

; Yf]Wł h'\_]d dh'5 VgWł ]YVi b[ . '8 Yi hgWł `Ub X  
j Yf`Y hnh'9I !F YWł h'VY]'5 gm`ZÀ``Yb

9]b`XYi hgWł Yg'; Yf]Wł h'Yb hgWł ]YXž`XUgg`XfY]'gca U`]gWł Y  
5gm`VYk YfVYf`fYWł hgk ]Xf][ 'Ub`XYf'; fYbnY`ni `Dc`Yb  
UV[ YgWł cVYb`k i fXYb"



: fUb\_Zi fh'Ub`XYf`C XYfž`8 Yi hgWł `Ub X`!`9]b`6Yf`]bYf'; Yf]Wł h  
\Uh`Yb hgWł ]YXYbž`XUgg`8 Yi hgWł `Ub X`[ Y[ Yb`9I !F YWł h] Yfghc» Yb  
\Uhž`U`g`Yg`XfY]'gca U`]gWł Y`GhUUhgUb[ Y\Öf][ Y`Ub`XYf'; fYbnY`ni  
Dc`Yb`UVgWł cV``8 ]YgYg`I fhY]'ž`XUg`Ua`&"'† b]`&\$&)' j YfÖZYbh]Wł h  
k i fXYž`ghY`hY]bYb`VYXYi hYbXYb`DfÄnYXYbnZU``]b`XYf`U\_hi Y`Yb  
A ][ fUh]cbgdc`h]\_`XUf``8 ]Y`gca U`]gWł Yb`5gm`VYk YfVYfž`XUfi bhYf  
nk Y]`A`ÄbbYf`i bX`Y]bY': fUi`ž`k UfYb`j cb`XYf'; fYbndc`]nY]`Ua  
6U\b`cZ]b': fUb\_Zi fh'Ub`XYf`C XYf`UV[ Yk ]YgYb`k cfXYb``8 Ug  
; Yf]Wł h`ghY`hY`ZYghž`XUgg`X]Y`9b hgWł Y]Xi b[ Yb`XYf`XYi hgWł Yb  
6Y\ÖfXYbž`X]Y`Ui ZXYf`5bbU`a Y`VYfi`Ybž`X]Y`5gm`VYk YfVYf  
\_Äa Yb`Ui g`Y]bYa`'g]Wł YfYb`8f]h'UbX`ž`fYWł hgk ]Xf][`k UfYbž`XU  
8 Yi hgWł `Ub X`j YfdZ]Wł hYh`]ghž`X]Y`5gm`UbhfÄ[ Y`ni`VYUfVY]hYb``8 Ug  
I fhY]'`k ]fZh`bYi Y': fU[ Yb`ni`XYb`DfU\_h]\_Yb`i bX`F ]Wł h`]b]Yb`XYf

6i bXYgfY[ ]Yfi b[ 'i bhYf'? Ubn`Yf': f]YXf]W\`A Yfn`Ui Z`XYf`Y]bY  
U[ [ fYgg] Y`A ][ fUh]cbgdc`h]\_j YfZc`[ hž`X]Y`\_Øfn`]W\`j]b`Y]bYf`bYi Yb  
F]W\h]b]Y`a ØbXYhY"

8 Ug; Yf]W\h`YbhgW\]YXž`XUgg`X]Y`5VgW\]YVi b[ `[ Y[ Yb`X]Y`8i V`]b!  
J YfcfXbi b[ `j YfghØ» h`8]YgY`J YfcfXbi b[ `fY[ Y`hž`k Y`W\Yf  
A ]h[ `]YXghUUh`ZØf`X]Y`DfØZ] b[ `Y]bYg`5gm`UbhfU[ `g`ni gh`AbX][ `]gh`i bX  
[ ]`h`ZØf`U`Y`9i !@`AbXYf`gck ]Y`Bcfk Y[ Ybž`g`UbXž`@]YW\hYbghY]b`i bX  
X]Y`GW\k Y]n" `@Ui h`XYf`8i V`]b`=J YfcfXbi b[ `ž`X]Y`gY]h`&\$\$' `]b  
?fUZh]ghž`a i gg`YXYf`5gm`UbhfU[ `]b`XYa`A ]h[ `]YXghUUh[ YdfØZh  
k YfXYbž`]b`XYa`XYf`5bhfU[ ghY`Yf`Yfgha U`g`fY[ ]ghf]Yfh`k i fXY" `b  
X]YgYf`gdYn]Z]gW\Yb`5b[ Y`Y[ Yb`Y]h`k i fXY`ZYgh[ YghY`hž`XUgg  
8Yi hgW\`UbX`X]Yg`b]W\h`Y]b[ Y`U`hYb`U`hž`k Ug`ni`XYf`: YghghY`i b[  
ZØ`fhYž`XUgg`X]Y`5V`Y`bi b[ `XYf`5bhfA[ Y`fYW\h]W\`i b[ Ø`h][ `k Uf"  
8 Ug`J YfZU`fYb`g]Y`h`ni XYa`j c`fž`XUgg`VY]`Y]bYa`b]W\h  
Zf]gh[ YfYW\hYb`5VgW\`i gg`XYf`, VYfghY`i b[ `X]Y`Ni gh`AbX][ `\_Y]h`Ui Z  
8Yi hgW\`UbX`ØVYf[ Y`hž`k Ug]b`X]YgYa`i: U`fY`Yj Ubh]gh"

