

H; 'GWX Òa VYf[ '[ `Àb nh`VY]a `8 Yi hgWX Yb  
Hi fbZYgh`]b `@Y]dn][ °

9f`YVYb`G]Y`XUg`8 Yi hgWX Y`Hi fbZYgh`&\$&) `]b`@Y]dn][ `a ]h`ØVYf  
, "\$\$\$\$`5h\`YhYb"K Yh\_Àa dZYž`K cf\_g\cdg`i bX`Y]b`Vi bhYg  
Dfc[ fUa a `Yfk UfhYb`G]Y`



@Y]dn][ ž`8 Yi hgWX `UbX`!`5a `&-`"A U]`&\$&) `a UWX hYb`g]WX`X]Y  
Gdcfh`Yf]bbYb`i bX`Gdcfh`Yf`XYf`H; `GWX Òa VYf[ `Ui ZXYb`K Y[ `bUWX  
@Y]dn][ ž`i a `Ua `8 Yi hgWX Yb`Hi fbZYgh`hY]`ni bY`a Yb"8]Y`5bfY]gY  
YfZc`[ hY`VYei Ya `a ]h`XYa `6i g`i bX`bUWX`XYf`5b`\_i bZh`k i fXY`XUg  
; Ya Y]bgWX UZhgei Ufh]Yf`VYnc[ Yb"8Yf`YfghY`5VYbX`k i fXY`[ YgY``][  
Ui ZXYa `5i [ i gh]bYfd`Uhnž`XYa `nYbhfU`Yb` : Yghd`Uhnž`j YfVfUWX`h"  
<]Yf`gcf[ hYb`X]Y`ZYgh`]WX`Y`5ha`cgd`\ÀfY`i bX`X]Y`J`cfZfYi`XY`Ui`Z`X]Y  
\_ca`a`YbXYb`K`Yh\_Àa`dZY`ZØf`[ i hY`@Ui`bY"

8Yf` : fY]hU[ `ghUbX`XYb`Hi fbYf]bbYb`i bX`Hi fbYfb`ni f`ZFY]Yb  
JYfZØ[ i b[ "Gdcfh`]WX`U\_hj] `\_cbbhYb`g]Y`XUg`A`YggY[ Y`ÀbXY  
Yf\_i`bXYb`i bX`Ub`j`YfgWX]YXYbYb`A`]ha`UWX`Ub[ YVchYb`hY]`bY`a`Yb"  
9]b`[ i hYf`GhUfhž`i a`X]Y`5ha`cgd`\ÀfY`XYg`Hi fbZYghYg`Ui`Zni`gUi`[ Yb`°

# K Yhh\_Ua dZhU[ 'i bX`9f[ YVb]ggY

8Yf`GUa ghU[ 'k Uf`XUbb`XYf[ fc»Y`K Yhh\_Ua dZhU[ ži bX`X]Y  
5h\`YhYb`[ UVYb`U`Yg" `b`XYb`j YfgW]YXYbYb`5`hYfg\_`UggYb  
nY][ hYb`g]Y`]\f'?`ÖbbYb":`Øf`X]Y`H;`GW`Öa VYf[ `[ UV`Yg`gck`c\`  
YfZFYi`jWY`D`Uhm]Yfi b[ Yb`U`g`Ui W`gdUbbYbXY`8i Y`Y"

- BcU\`GW`a`]Xhifb?`%'`#%(`Ł`D`Uhm`\*)
- DUi`Dcf[ Yf`fb?`%'`#%(`Ł`D`Uhm`%%
- 6Yb`5X`Yf`fb?`%'`#%\*`Ł`D`Uhm`(-
- A`\_U`<c\`fb?`%'`#%\*`Ł`D`Uhm`(\$
- G]a`cb`GW`Y[ Y`fb?`%'`Ž`Ł`D`Uhm`%)
- @YbU`<Ui Yf`fb?`%'`Ž`Ł`D`Uhm`%-

