

Ni \_i bZh'XYg'7i dfU'6cfb. 'Nk ]W\_Ui 'cXYf  
K c`ZgVi f[ 3'9bhgWXY]Xi b[ 'ghY\h'Ub°

; YfØW hY'ØVYf'X]Y'a Ø[ `]WXY'DfcXi \_h]cb'XYg'7i dfU'6cfb`]b  
Nk ]W\_Ui 'i bX'K c`ZgVi f[ /Ni \_i bZh'XYg'GhUbXcfhg'ghY\h'Ui Z  
XYf'?]ddY"



Nk ]W\_Ui ž'8Yi hgW`UbX`!`8]Y'Ni \_i bZh'XYg'7i dfU'6cfb'ghY\h'Ui Z  
XYf'?]ddYž'i bX'X]Y'; YfØW hY'ØVYf'J YfÅbXYfi b[ Yb`]b`XYf  
DfcXi \_h]cb`gcf[ Yb`ZØf'fY]W`]W'; YgdfÅW gghcZZ'`K ]Y `bYk g' ,  
VYf]W hYhž'd`UbYb`X]Y`J YfUbhk cfh]WXYb`XYg'J c`\_gk U[ Yb!  
?cbnYfbgž`UV`&\$&+`XYb`7i dfU'6cfb`gck ]Y`UbXYfY  
9`Y\_hfcZU\fnYi [ Y`]b`K c`ZgVi f[ `i bX`9a XYb`ni `dfcXi n]YfYb"  
; `Y]W.nY]h[ `k ]fX`X]g\_i h]Yfhž'cV`X]Y`DfcXi \_h]cb`XYg`A cXY`g`]b  
Nk ]W\_Ui `Zcfh[ YZØ\fh'k YfXYb`\_ØbbhYž'i a `Y]bY`Xfc\YbXY  
I bhYfUi g`Ughi b[ `XYg`K Yf\_g`ni `j Yfa Y]XYb"

6YgcbXYfg`Vf]gUbh`8YfnY]h[ ]Vh'Yg`Nk Y]ZY`Ub`XYf  
k ]fhgWUZh]WXYb`F YbhUV`]hÅh'XYf`DfcXi \_h]cb`]b`Nk ]W\_Ui ``8Yf  
GhUbXcfh`Uh'a ]h'XYf`5V\_ØbX][i b[ `j cb` : U\fnYi [ a cXY`Yb`i bX

Y]bYf`DfcXi \_hdU`YhhYž`X]Y`bi f`Ub[ gUa`k`ÀWghž`ni`\_`Āa`dZYb`  
5\_hi`Y`Y`DfcXi`\_h]cbgnU\`Yb`VY`Y[ Yb`Y]bY`gi`Vcdh]a`U`Y  
5i`g`Ughi`b[ ``a`YfghYb`E`i`UfhU`&\$&`k`i`fXYb`YX][`W`%`%`\$\$\$  
7i`dfU`6`cfb`j`Yf`\_Ui`Zhž`k`À`fYb`X`X]Y`[ Yd`UbhY`đ\`fYgdfcXi`\_h]cb`VY]  
,`\$`\$\$\$`9]b\`Y]hYb`Y[ h`XUg`]gh[ Ub`n`gW\`Öb`\`cW`[ Y[ f]ZYb`

## 5i`g`Ughi`b[ `]a`:`c`\_i`g`

J`c`\_gk`U[ Yb`ghY`\`h]`c`f`XYf`<`YfUi`gZc`fXYfi`b[ ž`X]Y`DfcXi`\_h]cbg`]b]Yb  
bUW`XYb`5VgUhd`fY]gYb`XYf`i`bhYfgW`]YX`]W`Yb`:`U\`fnYi`[ a`cXY`Y  
Ui`gni`f]W`hYb`"K`]Y`X]Y`6Yhf]YVgfUhgj`c`fg]hnYb`XY`8`Ub]Y`U`7`Uj`U`c  
VYhc`b`hž`k`]fX`X]Y`A`cbhU[ Y`]b]Y`%`a`ca`Yb`h`Ub`Xi`fW`X]Y`DfcXi`\_h]cb  
XYf`A`cXY`Y`H][ i`Ub`i`b`X`ž`" `][ i`h`Ui`g[ Y`UghYh`C`V`XYf`7i`dfU`6`cfb  
bUW`K`c`ZgVi`f[ `\_ca`a`hž`\`Āb[ h`Yb`hgW`Y]XYb`X`XUj`cb`UVž`]bk`]YZf`b  
XUg`J`c`i`a`Yb`XYg`H][ i`Ub`X]Yg`ni`Ā`ggh`C`\`b`Y`Y]b`Y`J`]Y`n`U`\`Ub  
dfcXi`n]Yf`hYb`:`U\`fnYi`[ Yb`\_`Öb`bhY`X]Y`Ni`\_i`b`Zh`XYg`Nk`]W`\_Ui`Yf  
K`Yf`\_g[ YZ\`fXYh`gY]b`"8]Y`8]g`\_i`gg]cb`i`a`XYb`7i`dfU`6`cfb`V`Y]Vh  
U`gc`gd`Ubb`Yb`X`