## ? f]h]\_`Ub`XYf`5gm`dc`h]\_

8]Y`9bhgW\Y]Xi b[ `k i fXY`gck c`j`cb`6YZØfk cfhYfb`U`g`Ui W\`j`cb  
?f]h]\_Yfb`XYf`5gm`dc`h]\_`Ui Z[ Y[ f]ZZYb" `bYba`]b]ghYf`5`Yi UbXYf  
8cVf]bXh]YfhY]X][ hY`X]Y`A U» bU`a Yb`XYf`6i bXYgfY[ ]Yfi b[ `i bX  
Yf\_`ÀfhYž`XUg`5gm`gmghYa`gY]i bhYf`8fi W`[ YgW\Y]hYfh"  
Cddcg]h]cbgdc`h]\_Yfž`k ]Y`fYbY`A ]\U`]Wj`cb`XYb`; fØbYbž  
VYnY]W\`bYhYb`XUg`l fhY]`YXcW\`U`g`Y]bY`gW\k YfY`B]YXYf`U[ Y`ZØf  
X]Y`F Y[ ]Yfi b[ `A Yfn" `?Uf`?`cdd`j`cb`Dfc`5gm`\_f]h]g]YfhY`X]Y  
5VgW\]YVi b[ `U`g`Y]bY`fYW\hgk ]Xf][ Y`DfUi ]g`bUh]cbU`Yf`Y]bgY]h][ Yf  
A U» bU`a Yb`i bX`ZcfXYfhY`X]Y`F ØW`\_Y`f`XYf`Gca U`]g`bUW\  
8Yi hgW\`UbX"

8]Y`DfUi ]gž`5gm`VYk YfVYf`Ub`XYb`XYi hgW\Yb`; fYbnYb  
UVni k Y]gYbž`ghY`h`Ui W\`ja`?`cbhYl h`XYf`fYZcfa ]YfhYb  
5gm[ YgYhm[ YVi b[ `]b`9i fcdU" `a`A U]`&\$&) `ghY`hY`X]Y  
9i fcd`A]gW\Y`?ca`a ]gg]cb`Y]bYb`A YW\Ub]ga`i`g`j`cfž`XYf`Yg`XYb  
A ]h[ `]YXghUUhYb`Yfa`Ø[ `]W\Yb`k ØfXYž`5gm`VYk YfVYf`UVni`Y`bYbž  
X]Y`Xi fW\`Y]b`g]W\YfYg`8f]hh`UbX`[ YfY]gh]g]bX" `?f]h]\_Yf`k Y]gYb  
YXcW\`XUfUi Z`]bž`XUgg`@`AbXYf`k ]Y`l b[ Ufb`i bX`Dc`Yb`Ài Z][ `X]Y

5i ZbU\ a Y j cb`5gm`gi W\YbXYb`j Yfk Y][ Yfb`i bX`XUXi fW\`X]Y  
8i V`]b!J YfcfXbi b[ `i bhYf[ fUVYbž]bXYa`g]Y`GW\i hngi W\YbXY  
i bhYf`dfY\_`AfYb`6YX]b[ i b[ Yb`ni fØW\_`UggYb"