6YgcbXYfg`YfZFYi`jW`k UfYb`X]Y`@Y]ghi b[ Yb`a`Y\`fYfYf  
GW`Öa VYf[ Yf`5h\`YhYb`ž`X]Y`g]W`]b`XYb`Hcd`HYb`d`Uhm]YfhYb.  
GhYZUb]Y`GUi hYf`fb?`%'`#%+`Ł`gW`UZZhY`Yg`a`]h`D`Uhm`,`ž`H]a`a`GUi hYf  
fb?`%'`Ž`Ł`UbbXYhY`gYbgUh]cbY`Ui Z`D`Uhm`&`i`bX`A`Ufh]b`6YUfa`Ub  
fb?`(`\$`Ž`Ł`g]W`YfhY`g]W`D`Uhm`-`"`æ`bUg`?`U]gYf`YfvfUW`hY`YVYbZU`g  
Y]bY`ghUf`\_Y`@Y]ghi b[ 'i`bX`VY`Y[ hY`D`Uhm`-`]b`XYf`5`hYfg\_`UggY  
%\*`#%+`VY]`XYb`8Yi`hgW`Yb`ž`[ YbXa`Y]ghYfgW`UZhYb"

5a`GcbbhU[`ZUbXYb`X]Y`Dc`\_U`k`Yhh`Äa`dZY`ghUhhž`Ub`XYbYb  
GhYZUb]Y`GUi hYf`fD`Uhm`&%`i`bhYf`ØVYf`\*`\$\$`HY]`bY`a`Yf]bbYbŁi`bX  
@YbU`<Ui Yf`hY]`bU`a`Ybž`X]Y`g]W`YVYbZU`g]b`XYf`@Y]ghi b[ g\_`UggY  
&`ZcfXYfhYb"

# 9]b`i`bj`Yf[ Ygg`]W`Yg`9f`YVb]g

8Ug`Hi`fbZYgh]b`@Y]dn][`ž`VY]`XYa`]bg[ YgUa`hifi`bX`,`\$\$\$\$`U`\_h]`Y  
GdcfhYf]bbYb`i`bX`GdcfhYf`Yfk`UfhYh`k`i`fXYbž`XUfi`bhYf`Ui`W`Yhk`U  
)`\$\$\$\$`]bhYfbUh]cbU`Y`HY]`bY`a`Yfž`k`Uf`a`Y\`f`U`g`bi`f`Y]b  
gdcfh]W`Yg`9j`Yb`h`9g`k`i`fXY]b`@Y]dn][`ni`a`%'`"A`U`Ui`g[ YhfU[ Yb  
Y]bY`GhUXhž`X]Y`VYfY]hg`gY]h`%,`\*`';`Ugh[ YVYf`XYg`Hi`fbZYghYg]gh  
i`bX`k`c`XUg`YhnhY`Hi`fbZYgh]`cf`&`'`ž`Yb`ghUhhZUbX`"8]YgY[`fc»Y  
J`YfUbghU`hi`b[ ž`X]Y]b`(\$`j`YfgW]YXYbYb`Gdcfhgh`Ä`hYb`ghUhhZUbXž  
VchY]bY`VYY]bXfi`W`YbXY`J]Y`ZU`h`Ub`K`Yhh`Äa`dZYb`i`bX  
A]ha`UW`Ub[ YVchYbž`j`cb`5YfcV]WV]g`J`c`YmVU`i`bX`XUfØVYf

\]bUi g"

8]Y`GdcfhYf]bbYb`i bX`GdcfhYf`XYf`H; `GW`Òa VYf[ `bU`a Yb`j cb  
X]YgYa `K cW`YbYbXY`j ]Y`Y`bYi Y`9]bXfØW`Y`a ]h`bUW`<Ui gYž`i bX  
XUg`Hi fbZYgh`YbXYhY`a ]h`Y]bYa `[ YgY``][ Yb`6Y]gUa a YbgY]b`Ua  
GW`Òa VYf[ Yf`GhUi gYY``8]Yg`ghY``hY`b]W`h`bi f`XUg`gdcfh`]W`Y  
Ni gUa a Yb`\_ca a Ybž`gcbXYfb`Ui W`X]Y`U`\_hj Y`; Ya Y]bgW`UZh`XYf  
Hi fbYf`]b`XYb`:`c`\_i g"

8Yf`6`]W`\_f]W`hYhg]W``bi b`j c``Yf`J cfZfYi XY`Ui ZXUg  
@UbXYghi fbZYgh`&\$&\*`]b`?cbghUbn``C`V`X]Y`GW`Òa VYf[ Yf`GdcfhYf  
Xcfh`YVYbgc`YfZc`[ fY]W`UVgW`bY]XYb`k YfXYbž`V`Y]Vh`UVni k UfhYb`°

8YhU]`g	
C fh	@Y]dn][ ž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"><li>• k k k "gW`k UYV]gW`Y`XY</li><li>• k k k "[ ma a YX]U`XY</li><li>• k k k "gd c fhgW`Ui "XY</li></ul>

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