

⇒a dYf]Wcb!: Ygh]j U`. '@Y]dn][ `ZY]Yfh'a ]h  
%\$"\$\$\$\$': Ubg'i bX'<YUj Yb'G\U``'6i fb°

9f`YVYb`G]Y`XUg`⇒a dYf]Wcb': Ygh]j U``b`@Y]dn][ `Ua  
&+"\$\*"`&\$&) `a ]h'<YUX`]bYf'<YUj Yb'G\U``'6i fbžHUhhccg'i bX  
?UfUc\_Y""H]W\_Yhg]j YfZØ[ VUf°



@Y]dn][ ž'8Yi hgW`UbX`!`8 Ug`⇒a dYf]Wcb': Ygh]j U`ZY]Yfh']b`X]YgYa  
>\f`Y]b`VYgcbXYfYg`>V]`Äi a .`5b[ YZUb[ Yb`\Uh`U``Yg]a `@Y]dn][ Yf  
K Yf\_&'a ]h`Yhk U`%\$\$\$': Ubgž'i bX'a ]h`Yfk Y]Y`\Uh]g]W`X]Y  
J YfUbghU`hi b[ `ni`Y]bYa `YW`hYb`A U[ bYhYb`ZØf`A i g]\_`YV\UVYf  
Ybhk ]W\_Y`h`B UW`XYa `XUg': Ygh]j U`V]g`&\$%\*`bcW`Ui Z`XYa `5[ fU!  
; Y`ÄbXY`ghUhhZUbXž]gh`Yg`bi b`b]W`h'a Y`f`k Y[ ni`XYb`\_Yb`Ui g  
@Y]dn][ ``8Yf`I a ni [ `ni`f`A YggY\U``Y`ZØ`fhY`ni`Y]bYa  
gdfi b[ \UZhYb`5bgh]Y[ `XYf`6Ygi W`YfnU`\Yb`'j cb') "\$\$\$`Ui Z`ghc`nY  
%\$"\$\$\$\$`7\`f]gh]Ub`DUddYbVYf[ ž`XYf`Dfca`chYf'i bX`Cf[ U!  
J YfUbhk`cfh]W`Y`XYg': Ygh]j U`gž`ZFYi`h]g]W`Ui Z`Y]b`[ fc» Ufh][ Yg  
9j Yb`hi bX`d`Ub`h`YXY`A Yb[ Y`5`\_hj ]h`hYb`ZØf`X]Y': Ubg''

6YgcbXYfg]a `: c\_i g`ghY`h`X]Y`6UbX'<YUj Yb'G\U``'6i fbžX]Y`ni`a

: Ygh]j U`bYi Y`Gcb[ g`dfÅgYbh]Yfh"8]YgY`F Y`YUgY!5W]cb`Z]bXYh`Ub  
Y]bYa`[ Ubni`VYgcbXYfYb`HU[ `ghUhh`Ua` : fY]hU[ žXYa`5i ZhU`h`XYg  
: Ygh]j U`gž`Ub`XYa`X]Y`HcfY`[ Y[ Yb`%( `I` \f`ÒZbYb" , VYf`- \$`DfcnYbh  
XYf`ja`J`cfZY`X`j`Yf`\_Ui`ZhYb`H]W`\_Yhg`g]bX`ZØf`VY]XY`HU[ Y`[ Ø`h][ "Gc  
\_ØbbYb`X]Y`6Ygi`W`Yf`XUg`j`c`Y`Dfc`[ fUa`a`[ Yb]Y»Yb"l bX`ZØf`U`Yž  
X]Y`Yg`b]W`h`fY`W`h`nY]h][ `YgW`UZZh`UVYbž`[ ]Vh`Yg`Ub`XYf  
5VYbX`\_UggY`bcW`F`Ygh`\_UfhYb`ZØf`Y]bYb`cXYf`VY]XY`HU[ Y`ni  
Yfk`YfVYb"8Yf`9]bhf]hngdfY]g`Y[ h`XUVY]`VY]`Yhk`U`&\$\$`9i`fc"

## 9]b` : Ygh]j U`j`c`Yf` , VYffUgW`i`b`[ Yb`

8Ug`a`dYf]W`cb` : Ygh]j U` \Uhh`ZØf`gY]bY` : Ub`g`Y`XcW`a`Y`f`ni`V]YhYb  
U`g`bi`f`A`i`g]\_` `b`X]YgYa` `U` \f`k` ]fX`Yg`Y]bY`?`UfUc`\_Y!6Ø`bY`[ YVYb  
i`bX`gc`[ Uf`A`Ø`[ `]W`\_Y]hYb`ZØf`\_cghYbZfY]Y`HUhhccg`i`bX`D]YfW]b`[ g`  
@YhnhYfYg`]gh`Y]bY`BYi` \Y]hž`i`bX`j` ]Y`Y` : Ub`g`g]bX`[ YgdUbbhž`k`Ug`XYf  
bYi`Y`D]YfW]b`[ !DUfhhYf`ni`V]YhYb` \Uhh"

