

< Y]XY`VYYfYb. '8 Ug`Gi dYfZc cX`YfcVYfh  
8 Yi hgWx`UbX`ja`Ghi fa` °

8 ]Y`<Y]XY`VYYfY`\ Uh'g]Wx`ni a` '@YV`]b[ gcVghj ]Y`Yf  
8 Yi hgWx`Yb`Ybhk ]W\_Y`h"9fZU\ fYb`G]Y`a` Y\ f'ØVYf`5bVUi ž  
A Uf\_hi bX`[ Ygi bX\Y]h]Wx`Y`J cfhY`Y"



8 Yi hgWx`UbX`! '8 ]Y`<Y]XY`VYYfY`\ Uh'g]Wx`]b`XYb`YhnhYb`š\ fYb  
Y]bYb`VYa`Yf\_Yb`gk`YfhYb`D`Uhn`ja`XYi`hgWx`Yb`C`Vghgc`fh]a`Ybh  
YfcVYfh`@Ui`h`Y]b`Yf`I`a`ZfU`[`Y`j`cb`M`ci`[`cj`]a`5i`ZhfU`[`XYf`XdU  
n`À`h`ZUgh`X]Y`<`À`ZHY`f`(+`ı`Ł`XYf`C`VghY`ggYf`]b`8 Yi hgWx`UbX`X]Y  
<Y]XY`VYYfY`ni`]`f`Ya` '@YV`]b[ gcVgh"8 Ua`]h`Zc`[`h'g]Y`bi`f`\_b`Udd  
\]bhYf`XYf`<]a`VYYfY`ž`X]Y`a`]h`)'`ı`Ub`Y`f`ghYf`GhY`Y`ghY`h`8 ]Y  
6Y`]YVh\Y]h`X]Y`gYf`6Y`YfY`\Uh`ni`Y]b`Ya`ghYh][`Yb`5b`ghY][`XYf`  
5b`VUi`Z`Å`W`Y`[`YZ`Ø`f`h`"`a`š\ f`&\$&(`VY`hfi`[`X]Y`gY`]b`8 Yi hgWx`UbX  
Yhk`U`"`)`\$\$`<Y`\_h`Uf`ž`k`Ug`Y]b`Yb`5b`ghY][`j`cb`\$`ž`ı`]a`J`Yf`[`Y]Wx  
ni`a`J`cf`U`f`X`Uf`ghY`h`"`a`š\ f`&\$`%`&`ı`U`[`X]Y`5b`VUi`Z`Å`W`Y`bc`Wx`VY]  
`YX][`Y]Wx`%",`(\$`<Y`\_h`Uf`ž`k`Ug`X`Ug`g][`b]Z`\_`Ub`hY`K`UWx`ghi`a`[`i`h  
j`Yf`XYi`h]Wx`h`**NJ K`VYf]Wx`hY`hž`X`Ugg`<Y]XY`VYYfYb`a`]h`Y`fk`Y`Y  
[`Ub`n`Å`f`[`Y`f`h`h]Wx`g]b`X`ž`Y]b`I`a`gh`Ub`X`ž`XYf`j`cf`Y]b][`Yb`š\ f`Yb**

bcW\`b]W\h[ Y[ YVYb`k Uf"

8]YgYf`5bgh]Y[ `Ub`6Y`YVh\Y]h]gh`b]W\h`bi f`Ui Z`XYb`\Y]a ]gW\Yb  
5bVUi `ni fØW\_ni ZØ\fyb""8]Y`a dcfhU\`Yb`ZØf`<Y]XY`VYYfyb`]b  
8Yi hgW\`UbX`\UVYb`g]W\`gY]h`&\$%, `j YfXcddY`hž`k cVY]`X]Y`NU\`Yb  
gY]h`&\$%) `i a `XYb`: U\_hcf`(`ž) `[ Ygh]Y[ Yb`g]bX""A Uf\_hUbU`mgh  
7`Ui X]c`; `À» Yf`\YVh\`Yfj c fž`XUgg`X]Y`ZfØ\Yfyb`GW\k ]Yf][ \_Y]hYbž  
<Y]XY`VYYfyb`]a `Gi dYfa Uf\_h`ni `Z]bXYbž`\Yi hY`XYf`J Yf[ Ub[ Yb\Y]h  
Ub[ Y\`Øfyb"

## K UW\ ghi a `Ui Z`XYa `[ `cVU`Yb`A Uf\_h

hYfbUh]cbU`[ YgY\Yb`Yf`YVh`X]Y`<Y]XY`VYYfdfcXi \_h]cb`Y]b  
VYa Yf\_Ybgk YfhYg`K UW\ ghi a ""8Yf`k Y`hk Y]hY`5bVUi `\Uh]g]W\`]b  
XYb`YhnhYb`nY\`b`j\`fYb`a Y\`f`U`g`j YfXcddY`h"@Ui h: **fi ]hbYh**  
k ÅW\gh`X]Y`; YgUa hZÅW\Y`ZØf`<Y]XY`VYYfyb`Å\`f]W\`i a  
a ]bXYghYbg`%\$`i ""`a `j\`f`&\$&` `VYhfi [ `X]Y[ `cVU`Y`5bVUi ZÅW\Y  
VYfy]hg`&\*`+"\$\$\$`<Y\_hUfž`k cVY]`@UhY]bUa Yf\_]U`a ]h(`&`i `XYg  
5bhY]`g`Xca ]b]Yfhž`VYgcbXYfg`]b`@ÅbXYfb`k ]Y`DYfi ž`A YI ]\_c`i bX  
7\]Y""7\]bU`\Uh]g]W\`YVYbZU`g`U`g`VYXYi hYbXYf`5\_hYi f`YhUV`Y]fh  
i bX`dfcXi n]Yfh`Yhk U` &`i `XYf`k Y`hk Y]hYb`<Y]XY`VYYfyb"

