

9fZi fh'k Ufbh. '6UXYb ' ]b 'c ZZ]n]Y`Yb  
; Yk ÅggYfb 'g]W\ Yfh' Æ fY ; Ygi bX\Y]h°

9fZi fhg; Ygi bX\Y]hgUa h'Ya dZ]Y\`h'g]W\ YfY '6UXYcfhY 'i bX  
k Ufbh'j cf'F ]g]\_Yb ' ]b 'bUhØf`]W\ Yb ; Yk ÅggYfb " '5\_hi Y`Y  
K UggYfei U`]hÅhg\_c bhfc ``Yb 'U\_h]j "



9fZi fhž'8 Yi hgW\`UbX '! '5a ` \Yi h] [ Yb 'HU [ žXYa ' ; " ' & \$ & ) ž'gcf [ h  
XUg ; Ygi bX\Y]hgUa h'9fZi fh'ZØf'5i ZgY\Yb 'a ]h'Y]bYf'Y]bXf]b [ `]W\ Yb  
9a dZY\`i b [ . '6UXYb 'gc ``hY 'Ui ggW\`]Y » `]W\ ' ]b '\_cbhfc ``]YfhYb 'i bX  
c ZZ]n]Y`Yb '6UXYghY`Yb 'YfZc `[ Yb "'8 ]YgY 'A U » bU\ a Y 'k ]fX 'j cb 'XYa  
HYUa 'XYg'i a k Y'hVYnc [ YbYb ; Ygi bX\Y]hggW\i hnYg'i bhYfghØhnhž  
XUg\_c bh]bi ]Yf`]W\ 'X]Y 'K UggYfei U`]hÅh]b 'XYb '9fZi fhYf  
6UXY [ Yk ÅggYfb 'ØVYfk UW\ h'Ni 'XYb ' [ YhYghYhYb '6UXYd`ÀhnYb  
[ Y\ØfYb 'V ]hnV`Ub\_Y : Uj cf]hYb 'k ]Y 'XUg 'GhfUbXVUX 'GhchhYfb\Y]a ž  
XYf 'BcfXghfUbXž? Ø\ b\Ui gYbž'XUg '8 fY]YbVfi bbYbVUX 'i bX 'XUg  
BcfXVUX " 'A Uf\_i g? `]Yk Y 'j ca ; Ygi bX\Y]hgUa h'VYhcbh'X]Y  
K ]W\ h] [ \_Y]h'X]YgYf'F ]W\ h]b ]Yž'XYbb ' ]b 'X]YgYb 'c ZZ]n]Y`Yb  
6UXYghY`Yb 'g]bX 'Ui W\ 'F Yhhi b [ ggW\k ]a a Yf'j cf 'C fhž'X]Y 'ja  
BchZU ``gW\ bY`Y]b [ fY]ZYb '\_ØbbYb "

K c\]b'a Ub'\]b[ Y[ Yb''YVYf'b]W\h[ Y\Yb'gc''hYž'g]bX'X]Y  
]bcZZ]n]Y''Yb'6UXYghY''Yb'Ybh'Ub[ 'XYf'; YfU'cXYf']b'6U[ [ YfgYYb"  
8]YgY'D'ÀhnY'\UVYb'\fY'[ Ub'n'Y][ YbYb'; YZU\fYb''Gc'\_Ubb'X]Y  
; YfU'Ub'VYgh]a a hYb'GhY''Yb'Ài » Yfgh[ YZÀ\f']W\Y'GhfÒa i b[ Yb  
Ybhk ]W\_Y'b''8U'ni XYa '\_Y]bY'FYhhi b[ ggW\k ]a a Yf'j cf'C fh'g]bXž  
k ]fX'\]Yf'XUg'F ]g]\_c'ZØf'GW\k ]a a Yf'Yf\YV'W\Yf\Ò'h''5VYf'b]W\h  
bi f'GhfÒa i b[ Yb'ghY''Yb'Y]b'F ]g]\_c'XUf'/i bg]W\hVUFY'; YZU\fYb  
'Ui Yfb']a 'K UggYf''A ]\_fccf[ Ub]ga Yb'k ]Y'9!7c'!]6U\_hYf]Ybž  
9bhYfc\_c\_\_Ybž'DUfUg]hYb'i bX'gc[ Uf'5'[ Yb'\_ÒbbYb'Xcfh  
j cf\_ca a Yb'i bX'ni 'i bUb[ YbY\ a Yb'ϕZY\_h]cbYb'ZØ\fYb''8]YgY  
\_ÒbbYb'Xi fW\ZU''Ufh][ Y'Gma dhca Yž'6Ui W\ \_fÀa dZYž: ]YVYf'gck ]Y  
<Ui h'i bX'5i [ YbfY]ni b[ Yb'j Yfi fgUW\Yb"

