

@UbX\_fY]g`< Ufn`\_Ui Zh'6fcW\_Yb\_i ddY.  
B Yi Y`D`ÀbY`ZØf`XYb`Hci f]ga i g°

8Yf`@UbX\_fY]g`<Ufn`ØVYfb]a a h`Ua`%"`đ `]'&\$&) `X]Y  
6fcW\_Yb\_i ddYž'i a `X]Y`hci f]gh]gWXY`đZfUghfi \_hi f`ni  
j YfVYggYfb`i bX`ni`'bj Ygh]YfYb"



6fcW\_Ybž'8Yi hgW`UbX`!`a`@UbX\_fY]g`<Ufn`]gh`Y]b`VYXYi hYbXYf  
GWf]hh`ZØf`XYb`Hci f]ga i g`Ua`6fcW\_Yb`[ YhUb`k`cfXYb`"8Yf  
@UbX\_fY]g`\Uh`\_Øfn`]W`Y]bYb`?Ui ž YfhfU[ `ZØf`; fi bXghØW\_Y`i bX  
; YVÀi XY`Ub`XYf`6fcW\_Yb\_i ddY`i bhYfnY]W`bYh`"8]Y` , VYf[ UVY`XYf  
CV`Y`\_hYž`X]Y`i bhYf`UbXYfYa`XYb`\_cb]gWXYb`6fcW\_Yb`hi fa`i bX  
XYb`Hci f]ghYbgUU`i a ZUggYbž`ZUbX`Ua`%"`đ `]'ghUhh`Ni j cf  
[ Y\`ØfhYb`X]Y`; fi bXghØW\_Y`Y]bYa`?cbgcfh]i a ž`ni`XYa`X]Y  
<UfngdUf`\_UggY`[ Y\`ØfhY`"Bi b`k`]fX`X]Y` :`ÀWXY`j`cb`\_bUdd`%' "\$\$\$  
E i UXfUha`YhYfb`XYa`@UbX\_fY]g`<Ufn`[ Y\`ØfYb`i bX`XYf`k`Y]hYfYb  
9bhk`]W`i b[ `XYg`VY`]YVhYb`5i`gZi`[ gn]Y`g`X]YbYb`"@Ui h`GhYfb  
k i fXY`XYf`?Ui ž YfhfU[ `VYfY]hg`j`cf`XfY]`K`cWXYb`i bhYfnY]W`bYh`

8]Y`[ Yd`UbhYb`đj`Ygh]h]cbYb`gc`Yb`X]Y`đZfUghfi`\_hi`f`Ui`ZXYa`

6fcW\_Ybd`UhYUi`YbhgWXY]XYbX`j`YfVYggYfb"8Ug`N]Y`]gh`Ygž`gck`c`  
XUg`5b[`YVchi`U`g`Ui`W`X]Y`E`i`U`]h`h`Z0f`X]Y`6Ygi`W`Yf`XYi`h]W`  
Ubni`YVYb" `Gc`k`]fX`Yfk`UfhYhž`XUgg`X]Y`i`a`[`YghU`hi`b`[`b]W`h`bi`f`  
XYb`?`ca`Zcfh`ghY][`Yfhž`gcbXYfb`Ui`W`bYi`Y`6Ygi`W`Yf`[`fi`ddYb`  
Ubn]Y`h"8]Y`6Yf`[`fY`[`]cb`U`h`g]W`X]a`@Ui`Z`XYf`Y`Y`f`Y`ni`Y]bYa`XYf`  
VY`YVhYghYb`h`ci`f]gh]gW`Yb`5bn]Y`i`b`[`gdi`b`\_hY`Yb`hk`]W`\_Y`hi`b`X`  
n]Y`h`a`]h]`Y`f`Y`a`U`Y`f]gW`Yb`B`Uhi`fi`b`X`gd`Ubb`Yb`XYb`;`YgW`]W`hY`  
Y`f`]W`nU`Y`f]W`Y`K`Ub`XY`f`Y`fi`b`X`5i`gZ0[`Y`f`Ub"

## 9]b`C`fh`j`c`Y`f`;`YgW`]W`hY`

8Yf`6fcW\_Yb`U`h`Y]bY`Ub`[`Y`;`YgW`]W`hY`U`g`N]Y`Z0f`K`Ub`XY`f`Y`f`  
G`W`cb`g`Y]h`Y`f`i`b`XY`fh`Yb`\_`ca`a`Yb`V`Y`f`Ø`a`hY`D`Y`fg`0`b`]W`\_Y]h`Y`b`  
k`]Y`æ`Ubb`K`c`Z[`Ub`[`j`cb`;`c`Y`h`Y`i`b`X`C`h`c`j`cb`6]ga`U`f`W`\_`Ui`Z`XY`b`  
`Ø`W`gh`Yb`;`]d`Z`Y`B`c`f`X`X`Y`i`hg`W`U`b`X`g"8]Y`Y`f`gh`Y`h`ci`f]gh]gW`Y`  
`b`Z`f`U`gh`fi`\_`hi`f`i`k`i`f`X`Y`V`Y`f`Y]hg]a`%`,`"Y`f`i`b`XY`fh`a`]h`X`Y`a`  
`K`c`\_`Y`b`Y`h`i`g`W`Y`b`\_`Ui`g`X`Y`a`Y`f`%`+`\*`[`Y`g`W`U`Z`Y`b"8]Y`  
9b`hk`]W`\_i`b`[`g`Y`h`h`Y`g]W`X]a`]h`X`Y`a`Y`f`gh`Y`b`5i`gg]W`h`gh`i`fa`i`a`%`,`\$\$`  
Zcf`hi`b`X`k`i`f`X`Y`X`i`f`W`X`Y`b`6`Ui`X`Y`f`6`fc`W`\_`Y`b`V`U`b`ž`X]Y`g`Y]h`%`,`-`-`  
8`U`a`d`Z`c`\_`ca`ch]j`Y`b`V]g`ni`a`;`]d`Z`Y`Y]bg`Y`h`h`ž`k`Y]h`Y`f`  
j`c`f`Ub`[`Y`hf]Y`V`Y`b`ž`V`Y`g`W`f`Y]V`h`X]Y`<`U`f`n`@]Z`Y`"