## 8 Yf`< ]bhYf[ fi bX`XYf`8i V`]b!J YfcfXbi b[

8]Y`8i V`]b!J YfcfXbi b[ `]gh`Y]b`nYbhfU`Yg`9`Ya Ybh`XYg  
Yi fcd`À]gW\Yb`5gm`gmghYa gž`XUg`XUfUi Z`UVn]Y`hž  
GY\_`i bX`Åfk UbXYfi b[ Yb`]bbYf\U`V`XYf`9i`Y]bni X`Åa`a`Yb``8]YgY  
FY[ Y`i b[ `j YfdZ]W\hYh`@`ÅbXYfbž`X]Y`i a`5gm`V]hhYbž`XUni ž  
]bbYf\U`V`j cb`gYW\g`A`cbUhYb`Y]bY`9bhgW\Y]Xi b[ `ØVYf`X]Y  
Ni gh`ÅbX][ \_Y]h`ni`hfYZZYb``8]Y`< YfUi gZcfXYfi b[ ``]Y[ h`XUf]bž`XUgg  
j]Y`Y`A`h[ `]YXghUUhYbž`]bgVYgcbXYfY`]a`<]bV`]W\_`Ui Z`X]Y  
ghY][ YbXYb`:`ØW\h`]b[ gnU\`Ybž`GW\k`]Yf][ \_Y]hYb`\UVYbž`X]YgY  
J YfdZ]W\hi b[ Yb`ni`YfZØ``Yb``Ni XYa`\_`ØbbYb`Nk`Y]ZY``Ub  
Gcn]U`ghUbXUfXg`]b`UbXYfYb`9i`!@`ÅbXYfb`Ui W\`XUni`ZØ\`fYbž`XUgg  
X]Y`8i V`]b!J YfcfXbi b[ `Ui g[ YgYhnh`k`]fXž`XU`j]Y`Y`; YZØW\hYhY`j`cb  
; Yk`U`h`i`bX`a`Ub[ Y`\UZhYb`6YX]b[ i b[ Yb`]b`@`ÅbXYfb`k`]Y`≠U`]Ybž  
; f]YW\Yb`UbX`cXYf`Dc`Yb`VYf]W\hYb"

8]Y`G]hi Uh]cb`k`]fX`Xi fW\`X]Y`F`YZcfa`X`Yg`; Ya`Y]bgUa`Yb  
9i fcd`À]gW\Yb`5gm`gmghYa gž`X]Y`]a`5df]`&\$&(`VYgW\`cggYb`k`i`fXYž  
ni g`Åh`n`]W\`\_ca`d`n]Yfh``8]YgY`F`YZcfa`g]Y\`h`j`YfdZ]W\hYbXY  
; fYbnj`YfZU\`fYb`j`cfž`X]Y`i`bhYf`<`UZhVYX]b[ i b[ Yb`Xi fW\`[`YZØ\`fh  
k`YfXYb`gc``Ybž`k`Ug`ni`6YXYb`\_Yb`\]bg]W\h`]W\`XYf`9]b\`U`hi`b[ `j`cb  
A`YbgW\Yb`fYW\hgghUbXUfXg`ZØ\`fh``8]Yf`bYi`Y`DU`\_h`ZØf`A`][`fUh]cb`i`bX  
5gm`ž`XYf`VYgW\`f]YVYb`k`]fXž`\_`ØbbhY`dchYbn]Y``XUni`VY]hfU[ Ybž`X]Y  
F`YW\hgghUbXUfXg`k`Y]hYf`ni`gYb`\_Yb`i`bX`5gm`j`YfZU\`fYb`]b  
8f]hhghUUhYb`Ui`gni`U[ Yfb``9]bY`gc`W\Y`9bhk`]W\_`i`b[ `\_ØbbhY`X]Y  
6YX]b[ i b[ Yb`ZØf`5gm`VYk`YfVYf`]b`9i`fcdU`k`Y]hYf`j`YfgW\`YW\hYfbž  
k`Å\`fYbX`XUg`; Yf]W\hgi`fhY]``]b`8Yi`hgW\`UbX`Y]bYb`a`Ø[ `]W\Yb  
K`YbXYdi`b`\_h`]b`X]YgYf`8]g\_`i`gg]cb`g][`bU`]g]Yfh"

8]Y`fYW\h`]W\Yb`≠a`d`]U]cbYb`X]YgYg`i`fhY]`g`i`bX`X]Y`F`YU`\_h]cbYb  
XUfUi`Zg]bX`f]W\hi`b[`gk`Y]gYbX`ZØf`X]Y`ni`\_ØbZh][`Y`A`][`fUh]cbgdc`h]\_  
b]W\h`bi`f`]b`8Yi`hgW\`UbXž`gcbXYfb`Ui`W\`]b`9i`fcdU`]a  
5``[`Ya`Y]bYb``≠5bVYhfUW\h`XYf`<`YfUi`gZcfXYfi`b[`Ybž`j`cf`XYbYb  
X]Y`F`Y[`]Yfi`b[`Yb`ghY\`Ybž`\_ØbbhY`X]YgYg`i`fhY]``Y]bYb`VYXYi`hYbXYb

9]bZi gg'Ui Z'X]Y'dc`]h]gWXY'8]g\_i gg]cb'ØVYf'5gm`i bX'A ][ fUh]cb`]a  
\_ca a YbXYb'↵\f'\UVYb"

8YhU]`g	
J cfZU``	A ][ fUh]cb
C fh	: fUb_ž fh'Ub'XYf'CXYfž'8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "U`^UnYYfU"WŁa</li><li>• k k k "VUa Z"XY</li><li>• k k k "g`i !VcY``"XY</li></ul>

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U[ "bYh