

# GWk Yf]b 'ZY]Yfh. ' %'DfYa ]YfYb 'i bX 'Y]b bYi Yg'H\YUhfYfnY`h°

↳ 'GWk Yf]b 'ghUfhYh'XUg'A YW\_`YbVi f[ ]gWY`GhUUgh\YUhf  
Ua '\*"'GYdhYa VYf'&\$&) 'a ]h' %'DfYa ]YfYb 'i bX 'bYi Ya  
NY`hVYhf]YV"



GWk Yf]b ž'8 Yi hgW`UbX '!8 Ug'A YW\_`YbVi f[ ]gWY`GhUUgh\YUhf  
\Uh'a ]h'VfYbbYbXYf'J cfZfYi XY`X]Y`bYi Y`Gd]Y`nY]h]j cf[ YghY`hž`X]Y  
UV`XYa '\*"'GYdhYa VYf'&\$&) 'ghUfhYb`k ]fX"i bhYf`XYa `A chhc` K ]f  
g]bX`\]Yf° 'ghY\Yb`XYb`6Ygi WYfb`' %'gdUbbYbXY`DfYa ]YfYbž  
a Y\`U`g' \$?cbnYfhY`i bX`%, `K ]YXYfUi ZbU\`a Yb`VYj cf" `A ]h  
\_`Ugg]gWYa `F YdYfhc]fYž`k ]Y` <Ua `Yh `j cb`G\U`YgdYUfY`i bX  
6fYW`hg' 8fY][ fcgWYbcdYf ž'gck ]Y`Ui ZfY[ YbXYb`i fUi ZØ\fi b[ Yb  
k ]Y` GhYfb]`i bX`X]Y`5ghfcbUi hYb `j cb`A ]`Ub`DYgWY`žk ]`XUg  
H\YUhf`Y]b`VfY]hYg`Di V`\_i a `UbgdYWYb"5i W`Y]b`bYi Yg  
6U`YhghØW\_ØVYf`XYb`GWk Yf]bYf`GW`cgg[ Y]gh`DYhYfa `AbbWYb  
V]`XYh`Y]bYb`HY]`XYg`Dfc[ fUa `a gž`XUg`XUb`\_`\_i `hi f!a j "XY  
XmbUa ]gW`i bX`j ]Y`Z`h][ ` [ YghU`hYh`]gh"

9]b`VYgcbXYfg`Yfj c fghYWkYbXYg`A Yf\_a U`X]YgYf`Gd]Y`nY]h`]gh`X]Y  
Bi hni b[ `Y]bYg`bYi Yb`H\YUHyfnY`hYg`ja `GWk Yf]bYf  
?ØWYb[ UfhYb"8]YgY`hYa dcfÅFY`Gd]Y`ghÅhhY`k ]fX`k Å\fybX`XYf  
GUb]Yfi b[ gUfVY]hYb`ja `; fc»Yb`<Ui g`ni f`<Ui dhVØ\by" " ð`X]YgYa  
NY`h`Z]bXYb`X]Y`5i ZØ\fi b[ Yb`a ]h`Å\`b`]WkYf`6Ø\byb`!`i bX  
G]hnd`UhnUbnU\`k ]Y`ja `; fc»Yb`<Ui g`ghUhhž`k cVY]`X]Y`?UdUn]hÅhYb  
`YXcWk`VY[ fYbnh`g]bX`i bX`bi f`nk Y]` ðgnYb]Yfi b[ Yb`Ui g  
i bhYfgWk ]YX`]WkYb`GdUfhYb`[ `Y]Wk`nY]h][ `] YnY][ h`k YfXYb`\_ØbbYb"  
A ]h`Y]bYa `VYgcbXYfYb`NY`h`5Vcz`XUg`&) i `F UVUhh`Ui Z`X]Y  
9]bhf]hhgd`fY]gY`V]YhYhž`c`Zh`XUg`GhUUhgh\YUHyfž`XUg`Di`V`\_]i a`Ui`Wk  
]b`X]YgYf`gWk ]Yf][ Yb`D\UgY`ni gUa`a`Ybni`U`hYbž`k Å\fybX`XYf  
Jcfj Yf`Ui`Z`ZØf`X]Y`DfYa ]YfYb`VYfY]hg`Ua`(`" `ð` `]`ghUfhYh"