8`cW`k`Ug`d`Ugg]Yf`h]a`<]bhYf[ fi`b`X`3`8`Yf`9W`a`Yb`hc`VY`Yi`W`hY`hž  
XUgg`X]Y`9`bhgW`Y]Xi`b[ `ni`f`Ni`\_i`b`Zh`XYg`7i`dfU`6`cfb`]b`Nk`]W`\_Ui  
bcW`b]W`h[ YZU`Yb`]gh`8`Ug`A`UbU[ Ya`Yb`h`X]g`\_i`h]Yf`h`k`Y]hYf`\]b  
ØVYf`X]Y`A`Ø[ `]W`\_Y]hž`X]Y`DfcXi`\_h]cb`]a`K`Yf`\_`Nk`]W`\_Ui  
Ui`ZfY`W`hni`Yf`\`U`hYb`" `6Y]Y]bYf`J`Yf`U[ Yfi`b[ `bUW`K`c`ZgVi`f[  
\_`Öb`bhY`Nk`]W`\_Ui`bi`f`bcW`5i`X]A`cXY`Y`k`]Y`XYb`E`(`Y`!`hfc`b`cXYf  
XYggYb`Gdc`fhVUW`!J`Yfg]cb`dfcXi`n]YfYb`"8`Ug`fY]W`h`Y`XcW`b]W`hž  
i`a`X]Y`k`]fhgW`UZh`]W`Yb`5`bZc`fXYfi`b[ Yb`ni`YfZØ`Yb`

## 9`Y`\_hfc`a`c`V`]h`Ā`h`]a`K`Ub`XY`

J`c`\_gk`U[ Yb`\`Uh[ fc`»`Ub[ Y`Y[ hY`đ]`Ygh]h]cbYb`]b`X]Y`:`ÖfXYfi`b[  
j`cb`9`Y`\_hfc`a`c`V`]h`Ā`h`Ub[ Yg`hc`»`Yb`"8`Yf`YfghY`G`W`f]h`k`i`fXY`VYfY]hg  
]a`@`Ui`ZY`XYf`Y`hnhYb`đ\`fY`]b`9a`XYb`[ Ya`UW`hž`k`c`X]Y`:`Yf`h][ i`b[  
XYg`ž`"(`nØ[ ][ `j`c`f`Ub[ Yhf]YVYb`k`]fXž`k`]Y`Ui`Z`J`c`\_gk`U[ Yb  
B`Y`k`g`f`c`c`a`ni`Y`gYb`]gh`"8]Y`\`c`\`Y`B`UW`ZfU[ Y`b`UW`9!`5i`hc`gž  
gd`Yn]Y`b`UW`XYa`ž`"(`ž`nk`]b[ h`J`c`\_gk`U[ Yb`ž`X]Y  
DfcXi`\_h]cbg`\_`Ud`Un]h`Ā`h`Yb`gh`Ā`b`X][ `ni`Y`fk`Y]hYfb`i`b`X  
B]YXYf`Uggi`b[ Yb`k`]Y`9a`XYb`i`b`X`6`fUi`bgW`k`Y][ `ni`gh`Ā`f`\_`Yb`

8]Y`ghfUHY[ ]gWXY`Dcg]h]cb]Yfi b[ `B]YXYfgUWxgYbg`U`g`NYbhfi a `XYf  
 9`Y`hfca cV]`]hÅh`\_ÒbbhY`Y]bYb`K YbXYdi b`h]b`XYf`k Y]hYfYb  
 9bhk ]W`i b[ `XYf`JK !K Yf`Y`XUfghY`Yb"A ]h`\_`UfYb`N]Y`Yb`i bX  
 ðj Ygh]h]cbYb`k YfXYb`\\Yf`5fVY]hgd`ÀhnY`[ Yg]WXYfhi bX`bYi Y  
 DYfgdY`h]j Yb`ZØf`Ni `i bZghYWx`bc`c[ ]Yb`[ YgWxUZYb`"8]Y`[ fc»Y  
 : fU[ Y`V`Y]Vh`YXcWx`ž`cV`XYf`7i dfU`6cfb`\\Yf`gY]bYb`D`Uhn`Z]bXYh"

6`Y]Vh`bi f`UVni k UfhYbž`k ]Y`X]Y`bÅWxghYb`A cbUHY`[ YghU`hYh  
 k YfXYb`"8]Y`\_ca a YbXY`D`Ubi b[ gfi bXY`]a `K ]bhYf`\_ÒbbhY  
 j ]Y`Y]WxhXUg`@]Wxh]bg`8i b`Y`Vf]b[ Ybž`cV`XYf`7i dfU`6cfb`]b  
 Ni `i bZh`bcWx`]b`GUWxgYb`[ YZYfh][ h`k ]fX`cXYf`]b`K c`ZgVi f[  
 \\Y]a ]gWx`k ]fX`"8]Y`NY]h`k ]fX`nY][ Ybž`]b`k Y`WxY`F ]Wxhi b[ `g]Wx`X]Y  
 DfcXi `\_h]cb`k Y]hYfYb`hk ]W`Y`b`k ]fX"

8YhU]`g	
C fh	Nk ]W`Ui ž`8Yi hgWx`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bYk g' , "XY</li> <li>• YWta Ybhc"XY</li> <li>• k k k "j c`_gk U[ Yb! bYk gfc ca "Wta</li> </ul>

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