`b`X`Y`f`V`Y`Y]b`X`fi`W`\_`Y`b`X`Y`b`5i`g`gh`Y`i`b`[`X`Y`g`B`U`h]c`b`U`d`U`f`\_!`  
6`Y`gi`W`Y`f`n`Y`b`h`fi`a`6`fc`W`\_`Y`b`U`i`g`ž`X`U`g`g]W`X]U`i`Z`X`Y`a`;`]d`Z`Y`  
V`Y`Z]b`X`Y`h`ž`\_`0`b`b`Y`b`g]W`X];`Å`gh`Y`Ø`V`Y`f`X]Y`Z`U`gn]b]Y`f`Y`b`X`Y`b`A`m`h`Y`b`i`b`X`  
G`U[`Y`b`fi`b`X`i`a`X`Y`b`6`fc`W`\_`Y`b`]b`Z`c`f`a`]Y`f`Y`b"8]Y`a`i`h]a`Y`X]U`Y`  
9`f`Y`V`b]g`f`Y]g`Y`f`g`h`f`Y`W`\_`h`g]W`X]Ø`V`Y`f`X`f`Y]9`h`U[`Y`b`i`b`X`V`Y`Y`i`W`h`Y`h`  
U`i`W`X]Y`k`Y`W`g`Y`U`Z`h`Y;`Y`g`W`]W`h`Y`X`Y`g`6`Y`f`[`Y`g`g`c`k`]Y`X]Y`6]c`h`c`d`Y`  
i`b`X`5`f`h`Y`b`j`]Y`Z`U`h]a`B`U`h]c`b`U`d`U`f`\_`<`U`f`n" <][`\\`][`\\`h`g`g]b`X`i`b`h`Y`f`  
U`b`X`Y`f`Y`a`X]Y`5`V`Ø`f`g`h`U]c`b`Y`b`U`i`g`X`Y`f`8`8`F`!`N`Y]h`i`b`X`X]Y`  
X`U`ni`[`Y`Ø`f`Y`b`X`Y`b`A`]h`a`U`W`!`G`h`U]c`b`Y`b`ni`G`d]c`b`U[`Y`i`b`X`  
V`Y`f`k`U`W`i`b`[`ž`k`]Y`B`U`h]c`b`U`d`U`f`\_`<`U`f`n`Y`f`Å`i`h`Y`f`h"

## B`U`W`X`U`h][`Y`9`b`hk`]W`\_i`b`[`i`b`X`b`U`h`i`f`b`U`Y` B`i`h`ni`b`[

8]Y`6`Ya`Ø`i`b`[`Y`b`i`a`X]Y`b`U`W`X`U`h][`Y`B`i`h`ni`b`[`X`Y`g`6`fc`W`\_`Y`bg`g]b`X`

]b]j c`Ya ; Ub[ Y" <]YfVY]gd]Y`hUi W`XYf`BUhi fgW`i hn`Y]bY`[ fc»Y  
 Fc`YžXU`XUg; YV]Yh`HY]`XYg`Yi fcdÄ]gW`Yb  
 B5HI F5&\$\$\$!BYhmk Yf\_g]gh"8]YgYf`GW`f]hh`XYf`, VYfbU`a Y`Xi fW`  
 XYb`@UbX`fY]g`\_ÖbbhY`gca ]h`Ui W`Y]bYb`k Yfhj c`Yb`6Y]hfU[ `ni f  
 Ö\_c`c[ ]gW`Yb`9f`U`hi b[ `XYg; YV]Yhg`Y]ghYb"9]b`5i [ Yba Yf`\_]Y[ h  
 b]W`h`bi f`Ui ZXYf`hci f]gh]gW`Yb`9fgW`Y»i b[ žgcbXYfb`Ui W`Ui Z  
 XYf`FYbUhi f]Yfi b[ `Y`Ya U`][ Yf`a `]hÄf]gW`Yf`5b`U[ Ybž`X]Y`]b`XYb  
 `YhnhYb`š\`fn`b`hYb`XUg`@UbXgW`UZhV]`X`[ YdfÄ[ h`\UVYb"

K ]Y`g]W`X]Y`ni \_ØbZh][ Y`9bhk ]W`\_i b[ `]b`X]YgYf`VYY]bXfi W`YbXYb  
 FY[ ]cb`[ YghU`hYb`k ]fXž`V`Y]Vh`UVni k UfhYb"8cW`X]Y  
 JcfUi ggYhni b[ Yb`g]bX`Xi fW`X]Y`, VYfbU`a Y`i bX`X]Y`[ Yd`UbhYb  
 ðj Ygh]h]cbYb`ZØf`Y]bY`dcg]hj Y`hci f]gh]gW`Y`i bX`[ `Y]W`nY]h][  
 i a k Y`h[ YfYW`hY`Ni \_i bZh`Ua `6fcW`Yb`[ Y[ YVYb"

8YhU]`g	
Cfh	6fcW`Ybž8Yi hgW`U`bX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "ghYfb"XY</li> <li>• k k k "bUh]cbU`dUf`!\`Ufn"XY</li> <li>• k k k "\`Ufn`]ZY"XY</li> </ul>

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