

F UXZU\ fYf]b j Yf`Yhnh. 'Ghi fn`]b  
; fc» Yb\U]b`gcf[ h`ZØf`5i ZfY[ i b[ °

5a`&\$"\$\*"\$&\$&) `Ua`Yg`]b; fc» Yb\U]b`ni`Y]bYa`Ghi fn`Y]bYf  
F UXZU\ fYf]b/ni XYa`[ UV`Yg`8]YVghÅ`Y`i bX`Y]bYb`6fUbX`]b  
XYf`F Y[ ]cb`A Y]» Yb"



; fc» Yb\U]bž`8 Yi hgWÅ`UbX`!`#; fc» Yb\U]b`gcf[ h`Y]b`J cfZU`Ui Z  
XYf`F]YgUYf`GhfU»Y`ZØf`5i Za Yf\_gUa`\_Y]h`9]bY`\* &!`Å\ f[ Y  
F UXZU\ fYf]b`k i fXY`VY]`Y]bYa`Ghi fn`Y]WÅ hj Yf`Yhnhž`b UWÅ XYa`g]Y  
Ub`UV[ YghY`hYb`A Ø`hcbYb`Åb[ YbV`]YV`8 Yf`I bZU`YfY][ bYhY  
g]WÅ`Ua`8 cbbYfghU[ ž`U`g`X]Y`F UXZU\ fYf]b`Ui Z`XYa` ; Y\k Y[ ]b  
F]WÅ hi b[ `6`%\$%Z` \f`B UWÅ`XYa`J cfZU`k i fXY`g]Y`i a [ Y\YbX`]b  
Y]b`?fUb`\_Yb`Ui g[ YVfUWÅ hž`i a`g]WÅ Yfni ghY`Ybž`XUgg`g]Y`\_Y]bY  
gWÅ k Yfk ]Y[ YbXYb`J Yf`Yhni b[ Yb`XUj cbhfi [ ``9g]gh`Y]b`k Y]hYfYf  
: U`ž`XYf`X]Y`<YfUi gZcfXYfi b[ Yb`ZØf`F UXZU\ fYf`]a`i fVUbYb`5`hU[  
j YfXYi h]WÅ hž`k ]Y`X]YgUWÅ gYb`XY`VYf]WÅ hYh"

5VYf`b]WÅ h`bi f`X]Y`F UXZU\ fYf]b`a` UWÅ hY`Ub`X]YgYa`HU[  
GWÅ`U[ nY]`Yb`5i Z`XYa`5i hcVU\bdUf\_d`Uhn`K ]YgYb\c`n`Ub`XYf`5

%`k i fXYb`nk ]gWYb`8 cbbYfghU[ UVYbX`i bX`i: fY]hU[ a cf[ Yb  
? UZZY`ja `K Yfhj cb`Yhk U`)\$ \$`9i fc`[ Yghc`Yb`I bVY\_UbbhY  
`UhhYb`ni XYa`j ]Yf`5b`Àb[ Yf`VYgW`ÀX][ hž]bXYa`g]Y`X]Y`D`UbYb  
XfY]Yf`A YfW`XYg!`i bX`Y]bYg`GWb]U!GUhhY`ni [ g`nYfgW`b]hhYb`8 ]Y  
[ YbUi Y`< Ò\Y`XYg`GUW`gW`UXYbg`]gh`bcW`i bVY\_Ubbh`

## 6fUbX`]b`7cgk ]

8 Ug`B UW`f]W`hYb[ YgW`Y`Yb`fY]» h`YXcW`b]W`h`UV`" `b`7cgk ]  
[ Yf]Yh`Ua`8 cbbYfghU[ `Y]b`; UfhYb`Ui`g]b`6fUbX`žj Yfa`i`h]W`  
Ui`Z[ fi`bX`j cb`5fVY]hYb`Ua`8 UW`"8 ]Y`; Yi`Yfk`Y`f`\_cbbhY`XYb  
6fUbX`fUgW``ÒgW`Yb`ž`XYb`bcW``VYhf`À[ h`XYf`Yb`hghUb`XYb`Y`GW`UXYb  
Yhk U`%\$"\$ \$`9i fc`

«`F ]YgU`U`h`a`Ub`Yg`a` ]h`6fUbX`gh]Zhi`b[ `ni`hi`b.`I bVY\_UbbhY  
gYhnhYb`Y]bY`; f0b`Z`ÀW`Y`Ub`Y]b`Ya`K`U`X`gh`ØW`\_Ua`5`hYb`DZUffk`Y[  
]b`6fUbX`"5i`Z`Y]b`Yf`:`ÀW`Y`j`cb`Yhk`U`&)`E`i`UXfUha`YhYfb``c`XYfhYb  
X]Y`:`Ua`a`Yb`ž`\_cbbhYb`Y`XcW`fYW`hnY]h][`[`Y`ÒgW`h`k`YfXYb`ž`VYj`cf  
g]Y`Ui`Z`XYb`Ub[`fYbnYb`XYb`K`U`X`ØVYf[`fY]Z`Yb`\_cbbhYb`"8 ]Y`Dc`nY]  
`Uh`9fa`]hhi`b[`Yb`ni`f`6fUbXi`fgUW`Y`Ui`Z[`Ybca`a`Yb`

