

# A ]hhYb ' ]b 'XYf' B UW\ h. '9b hXYW\_Y A U[ XYVi f[ 'VY]'XYf' B UW\ hfUXhci f°

9b hXYW\_Yb'G]Y'A U[ XYVi f[ g'B UW\ hfUXhci f'Ua '%%" ' & \$ & ) .  
Y]bY" '\$\_a 'Ub[ Y'GhfYW\_Y'ZØf': U\ ffUX'YV\ UVYf'UV '%,  
X\ fYb"



A U[ XYVi f[ ž'8Yi hgW\ `UbX '! '9]b'gdUbbYbXYg'5VYbhYi Yf'ghY\ h  
j cf'XYf'HØf. '5a ' : fY]hU[ ž'XYb '%%" ' & \$ & ) ž'ÅXh'X]Y'GhUXh  
A U[ XYVi f[ 'ni f' B UW\ hfUXhci f'Xi fW\ ]\fY'a U'Yf]gW\Y'I a [ YVi b[  
Y]b" '8]YgY'J YfUbghU'hi b[ 'ZØf'9fk UW\ gYbY'UV '%, 'X\ fYb'VY[ ]bbh  
i a '& '.\$ \$'I \f'Ub'XYf'GhfU» YbVU\ b! < U'hYghY''Y' ; cYh\YghfU» Y  
i bX'ZØ\fh'X]Y'HY]'bY\ a Yf'ni a '6U\ b\ cZK c'a ]fghYXh" '8cfh]gh'Y]bY  
5b\_i bZh[ Y[ Yb" .%) 'I \f' [ Yd'Ubhž[ YZc`[ hij cb'Y]bYf'G!6U\ b  
FØW\_ZU\ fh' i a " .&- 'I \f'ni fØW\_ 'bUW\ 'A U[ XYVi f[ " '8]Y'GhfYW\_Y'j cb  
Yhk U" '\$?' ]ca YhYfb'j Yf'Åi Zh'Ybh'Ub[ 'XYf'GW\ fchY'V]g'ni f'C\ fY  
i bX' ]gh'ZØf'F UX'Yf'a ]h'Y]bYa ''Y]W\ hYa 'B]j YUi ž']XYU'ZØf'U''Yž'X]Y  
Y]bY'YbhgdUbbhY' B UW\ hZU\ fh'Yf'YVYb'a ØW\ hYbž'Ui W\ 'k Ybb'Yg  
hY]'k Y]gY'Yhk Ug'\c'df][ 'k YfXYb'\_Ubb"K Yf'hY]'bY\ a Yb'a ØW\ hYž  
gc''hY'b]W\ hij Yf[ YggYbž'Y]bY': U\ f\_UfhY'cXYf'Y]b

8 Yi hgWk`UbXh]W\_Yh'a ]hni bY\ a Ybž'i a `X]Y`F ØW\_ZU\ fh'ni `g]WkYfb"  
@Ui h`gj X"XY`k ]fX`X]Yg`Y]bY`i bj Yf[ Ygg`]WkY`9fZU\ fi b[ `]b`Y]bYf  
XYf`ZU\ ffUXZFYi bX`]WkghYb`GhÅXhY`8 Yi hgWk`UbXg"

A U[ XYVi f[ `Uhj ]Y`ni `V]YhYbž'b]Wk`h'bi f`Xi fWk`X]YgYg`9j Ybž  
gcbXYfb`Ui Wk`Xi fWk`]\fY`Ui g[ YnY]Wk`bYhY`F UX]bZfUghfi \_hi f""8 ]Y  
GhUXhž`X]Y`V]g`]bg`- " `đ\ f\i bXYfh'ni fØW\_fY]Wk`hi bX`j cb`? U]gYf`C hhc  
=" [ Y[ fØbXYh`k i fXYž`YfZFYi h'g]Wk`ni bY\ a YbX`Ub`Y]bYf  
k UWk`gYbXYb`F UXj Yf\_Y\ fgei`chY""8 ]YgY`dcg]h]j Y`9b`hk ]W\_`i b[ `]gh  
i bhYf`UbXYfYa`XUg`FYgi`hUhXYf`đj Ygh]h]cbYb`XYg`ghÅXh]gWkYb  
F UhYg`]b`X]Y`J YfVYggYfi b[ `XYf`F UXk Y[ Y""K UbXYfYf`i bX  
F UXZU\ fYf`\_ca a Yb`\]Yf`j c``Ui Z`\fY`?cghYbž`XYbb`Yg`ghY\Yb  
j ]Y`Y`[ i h`Ui g[ YgWk`]XYfhY`F ci hYb`ni f`J YfZØ[ i b[ ž`X]Y`gck c`\`ZØf  
5bZÅb[ Yf`U`g`Ui Wk`ZØf`YfZU\ fYbY`F UXZU\ fYf`[ YY][ bYh`g]bX""8 ]Y`  
**dcfhfÅh]YfhY`J ]Y`ZU`h`XYf` : U\ ffUXfci hYb`fY]Wk`hj cb  
\]ghcf]gWkYb`GhfYW\_Yb`V]g`\]b`ni `a U`Yf]gWkYb`@UbXgWk`UZhYb"**

## J ]Y`ZÅ`h][ Y`F UXk Y[ Y

K Ybb`a Ub`g]Wk`]b`A U[ XYVi f[ `Ui Z`XUg` : U\ ffUX`gWk`k ]b[ hž`XUfZ  
a Ub`Zc`[ YbXY`<][ \`][ \hg`b]Wk`hj YfdUggYb.

