

# K YW gY` \ UZhYg`K YhhYf`]b`A J .`GcbbYž F Y[ Yb`i bX` ; Yk ]hhYf`Xfc` \ Yb`°

A YW`YbVi f[ !J cfdca a Yfb`Yfk UfhYh`k YW gY` \ UZhYg`K YhhYf  
Ua` %" "\$ + "&\$&)`a ]h`GWUi Yf`i bX` ; Yk ]hhYfdchYbh]U`"  
↳Zcfa ]YfYb`G]Y`g]W` \ ]Yf`°



A YW`YbVi f[ !J cfdca a Yfbž`8Yi hgW`UbX`!`<Yi hY`df`AgYbh]Yfh  
g]W`XUg`K YhhYf`]b`A YW`YbVi f[ !J cfdca a Yfb`fYW`h`k YW gY` \ UZh`  
K ]Y`ghYfb`"XY`VYf]W`hYhž`XØfZYb`X]Y`A YbgW`Yb` \ ]Yf`a ]h`Y]bYa  
Vi bhYb`A ]l`Ui g`GcbbY`i bX`K c`\_Yb`fYW`bYb`"J YfY]bnY`h`g]bX`Ui W  
GWUi Yf`a Ò[ `]W`ž`VYgcbXYfg`]b`J cfdca a Yfbž`k c`Yg`ni` ; Yk ]hhYfb  
a ]h`GhUf`\_fY[ Yb`\_ca a Yb`\_Ubb`"8]Y`<ÒW`ghhYa dYfUhi fYb  
YffY]W`Yb`XUVY]`Ub[ YbY` \ a Y`&(` ; fUX`"

9]b`6`]W`\_Ui ZX]Y`U`\_hi Y`Yb`K YhhYfVYX]b[ i b[ Yb`nY][ hž`XUgg`X]Y  
@i Zh`Ui g`Y]bYa`h]YZXfi W\_[ YV]Yh`ØVYf`C ghYi fcdU`bUW  
A YW`YbVi f[ !J cfdca a Yfb`ghf`Òa h`Gc`k ]fX`XYf`HU[ ` \ Yi hY`a ]h  
Y]bYa`K YW gY`j cb`K c`\_Yb`i bX`GcbbY`j cfUbgW`fY]hYb`"A Y` \ f  
GWUi Yf`\_ÒbbYb`VYgcbXYfg`Ua`B UW`a ]hU[ `Ui ZhfYhYbž`X]Yg

VYghÀh][ h'Ui W`XYf'8Yi hgW`Y`K`YhhYfX]Ybgh'Xk X"XY'i bX'gdf]W`h  
j cb`c\_UYa`GhUf\_fY[ Yb'a`]h'V]g'ni`&\$`#ea`i bX`K`]bXVÖYb`V]g'ni  
\*\$\_a`#"

## B UW`a`]hhU[ g'i bX`B`ÀW`hY`a`]h'j`]Y`Yb`K`c`\_Yb

5a`B UW`a`]hhU[ `VYfi`][ h'g]W`XUg`K`YhhYf`Y]W`hi bX`X]Y  
HYa`dYfUhi`fYb`]Y[ Yb`nk`]gW`Yb`&%`i bX`&(`; fUX`" `#`XYf`B UW`h  
ni`a`i`fY]hU[ `V`Y]Vh`Yg`XUbb`k`c`\_][ ž`U`YfX]b[ g`]gh`XYf  
B]YXYfgW`U[ `Yfgh`a`U`j`cfVY]"`8]Y`HYa`dYfUhi`fYb`g]b`\_Yb`Ui`Z  
Ub[ YbY`a`Y`%&`V]g`%\*`; fUX`"@Ui`h`bXf"XY`k`]fX`Yg`Ui`W`a`cf[ Ybž  
Ua`i`fY]hU[ ž`ni`b`ÀW`gh`ZfYi`bX`]W`i`bX`Y]hYfž`VYj`cf`Ua  
B UW`a`]hhU[ `a`Y`f`K`c`\_Yb`Ui`Zn]Y`Yb`i`bX`Yg`]b`J`cfdca`a`Yfb`ni  
FY[ YbZ`À`Yb`\_ca`a`h"

: Øf`XYb`GcbbhU[ `ghY`Yb`X]Y`NY]W`Yb`Y`Yf`Ui`Z; Ya`Øh]W`\_Y]hž`a`]h  
]a`a`Yf`k`]YXYf`K`c`\_Yb`i`bX`[ Y`Y[ Yb`h]W`Yb`G`W`Ui`Yfb`"8]Y  
<ÖW`ghhYa`dYfUhi`fYb`k`YfXYb`g]W`nk`]gW`Yb`&\$`i bX`&(`; fUX  
VYk`Y[ Yb`"5VYf`Ui`W`Y`Yf`\_Ubb`Yg`ni`; Yk`]hhYf`\_ca`a`Ybž`k`Ug  
XYa`gca`a`Yf`]W`Yb`K`YhhYf`Y]b`k`Yb[ `5i`ZfY[ i`b[ `j`Yf`Y]`h`"9]b  
gW`k`UW`Yf`V]g`a`À»][ Yf`K`]bX`Ui`g`b`ÖfX`]W`Yb`F`]W`hi`b[ Yb`k`]fX`X]Y  
K`YhhYfk`c`W`Y`VY[ `Y]hYb"

## 5i`gV`]W`\_`Ui`Z`XUg`K`c`W`Yb`Yb`XY

5a`GUa`ghU[ `k`Y]hYf`][ b`j`]Y`Y`K`c`\_Yb`i`bX`gW`Ui`YfUfh][ Yf`FY[ Ybž  
k`À`fYbX`X]Y`HYa`dYfUhi`fYb`Ub[ YbY`a`V`Y]VYb`nk`]gW`Yb`%`i bX  
&&`; fUX`"9]b`6`]W`\_`Ui`Z`X]Y`\_ca`a`YbXYb`HU[ Y`nY][ h`Y]bY  
Ui`g[ Y[ `]W`Yb`Y`K`YhhYf`U[ Y`"8]Y`K`]hhYfi`b[ `k`]fX`XUa`]h`Ub`ZUb[ g  
Yhk`Ug`ZYi`W`h`gY]b`i`XcW`XYf`Gca`a`Yf`U`h]a`a`Yf`bcW`XUg`Y]bY  
cXYf`UbXYfY`YfZfYi`]W`Y`K`YhhYfYfY][ b]g`dUfUh"

5`Yg`]b`U`Ya`nY][ h'g]W`XUg`K`YhhYf`]b`A`YW`\_YbVi`f[ !J`cfdca`a`Yfb  
]b`XYb`b`ÀW`ghYb`HU[ Yb`UVk`YW`g`i`b[ gfY]W`ž`k`Ug`X]Y  
6Yk`c`b`Yf]bbYb`i`bX`6Yk`c`b`Yf`XUni`Y]b`ÀXhž`X]Y`GcbbYbgW`Y]b!  
A`ca`Yb`hY`]a`i`fY]Yb`ni`i`[ Yb]Y»Ybž`VYj`cf`X]Y`FY[ Ybk`c`\_Yb`k`]YXYf  
j`cfVY]h]Y`Yb"

8YhU]`g	
C fh	A YW_`YbVi f[ !J cfdca a Yfbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "ghYfb"XY</li> <li>• k k k "Xk X"XY</li> <li>• k k k "bXf"XY</li> </ul>

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