## 9]bVfØW`Y`i`bX`U`\_c`c`]g]YfhY`:`U`fYf`

«`B`cggYb`\_Ua`Yg`nk ]gWYb`8 ]YbghU[ UVYbX`i bX`A ]h`k`cW`a`cf[ Yb  
ni`a`Y`fYfYb`9]bVfØW`Yb`]b`K`c`b`Ài`gYf`"8 ]Y`H`À`hYf`Y`VY`hYb`X]Y  
HØfYb`j`cb`5bk`YgYb`Ub`XYf`K`U`X`Y]a`Yf`GhfU»`Y`i`bX`XYf`  
@]bXYbghfU»`Y`Ui`Zi`bX`[`Y`Ub[`hYb`]b`X]Y`?`Y`Yf`";`ØW`\_]W`Yfk`Y]gY  
k`i`fXY`b]W`hg`[`Yghc`Yb`ž`Y`XcW`Yb`hghUb`X`Y]b`GW`UXYb`j`cb`Yhk`U  
%"\$ \$`9i fc`

9]b`k`Y]hYfYg`H`Y`a`U`ž`X`Ug`X]Y`Dc`nY]`VYgW`À`Zh][`hž`g]bX`X]Y  
U`\_c`c`]g]YfhYb`J`Yf`\_Y`fghY]`b`Y`a`Yf`"«`F ]YgU`k`i`fXYb`Ua  
8 cbbYfghU[`[`Y]W`nk`Y]`DYfgcbYb`Ub[`Y`U`hYb`"«`B`ØbW`f]hn`Z]Y`  
Y]b`&`(!`À`f][`Yf`:`U`fYf`Y]bYg`A`YfW`XYg`;`@`?`Ui`Z`ž`XYf`a`]h`ØVYf`%ž`  
Dfca`j`Y`Ua`G`hYi`Yf`g]W`Y`b]hYf`X`Ug`@Yb`fUX`gYhnhY`"B`UW`X`Yf`  
YfZcfXYf`W`Yb`6`i`hYb`hb`U`a`Y`k`i`fXYb`gY]bY`:`U`fnYi`[`gW`ØggY`  
gck`]Y`X]Y`:`U`fYf`Ui`Vb]g`Y]bVY`U`hYb`"B`cW`X`fUa`U`h]gW`Yf`k`Uf`Y]b  
J`cfZU`"b`G`hUi`W`]hž`C`H`G`Yf`U`i`gYb.`9]b`+`\$!`À`f][`Yf`F`UXZU`fYf`

k i fXY'a ]h'a Y\ f'U`g`&ž+`Dfca ]`Y`Ub[ Y\U`hYb`i bX`a i gghY  
 YVYbZU`g`ni f`6`i hYbhbU\ a Y`]bg`? fUb\_Yb\Ui g`[ YVfUW h`k YfXYb"  
 8]YgY`J cfZÄ`Y`nY][ Yb`Y]ba U`a Y\ f`ž`k ]Y`[ YZÄ`f`]W`5`\_c\c`Ua  
 GhYi Yf`]ghž`k ]Y`Ui W`UbXYfY`E i Y`Ybž`XUfi bhYf`fYWX hU\_hi Y``"cf[ ž  
 Y]bXf]b[ `]W`k UfbYb"

5`\_c\c`Ua `GhYi Yf`]gh`b]W`h`bi f`Y]b`fYWX h`]W`Yg`DfcV`Ya ž`gcbXYfb  
 ghY`h`Ui W`Y]bY`Yf\YV`]W`Y` ; YZU\ f`ZØf`X]Y`J Yf\_Y\fgg]W`Yf\Y]h`XUf"  
 K Ä`fYbX`X]Y`Dfca ]`Y`[ fYbnY`]b`8Yi hgW`UbX`VY]`\$ž)`Dfca ]`Y  
 `]Y[ hž`[ ]Vh`Yg`ZØf` : U\ fUbZÄb[ Yf`i bX`[ Yk Yfv`]W`Y` : U\ fYf`gc[ Uf`Y]b  
 UVgc`i hYg`5`\_c\c`j Yfvch`8]YgY`fY[ Y`i b[ Yb`g]bX`6YghUbXhY]  
 i a ZUggYbXYf`DfÄj Ybh]cbga U» bU\ a Ybž`i a `hfU[ ]gW`Y`i bZÄ`Y`ni  
 j Yfa Y]XYb``8Ybb`5`\_c\c`VYY]bhfÄW`h][ h`b]W`h`bi f`X]Y  
 FYU\_h]cbgZÄ\][ \_Y]hž`gcbXYfb`\_Ubb`Ui W`ni `gW`k Yfk ]Y[ YbXYb  
 fYWX h`]W`Yb`?cbgYei YbnYb`ZØ\ fYbž`k ]Y`fU!\_c hn"XY`VYgW`fY]Vh"

8 Ugg`5`\_c\c`Ua `GhYi Yf`b]W`h`bi f`XYb` : U\ fYfž`gcbXYfb`Ui W`  
 UbXYfY`J Yf\_Y\ fghY]`bY\ a Yf`]b` ; YZU\ f`Vf]b[ hž`k ]fX`Xi fW`  
 nU\`fY]W`Y`GhU]gh]\_Yb`i bhYfa Ui Yfh``9]b`VYk i gghYf`l a [ Ub[ `a ]h  
 5`\_c\c`i bX`X]Y`D`Ubi b[ `g]W`YfYf`<Y]a \_Y\ fcdh]cbYb`g]bX`XU\Yf  
 j cb`[ fØ» hYf`6YXYi hi b[ ž`i a `l bZÄ`Y`ni `j Yfa Y]XYb``9g`V`Y]Vhni  
 \cZYbž`XUgg`X]Y`Dc`nY]`Xi fW`j YfghÄf`hY`?cbhfc``Yb`i bX  
 5i Z`Äfi b[ g\_Ua dU[ bYb`XYa `DfcV`Ya `XYf`5`\_c\c`Ua `GhYi Yf  
 <Yff`k ]fX"

8YhU]`g	
C fh	; fc» Yb\U]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "X]YgUW`gYb"XY</li> <li>• k k k "fU!_c hn"XY</li> <li>• k k k "fYWX hU_hi Y``"cf[</li> </ul>

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