

K UgWÅ VÄfYb! >U[ X`]'b`B ]YXYfgUWÅ gYb.  
6Yj Ò`\_Yfi b[ `k ÀWÅ gh`[ YZÀ\ f`]WÅ °

5V`%\*"'&`]'&\$&) `XØfZYb`K UgWÅ VÄfYb`]'b`B ]YXYfgUWÅ gYb  
k ]YXYf`VY`U[ h`k YfXYb`"8]Y`]'bj Ug]j Y`5fh`VfY]hYh`g]WÅ`ghUf`\_  
Ui g`i bX`j Yfi fgUWÅ h`Yf`YV`]WÅ Y`GWÅ`ÄXYb`"



@UbX\_fY]g`B c f h \ Y]a ž`8 Yi hgWÅ`UbX`!'5V`XYa`%\*"'&`]'&\$&)`]gh  
X]Y`GWÅ`c b n Y]h`ZØf`K UgWÅ VÄfYb`]'b`B ]YXYfgUWÅ gYb`j`c f V Y]`i b X`X Ug  
V Y X Y i h Y h ž`X]Y`Ui g[ Y`\_Ø[ Y`h Y b`', V Y f`Y V Y b g\_Ø b g h`Y f`X Ø f Z Y b`k ]Y X Y f  
V Y`U[ h`k Y f X Y b`"8]Y`K UgWÅ VÄfY b d c d i`Uh]c b`k`ÀWÅ gh`i b X`V f Y]h Y h  
g]WÅ`f Ug U b h`Ui g ž`k Ug`]'b`j`]Y`Y b`F Y [ ]c b Y b ž`]b g V Y g c b X Y f Y`]a  
@UbX\_fY]g`B c f h \ Y]a ž`ni`Y f b g h \ U ž h Y b`D f c V`Ya Y b`ZØ\ f h`"K ]Y`**B 8 F**  
V Y f]WÅ h Y h ž`k i f X Y b`U`Y]b`]a`>U[ X`U`f`&\$&'`#&\$&(`]a`V Y g U[ h Y b  
@UbX\_fY]g`&"` ) ( `K UgWÅ VÄfYb`Y f`Y [ h`"8 Ug`n Y][ h`X Y i h`]WÅ ž`X U g g`X]Y  
>Ä[ Y f`[ Y Z c f X Y f h`g]b X ž`X Y a`', V Y f \ U b X b Y \ a Y b`X]Y g Y f`H]Y f Y  
Y b h[ Y [ Y b n i k ]f`\_Y b`"

5b k c \ b Y f`\_`U [ Y b`Ø V Y f`N Y f g h`Ø f i b [ Y b`]\ f Y f`; Ä f h Y b`i b X  
K c \ b f Ä i a Y.`H Y]WÅ Y`k Y f X Y b`i a [ Y [ f U V Y b ž`8 U W Å V Ø X Y b

j YfgW\UbXY`hi bX`A Ø`hcbbYb`bUW`6Y`YVYb`Xi fWk Ø`h`  
HUhgÀW`]W`]ghXUg; YZfÀ»][ Y`Ub`K UgWVÀfYb`b]W`h`bi`f`]\f  
i bYfgÀh`]W`Yf`<i b[ Yfž`gcbXYfb`Ui W`X]Y`6YXfc`i b[ ž`X]Y`g]Y`ZØf  
[ YgW\ØhnhY`5fhYb`XUfghY`Yb`/g]Y`ZfYggYb`Yhk U`ž b[ j`Ø[ Y`"8]Y  
NU\`Yb`g]bX`YfgW`fYW`YbX. J`cf`&\$`š\`fYb`k UfYb`K UgWVÀfYb`]b  
bi`f`%"%+( `b]YXYfgÀW`g]gW`Yb`š[ XfYj ]YfYb`j YfVfY]hYhž`XUg`g]bX  
Yhk U`%)`i`" `a`š\`f`&\$&` `]\b[ Y[ Yb`k`i`fXY`]\f`J`cf`\_ca`a`Yb`VYfY]hg  
]b`(" (%\*`š[ XfYj ]YfYb`fW`"\*%`i`š`fY[ ]ghf]Yfh"

## K UW\ghi a`XYf`K UgWVÀfYbdc`di`Uh]cb

æ` [ YgUa`hYb`6i bXYg`UbX`nY][ h`g]W`Y]b`À`b`]W`Yg`6]`X.`,`VYf  
&) "\$\$\$`K UgWVÀfYb`k`i`fXYb`]a`š\`f`&\$&` `j`cb`š[ Yfb  
[ YgW`cggYbž`k Ug`Y]bYa`5bgh]Y[ `j`cb`-`ž(`i` `]a`J`Yf[ `Y]W`ni`a  
J`cf`U`f`Y`b`h`g`d`f]W`hž`k`]Y`D]fgW`Yf[ `À`bnh`"6YgcbXYfg`ghUf`\_  
j`YfVfY]hYh`g]bX`X]Y`K UgWVÀfYb`]b`GØXb]YXYfgUW`gYbž  
]bgVYgcbXYfY`]b`XYb`@UbX`\_fY]gYb`B`cfh`Y]a`ž;`Øh]b[ Ybž`<Ufn`i`bX  
@ØW`ck`!8UbbYbVYf[ "`Ni`a`J`Yf[ `Y]W`. `æ`gY`VYb`NY]hfUi`a  
k`i`fXYb`(`(`"-`\*`%`Bi`hf]Ug`Yf`Y[`hž`k`Ug`Y]bYb`5bgh]Y[ `j`cb`ØVYf`&-`i  
VYXYi`hYh`"Gc[ Uf`X]Y`š[ XghfYW`Y`XYg`A`UfXYf`i`bXYg`gUb`\_`Y]W`h"  
8]Y`HYbXYbn`nY][ h`\_Ufž`XUgg`]bj`Ug]j`Y`5fhYb`]b`B]YXYfgUW`gYb  
b]W`h`bi`f`ni`bY`a`Ybž`gcbXYfb`Ui`W`Yfbgh`UZhY`5i`gk`]f`\_i`b[ Yb`Ui`Z  
X]Y`Y]a`]gW`Y`B`Uhi`f`UVYb"