### < YfUi gZcfXYfi b[ Yb`i bX`7\UbWk`b

8 Ug`GhUUhgh\YUHyf`ghY`h`YXcWk`j`cf`Z]bUbn]Y`Yb  
< YfUi gZcfXYfi b[ Yb"8]Y`5bnU\`XYf`JcfghY`i b[ Yb`k ]fX`j`cb`+`\$\$  
Ui ZYhk U`(\$`fYXi`n]Yfhž`k Ug`Y]bY`Dfc[ bcgY`j`cb`) \$\$"\$\$\$`9i`fc  
k Yb][ Yf`9]bbU\`a`Yb`ZØf`X]Y`GU]gcb`&\$&) #&\$&\*`ni`f`i`c`[ `Y`\Uh"  
GhY][ YbXY`DYfgcbU`\_cghYbž`VYX]b[ h`Xi`fWk` ðZUh]cb`i`bX`X]Y  
9f\Ø\i b[ `XYg`A ]bXYgh`c`bgž`VY`UghYb`XUg`6i`X[ Yh`ni`gÅh`]Wk`  
Hfchn`XYf`GWk ]Yf][ \_Y]hYb`k ]fX`Y]bY`5i`g`Ughi b[ `dfc`JcfghY`i b[  
Yfk UfhYhž`X]Y`a`Ø[ `]WkYfk`Y]gY`ØVYf`XYb`V]g\Yf][ Yb`K`YfhYb`Y]Y[ h`  
9fZU\fybY`H\YUHyfj`YfUbhk`cfh`]Wk`Y`k ]Y`XYf`\_Ui`Za`Åbb]gWk`Y  
; YgWk`ÅZhgZØ\fyf`7\`f]gh]Ub`GWk`UbXh`nY][ Yb`g]Wk`VYgcf[ h`ØVYf`X]Y  
Ni`\_i`bZž`XU`X]Y`NU\`XYf`ZYghYb`9bgYa`V`Ya ]h[ `]YXYf`j`cb`%\*`Ui`Z  
%`[ YgYb`\_h`k`i`fXY`i`bX`g]YVYb`GWk`Ui`gd]Y`Yf`i`a`]\fy`J`YfhfÅ[ Y  
VUb[ Yb`a`ØggYbž`VYf]Wk`hYh`XYf`**BcfX`\_i`f]Yf"**

8]YgY`Z]bUbn]Y`Yb`< YfUi gZcfXYfi b[ Yb`g]bX`ja`?`cbhYi`h`XYf  
ØZYbh]WkYb`?i`hi`fZ]bUbn]Yfi b[ `b]Wk`h`]gc`]Yfh"@Ui`h`XYa`U`\_hi`Y`Yb  
?i`hi`fZ]bUbnVYf]Wk`h`g]bX`X]Y`?i`hi`fUi`g[ UVYb`XYf`; Ya`Y]bXYb  
&\$&%`Ui`Z`%(`ž`A`])`UfXYb`9i`fc`[ Ygh]Y[ Ybž`a`]h`Y]bYa  
Ui`»`Yfc`fXYb`h]WkYb`i`c`\_i`g`Ui`Z`X]Y`i`bhYfghØhni b[ `[ fc»Yf`GhÅXhY`  
8cWk`X]Y`?i`hi`fUi`g[ UVYb`g]b`\_Yb`gY]h`&\$&&`Ui`Z[`fi`bX`j`cb  
<Ui`g`U`hg`Øfni b[ Ybž`k`Ug`g]Wk`\_Ui`Z`X]Y`A`Ø[ `]Wk`\_Y]hYb`XYf`H\YUHyf  
i`bX`?i`hi`fY]b`f]Wk`hi b[ Yb`Ui`gk`]f`\_h`"8]Y`**GhÅXhYHU**[ `Ghi`X]Y`nY][ hž  
XUgg`) \*i`XYf`?i`hi`fUi`g[ UVYb`XYf`; Ya`Y]bXYb`Ui`Z; fc»ghÅXhY

a ]h'a Y\ f'U`g'%'\$'\$ '\$\$ '\$9]bk c\ bYfb`YbhZU`Ybž'k Ug'j YfXYi h]W\hž  
 k ]Y'k ]W\h][`[ YZÒfXYfhY`?i`hi fUb[ YVchY`ZØf`X]Y`c\_U`Y`→XYbh]hÀh  
 g]bX"

8 ]Y'<YfUi gZcfXYfi b[ Yb'g]bX'[ fc» ž'UVYf`X]Y`?UbÀ`Y`ni f`?i`hi f  
 V`Y]VYb`j ]Y`ZÀ`h][`"8 Ug`GhUUhgh\YUHf`G\k Yf]b`\UhY]b`[ i hYg  
 <ÀbXW\Yb`VYk ]YgYbž`Y]b`UVk YW\g`i b[ gfY]W\Yg`Dfc[ fUa a  
 Ubni V]YhYbž`XUg`hfcm`XYf`k ]Xf][ Yb`l a ghÀbXY`\_fYUh]j`X]Y  
 HfUX]h]cb`XYf`XUfghY`YbXYb`?i bgh`k ØfX][ hi bX`[ `Y]W\ nY]h][`bYi Y  
 K Y[ Y`[ Y\h`A ]h`Y]bYa`VYgcbXYfYb`5i [ Yba Yf`\_Ui ZX]Y  
 J YfUb`\_Yfi b[ `]a`@c`\_U`Yb`i bX`XYf`hYfU\_h]cb`a ]h`XYa`Di V`\_i a  
 k ]fX`X]YgY`Gd]Y`nY]h`g]W\Yf`Y]b`9f`YVb]gž`XUg`b]W\h`j YfdUggYb  
 a ÒW\hY"

8 YhU]`g	
C fh	G\k Yf]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_i`hi f!a j"XY</li> <li>• k k k "bcfX_i f]Yf"XY</li> <li>• k k k "ghUYXhYhU[ "XY</li> </ul>

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