- 9`VY!F UXk Y[ .`A ]h`&\$`?`]`ca YhYfb`@Åb[ Y`VY[ ]bbh`X]YgYf  
K Y[ `Ub`XYf`A U[ XYVi f[ Yf`N]hUXY``Y`i bX`V]YhYh`b]Wk`h'bi f  
gdUbbYbXY`@UbXgWk`UZhYbž`gcbXYfb`Ui Wk`]\]ghcf]gWkY  
9]bV`]W\_Y"
- A U[ XYVi f[ Yf`< UZYb.`%)`?`]`ca YhYf`ZØ\ fYb`X]Y`F UX`Yf  
Yb`h`Ub[ `XYf`U`hYb`@U[ Yf\`Åi`gYf`XYg`< UZYbgž`k c`a Ub`Ui Wk  
X]Y`c`\_U`Y`?ØWkY`]b`XYb`7UZÅg[ Yb]Y» Yb`\_Ubb"
- 5`hY`GU`ngfU» Y.`8]YgY`F ci hY`a ]h`&)`?`]`ca YhYfb`ZØ\ fh  
Xi fWk`hmd]gWk`Wk`Ufa UbhY`8ØfZYf``]XYU`ZØf`Y]bYb  
[ UbnhÅ[ ] [ Yb`5i`gZi [ "
- GhUXhdUf`\_`A U[ XYVi f[ .`5i`Z`%\$`?`]`ca YhYfb`[ ]Vh`Yg  
[ fØbY`K ]YgYb`i bX`HY]WkYž`X]Y`ni a`J Yfk`Y]Yb`Y]b`UXYb"
- A U[ XYVi f[ Yf`5``YY.`8]YgY`%&`?`]`ca YhYf`Ub[ Y`GhfYW\_Y  
\_ca`V]b]Yfh`i fVUbYg` : `U]f`a ]h`XYf`A Ø[ `]Wk`\_Y]hž`]b  
; YgWk`ÅZhYb`i bX`7UZÅg`< U`h`ni `a UWkYb"

: U\ ffUXZfYi bX`jW\ \_Y]h`]b`8 Yi hgW\`Ub X

8]Y`ZU\ ffUXZfYi bX`jW\ Yb`b]h]Uh]j Yb`]b`A U[ XYVi f[ `g]bX`HY]`Y]bYg  
[ fO» YfYb`HfYbXg" `a` F U\ a Yb`XYg`58: 7` : U\ ffUX\_`]a U!HYghg  
g]bX`X]Y`GhAXhY`]a a Yf`k ]YXYf`Ui Z[ YZcfXYfhz`g]W\` \]bg]W\h`]W\`XYf  
Ni Zf]YXYb\Y]h]j cb`F UXZU\ fYfb`ni `a YggYb" K A\ fYbX`6fYa Yb`i bX  
: fUb\_ Z fh`X]Y`Gd]hnYbdcg]h]cbYb`Y]bbY\ a Ybž`nY][ h`A U[ XYVi f[  
Xi fW\`\_cbh]bi ]Yf`]W\Y`J YfVYggYfi b[ Ybž`XUgg`g]Y`Ui Z`XYa  
f]W\h][ Yb`K Y[ `]gh" 9g`]gh`Yfa i h][ YbX`ni `gY\Ybž`XUgg`GhAXhY`k ]Y  
A ØbghYf`i bX`9f`Ub[ Yb`a` ]h`\fYb`gdYn]Y`Yb`5bgAhYb`ni f  
F UXZØfXYfi b[ `gc`W\Y`5i gnY]W\bi b[ Yb`Yf\U`hYb`\UVYbž`k Ug`Y]bY  
k Yfhj c`Y`b`gd]fUh]cb`ZØf`UbXYfY`GhAXhYž`Y]bgW\`]Y» `]W\  
A U[ XYVi f[ ž`XUfghY`h"

K Yf`U`gc`@ gh`Ui ZY]bY`UVYbhYi Yf`]W\Y`B UW\ hfUXhci f`\Uh`i bX`X]Y  
GW\ Øb\Y]h`XYf`@JbXYg\Ui dhghUXh`GUW\ gYb!5b\U`h`Yb`hXYW`Yb  
a ØW\hYž`gc`hY`g]W\`X]YgY` ; Y`Y[ Yb\Y]h`XYZ]b]h]j `b]W\h`Ybh[ Y\Yb  
`UggYb" A ]h`XYb`nU\`fY]W\Yb`F UXk Y[ Yb`i bX`XYf`ghYh][ Yb  
J YfVYggYfi b[ `XYf`b`ZfUghfi \_hi f`]gh`A U[ XYVi f[ `Y]b`YW\hYg  
9`XcfUXc`ZØf`F UX`]YV\UVYf" 8U`]Y[ h`Yhk Ug`[ Ub`n` ; fc» Yg`]b`XYf  
@i Zhž`XUg`a Ub`Yf`YVYb`gc`hY`

8YhU]`g	
C fh	A U[ XYVi f[ ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "`gj X"XY</li> <li>• c`]j Yfhc hn_Y"XY</li> <li>• k k k "[ Yc"XY</li> </ul>

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