8]Y`Gh]a`a`i`b`[ `Ui`Z`gc`W`Yb` : Ygh]j U`g`]gh]a`a`Yf`VYgcbXYfgž`i`bX  
DUddYbVYf`[ `c`Z`h`Ui`Z`Y]bY`d`cg]h]j`Y`5`ha`c`gd` \`Å`f`Y`i`bX`X`Ugg`Yg  
\_Y]bY`B`chfi`Z`Y`k` \`Å`f`YbX`XYf`J`Yf`UbghU`hi`b`[ `]Vh`Gc`W`Y  
A`i`g]\_Yj`Yb`hg`g]bX`]b`8Yi`hgW`UbX`gY`f`VY`]YVhž`k` ]Y`U`\_hi`Y`Y`  
Ghi`X]Yb`nY][ Yb`"Fi`bX`Y`XY`f`Nk`Y]hY`8Yi`hgW`Y`VYgi`W`h  
[ Y`Y`[ Ybh`]W`\_Y]b`A`i`g]\_Yj`Yb`hž`i`bX`X]Y`6`Ub`XVfY]hY`fY]W`h`j`cb  
?`Ugg]\_`ØVYf`F`c`W`\_V]g` \]b`ni`HYW`bc`i`bX`Dcd"8Yf`@]j`Y!A`i`g]\_!  
A`Uf`\_h`V`Ø`h`i`bX`X]Y`Dfc`[ bcgYb`ZØf`ni`\_ØbZh][ Y`H]W`\_Yhj`Yf`\_Åi`Z`Y  
g]bX`j` ]Y`j`YfgdfYW`YbX` `V]g`ni`%ž`\*`A` ]`UfXYb`9i`fc`k`YfXYb`V]g  
&\$`+`Yfk`UfhYh"

- K ]W`h][ Y` : U`\_hYb`ni`a` `a`dYf]W`cb` : Ygh]j U`.
- 6Y[ ]bb.` : fY]hU[ ž`%( `I` \f`
- H]W`\_Yhg.`&\$\$`9i`fc
- F`Ygh`\_UfhYb`Ub`XYf`5VYbX`\_UggY`Yf` \`Å`h`]W`
- <YUX`]bYf.`<YUj`Yb`G`U`6i`fb

8]Y`6Y`[ Y]ghYfi`b`[ `ZØf`F`c`W`!`i`bX`Dcd`\_cbnYfhY`]gh]j`cf`U`Y`a`VY]  
↑`b`[ Yb`9fk`UW`gYbYb`c`W`"8U`Y`f`]gh`X`Ug`a`dYf]W`cb` : Ygh]j U`  
b]W`h`bi`f`Y]bY` ; Y`Y`[ Yb` \Y]hž`bYi`Y`A`i`g]\_`ni`Yb`h`XYW`\_Yb`ž`gcbXYfb  
Ui`W`\_Y]b`[ fc`»`Ufh][ Yg`Ni`gUa`a`YbgY]b`a`]h` : fYi`bXYb" `b`Y]bYf`NY]hž`

]b`XYf': Ygh]j U`VYgi WXY`cW`ja`?i fg`ghY`Ybž`]gh`Yg`k`i`bXYfj`c``ni`  
 gY`Ybž`k`]Y`A`i`g`\_`A`YbgWXYb`ni`gUa`a`YbVf]b[`h`'8]Y`J`cfZfYi`XY`Ui`Z`  
 XUg`'9j`Ybh`ghY][`Yfh`g]W`j`cb`HU[`ni`HU[`ž`i`bX`X]Y':`Ubg`\_`ÒbbYb`Yg`  
 \_Ui`a`Yfk`UfhYbž`g]W`j]b`X]Y':`Y]Yf`]W`\_Y]hYb`ni`gh`ØfnYb"

K`Y]hYfY`≠Zcfa`Uh]cbYb`ni`X]YgYa`[`fc»`Ufh][`Yb`'9j`Ybh`[`]Vh`Yg`Ui`Z`  
 XYf`cZZ]n]Y``Yb`K`YVg]hY`XYg':`Ygh]j`U`g`=a`dYf]W`bž`k`c`Ui`W`X]Y`  
 bYi`YghYb`'9bhk`]W`i`b[`Yb`VY`Ubbh`[`Y[`YVYb`k`YfXYb"

8YhU]`g	
C`fh	@Y]dn][`ž`8Yi`hgW`X`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> <li>• k`k`k`"a`Xf"XY</li> <li>• k`k`k`"]a`dYf]W`b"W`a</li> <li>• XY"ghUh]ghU"W`a</li> </ul>

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