5b[ f]ZZY`Ui Z  
`c`\_U`Y`6Y`\ÒfXYb`]b`A YW`\_YbVi f[!J cfdca a Yfb`"; YfØW`hY`ØVYf  
a Ò[ `]W`Y`?cghYb`Xi fW`XYb`5i gZU`X`XYf`; Yf`ÀhY`g]bX`XYfnY]h  
GdY`\_i `Uh]cbž`gYf]ÒgY`?cghYbgW`Àhni b[ Yb`\_ØbbYb`Yfgh`bUW`  
5VgW`i gg`XYf`I bhYfgi W`i b[ Yb`YfZc`[ Yb"**

Dc`]h]gW`Y`F YU`\_h]cbYb`i bX`ni \_ØbZh][ Y  
A U» bU`a Yb

8]Y`G]hi Uh]cb`U`h`VYfY]hg`ni`dc`h]gW`Yb`F`YU`h]cbYb`[`YZ`Ø`fh`Hf`c`hn`  
 XYf`6YU`b`hfU`[`i`b`[`j`cb`8YV`U`h`Yb`Xi`fW`X]Y`78I`i`b`X`X]Y`5Z8`]a`  
 @Ub`X`hU`[`ž`Z`Ub`X`Yb`X]Y`gY`\_Y]bY`A`Y`f`Y]h`8]Y`;`Yk`Yf`\_gW`U`Z`h`X`Yf`  
 Dc`]nY]`fl`XDŁ`U`h`5`U`fa`[`Y`gW`U`[`Yb`i`b`X`Z`c`f`X`Y`f`h`a`Y`f`≠H!  
 :`UW`\_f`Ä`Z`h`Y`ž`i`a`X]Y`G]W`Y`f`Y]hg`ØW`\_Yb`i`a`Z`U`g`g`Yb`X`Y`f`ni`g`W`\_Y]Y`»`Yb`"  
 8]Y`gY`:`cf`X`Y`fi`b`[`k`]f`X`V`Y`g`c`b`X`Y`f`g`X`f`Ä`b`[`Yb`X`ž`k`Yb`b`a`Ub`X]Y`  
 `Ø`b`[`gh`Y`b`5`b`gh]Y`[`Y`\_f]a`]b`Y`Y`f`7`m`V`Y`f`!`5`\_h]j`]h`Ä`h`Y`b`]b`8`Y`i`hg`W`\_`Ub`X`  
 V`Y`h`f`U`W`h`Y`h`ž`k`]Y`]a`6Yf]W`h`X`Y`f`Dc`]nY]`Y`fk`Ä`b`h`9`g`k`]f`X`  
 Y`a`d`Z`c`Y`b`ž`X`U`g`g`Ö`Z`Y`b`h`]W`X`Y`J`Y`fk`U`h`i`b`[`Yb`i`b`X`\_ca`a`i`b`U`Y`  
 6Y`hf]Y`V`Y`]\`f`Y`G]W`Y`f`Y]hg`\_cb`n`Y`d`h`Y`U`\_h`i`U`]g]Y`f`Y`b`i`b`X`f`Y`[`Y`a`Ä`»][`Y`  
 G`W`i`i`b`[`Yb`ni`f`7`m`V`Y`f`!`G`Y`W`f]h`m`X`i`f`W`Z`Ø`f`Y`b`"

8]Y`V`Y`h`f`c`Z`Z`Y`b`Y`b`a`Dc`!;`Y`f`Ä`h`Y`g`c`Y`b`]b`X`Y`b`\_ca`a`Y`b`X`Y`b`K`c`W`X`Y`b`  
 U`i`Z`a`Ö`[`]W`X`Y`G`W`U`X`g`c`Z`k`U`f`Y`i`b`h`Y`f`g`i`W`h`k`Y`f`X`Y`b`"G`c`h`Y`g]W`X`  
 \`Y`f`U`i`g`g`h`Y`Y`b`ž`X`U`g`g`\_Y]b`Y`g`W`Ä`X`]W`X`Y`b`D`f`c`[`f`U`a`a`Y`[`Y`Z`i`b`X`Y`b`  
 k`Y`f`X`Y`b`ž`\_Ö`b`b`h`Y`b`X]Y`G`a`U`f`h`d`c`b`Y`g`k`]Y`X`Y`f`]b`X`Y`b`9]b`g`U`h`n`  
 ni`f`Ø`W`\_Y`f`Y`b`"6]g`X`c`f`h`]b`k`]f`X`X]Y`Dc`]nY]`k`Y`h`Y`f`]b`U`i`Z`  
 \`Y`f`\_Ö`a`a`]W`X`Y`:`i`b`\_h`Y`W`X`b`]ni`f`Ø`W`[`f`Y]Z`Y`b`a`Ø`g`g`Y`b`ž`k`U`g`X]Y`  
 9Z]n]Y`b`n`]a`9]b`g`U`h`n`U`h`U`[`gh`U`f`\_V`Y`Y]b`h`f`Ä`W`X`h][`h`"

8YhU]`g	
Cfh	A YW`_YbVi f[!J cfdca a Yfbž8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "b!hj "XY</li> <li>• k k k "bcfX_i f]Yf"XY</li> <li>• k k k "dc`]nY]"XY</li> </ul>

6Ygi W`X`Y`b`G]Y`i`bg`U`i`Z`b`!`U`[`"b`Y`h`