8]Y`k Y`hk Y]h`dfcXi n]YfhY`A Yb[ Y`YffY]W\hY`]a `j\`f`&\$&` `%ž+,  
A ]`cbYb`HcbbYb""8 UVY]`]gh`ni `VYUW\hYbž`XUgg`XYf`]bhYfbUh]cbU`Y  
<UbXY`a ]h`Zf]gW\Yb`<Y]XY`VYYfyb`]b`J c`i a Yb`bi f`fi bX`&\$`i  
[ Yf]b[ Yf`]gh`U`g`XYf`j cb`ŸdZY`bž`k Y`W\Yf`YXcW\`ZUgh) \$!a U`  
[ fØ» Yf`]gh`U`g`X]Y`<Y]XY`VYYfdfcXi \_h]cb""8]YgY`8]g\_fYdUb`n`nY][ hž  
XUg`DchYbn]U`XYg`]bhYfbUh]cbU`Yb`A Uf\_hYg`ZØf`X]YgY`: fØW\hY"

## @c [ ]gh]\_ `i bX`? `]a UV]`Ub n

8]Y`<Y]XY`VYYfybž`X]Y`]b`8Yi hgW\`UbX`Yf\`À`h]W\`g]bXž`ghUa a Yb  
[ fØ» hYbhY]`g`j cb`XYf`5a Yf\_]Ub]gW\Yb`<Y]XY`VYYfy`i bX`UbXYfyb  
bcfXUa Yf\_]Ub]gW\Yb`5fhYbž`X]Y`i bhYf`\_c`bhfc``]YfhYb`6YX]b[ i b[ Yb  
[ YnØW\hYh`k YfXYb""8]YgY`\_ØbbYb`(`V]g`\*`K cW\Yb`[ Y`U[ Yfh  
k YfXYbž`k Ug`X]Y`HfUbgdcfhk Y[ Y`Yf\YV`]W\`j YfVYggYfh""9]b  
k Y]hYfyf`J cfhY]`g]bX`X]Y[ YgYb\_hYb`HfUbgdcfh\_cghYb`Xi fW\`XYb  
J YfgUbX`]b`7cbhU]bYfb`Ui g`DYfi `dYf`GW\]ZZ`: **fYg\`d`UnU`VYf]W\hYh**

ŸXcW`Ui WžXUgg`XYf`Ub[ Y`HfUbgdcfhk Y[ `bY[ Uh]j Y  
5i gk ]f\_i b[ Yb`Ui ZX]Y`?`]a UV]`Ubn`Uhžk Ug`XYb`Ub`U`hYbXYb  
6cca `XYf`<Y]XY`VYYfY`XYbbcW`b]W`h`VYY]bhf`W`h][ `h`

8]Y`9fbhYVYX]b[ i b[ Yb`UVYb`g]W`]b`k ]W`h][ Yb  
5bVUi `ÀbXYfb"bcfa U`g]Yfhžk cXi fW`XYf`9l dcfhž]bgVYgcbXYfY  
Ui g`DYfi ž[ Ygh]Y[ Yb`]gh" `ϕ`XYb`YhnhYb`A cbUhYb`k i fXYb  
j YfVYggYfhY` ; YgW`a `W`\_Yf`Xi fW` [ Øbgh][ Y`K`YhYfVYX]b[ i b[ Yb`]b  
7\]bU`gck ]Y`Y]bY`ghY][ YbXY`5bVUi Z`W`Y`]b`DYfi `VYcVUW`hYh`Gc  
\Uh]g]W`X]Y`5bVUi Z`W`Y`Xcfh]j cb`&"\$\$\$`<Y\_hUf`]a `ϕ\`f`&\$%\*`Ui Z  
&"\$\$\$`<Y\_hUf`]a `ϕ\`f`&\$&( `Yf\`Ò\hžk cVY]`X]Y`GcfhYbj ]Y`ZU`h]g]W`  
Ui ZbYi b`<Ui dhgcfhYb`\_cbnYbhf]Yfhž`a ]h]Ybhi fU`U`g  
Xca ]b]YfYbXYf`GcfhY"

ϕg[ YgUa h`nY][ h]g]W`žXUgg`X]Y`<Y]XY`VYYfY`b]W`h`bi f`Y]b  
VY`]YVhYg`C Vgh]b`8Yi hgW`UbX`]ghž`gcbXYfb`Ui W`Ui ZXYa  
]bhYfbUh]cbU`Yb`A Uf\_h`ni bY`a YbX`Ub`6YXYi hi b[ `[ Yk ]bbh`8]Y  
gh`AbX][ Y`J YfZØ[ VUf`\_Y]hi bX`X]Y`j ]Y`gY]h][ Yb  
Bi hni b[ ga Ò[ `]W`\_Y]hYb`hfU[ Yb`XUni `VY]žXUgg`g]Y`U`g  
Gi dYfZccX` [ YgW`Àhnh`k ]fX`"A ]h`Y]bYa `c`Yb` ; Y`U`h`Ub`J ]hUa ]b  
9ž`A Ub[ Ub`i bX`5bh`c W`UbYb` [ ]`h]g]Y`U`g`VYgcbXYfg  
[ Ygi bX`Y]hgZ`ØfXYfbX"

8YhU]`g	
C fh	8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"><li>• k k k "nj k "XY</li><li>• k k k "Zfi ]hbYh"W`a</li><li>• k k k "ZfYg`d`UnU"XY</li></ul>

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