K UgWVÀfYb`[ Y`hYb`]b`8Yi`hgW`UbX`U`g`]bj`Ug]j`Y`5fhž`k`Yg`U`V`X]Y  
6Y`\_`Àa`dZ`b[ `X]YgYf`H]YfY`ni`f`DZ]W`h`[ Ya`UW`h`k`i`fXY`" `@Ui`h`XYa  
6i`bXYgbUhi`fgW`i`hn[ YgYhn`g]bX`A`U`»`bU`a`Yb`ni`f`9]bX`Àa`a`i`b[  
b`ch`k`YbX][ "`9]b`6`]W`\_`Ui`Z`X]Y`[ YgYhn`]W`Yb`F`Y[ Y`i`b[ Yb`gU[ h  
Ui`»`YfXYa`ž`XUgg`]a` `;`Y[ YbgUhn`ni`B]YXYfgUW`gYb`]b`UbXYfYb  
6i`bXYg`À`bXYfbž`k`]Y`6fUbXYbVi`f[ `cXYf`6UmYfbž`\_Y]bY`GW`cbnY]h  
ZØf`X]YgY`H]YfY`[ ]`h`"Gc`k`]fX`X]Y`š[ X`Y]Yf`ZYI`]V`Yf`[ Y`U`b`X`U`V`h"

## J Yfk U`hi b[ `i`bX`GhfUhY[ ]Yb

I`a`X]Y`<YfUi`gZcfXYfi`b[ Yb`ni`a`Y]ghYfbž`k`i`fXY`]a`@UbX`\_fY]g  
B`cfh`Y]a`Y]bY`HUg`\_ZcfW`Y]b[ Yf]W`hYhž`X]Y`g]W`i`[ Yn]Y`h`a`]h`XYf  
6Y`\_`Àa`dZ`b[ `XYf`K UgWVÀfYbdc`di`Uh]cb`VYgW`ÀZh][ h`"8]YgY  
æ]h]Uh]j`Y`]gh`b`Øh][ ž`XYbb`X]Y`Ni`bU`a`Y`]bj`Ug]j`Yf`5fhYb`V]f[ h

F ]g]\_Yb`ZØf`X]Y`\\Y]a ]gWXY`6]cX]j Yfg]hÅh" ð`B]YXYfgUWxgYb`g]bX  
ni a`6Y]gd]Y`A Y`Xi b[ Yb`ØVYf`]bj Ug]j Y`5fhYb`Y]bZUWx`[ Ya UWxh  
K Yf`Y]bY`gc`WXY`5fh`YbhXYW`hž`\_Ubb`X]YgY`ØVYf`X]Y  
B]YXYfgÅWxg]gWXY`A Y`XYd`UhhZcfa`f5GB ð`cXYf`dYf`9!A U]`  
a Y`XYbž`i a`XYb` : UWVY`\\ØfXYb`ni`\\Y`ZYbž`X]Y`G]hi Uh]cb  
Y]bni gWÅhnyb`i bX`[ Y[ YVYbYbZU`g`A U» bU`a Yb`Y]bni`Y]hYb`  
ðZcfa Uh]cbga Uhyf]U`]Ybž`k ]Y`X]Y` < ca YdU[ Y`XYg`B@K ? Bž  
V]YhYb`XUfØVYf`\\]bUi g`Y]bYb`[ i hYb` , VYfV`]W`ØVYf`]bj Ug]j Y`5fhYb  
i bX`U\_hi Y`Y`FY[ Y`i b[ Yb`"

ðg[ YgUa h`V`Y]Vh`ZYghni`\\U`hYb.`8]Y`K UgWVÅfYb`\\UVYb`b]Wxh`bi`f  
]`fY`J YfVfY]hi b[ `Yf`\\YV`]Wx`Ui g[ Yk`Y]hYhž`gcbXYfb`Vf]b[ Yb`Ui Wx  
< YfUi gZcfXYfi b[ Yb`ZØf`A YbgWx`i bX`BUhi`f`a`]h`g]Wx`"A`]h`XYf`bi`b  
YbXYbXYb`GWx`cbnY]hk`]fX`YXY` ; Y`Y[ Yb`\\Y]h`[ Ybi`mhž`i a`XYf  
DfcV`Ya Uh]\_`< Yff`ni`k`YfXYb`"CV`X]Y`A U» bU`a Yb`Ui gfy]WxYbž`i a  
X]Y`K UgWVÅfYb`dcdi`Uh]cb`]a`NUi`a`ni`\\U`hYbž`V`Y]Vh  
UVni`k`UfhYb`"

8YhU]`g	
Cfh	@JbX_fY]g`Bcfh`Y]a ž`8Yi hgWx`UbX
Ei Y`Yb	<ul style="list-style-type: none"> <li>• k k k "bXf"XY</li> <li>• k k k "d]fgWx"XY</li> <li>• k k k "b`k`_b"b]YXYfgUWxgYb"XY</li> </ul>

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