## F ]g]\_cVYk i gghgY]b'VY]a '6UXYb

6UXYb']b'ZFY]Yf'B Uhi f'\_]b[ hj Yf'cW\_YbX'i bX'\_Ubb'Ui W\  
[ Ygi bX\Y]hgZØfXYfbX'gY]bž'XcW\X]Y'9]bgW\Àmi b[ Yb'nY][ Ybž'XUgg  
Yg'Ui W\Yf\YV'W\Y'F ]g]\_Yb'V]f[ h''BYVYb'[ YZÀ\f']W\Yb  
GhfÒa i b[ Yb'g]bX'Yg'j cf'U''Ya 'Ui W\DZUbnyb'i bX'i bh]YZYbž'X]Y  
ni '6UXYi bZÀ''Yb'ZØ\fYb'\_ÒbbYb''@Ui h'XYb'5i gZØ\fi b[ Yb'XYg  
I a k Y'hVi bXYgUa h'g'gh'X]Yg'b]W\h'XUg'Y]bn][ Y'F ]g]\_c.  
J Yfi bfY]b][ i b[ Yb'Ui g'5Vk UggYfY]b'Y]hi b[ Yb'cXYf'Ui W\  
5VgW\k Ya a i b[ Yb'Ui g'XYf'@UbXk ]fhgW\UZh'\_ÒbbYb'X]Y  
K UggYfei U']hÀ'hghUf'\_VYY]bhfÀW\h][ Yb''?'ÀfUb'U[ Yb'g]bX'b]W\h  
dYfZY\_h'i bX'YbhZYfbYb'?fUb\_\Y]hgYffY[ Yf'bi f'hY]'k Y]gY' 'XUa ]h  
Yf\Ò'h'g]W\XUg'F ]g]\_c'ZØf'6UXY[ ÀghY'i bUV\Àb[ ]['j cb'XYf  
@cW]h]cb'i bX'X]Y'; YZU\fYb'j cb'8i fW\ZU''Yf\_fUb\_i b[ Yb'gck ]Y  
5i [ Yb!'i bX'C\ fYb]bZY\_h]cbYb'ghY][ Yb"

8]Y'E i U']hÀ'hXYf'6UXY[ Yk ÀggYf'k ]fX'fY[ Y'a À»][ 'j cb'XYb  
6i bXYg'ÀbXYfb'\_cbhfc''Yfhž'i bX'X]Y'9i fcdÀ]gW\Y  
6UXY[ Yk ÀggYff]W\h]b]Y'gcf[ h'gY]h%- +\* 'ZØf'A ]bXYghghUbXUfXgž'X]Y  
ni 'Yhnh'&\$\*\$'bcj Y''Yfh'k i fXYb''8Ug'I a k Y'hVi bXYgUa h'gd]Y'h  
Y]bY'nYbhfU'Y'F c''Y. '9g'VYk YfhYhi "U"XUg'ϕZY\_h]cbgf]g]\_c ]b  
6UXY[ Yk ÀggYfb'i bX'YfUfVY]hYh'k ]ggYbgW\UZh]W\Y'; fi bX'U[ Ybž  
i a 'X]Y'; Ygi bX\Y]hj cb'6UXY[ ÀghYb'ni 'gW\ØhnYb''5i W\k YfXYb  
A Yh\cXYb'ni f'9f\_Ybbi b[ 'j cb'?fUb\_\Y]hgYffY[ Yfb'Ybhk ]W\_Y'h'i bX  
ghUbXUfX]g]Yfh"

K Yf'U`gc`Y]bYb`Gdfi b[ `]bg`\_Ø\`Y`B Ugg`k U[ hž`gc`hY`g]W`VYk i ggh  
 gY]b.`8]Y`g]W`YfghYb`9bhgW`Y]Xi b[ Yb`hf]Zh`a Ubž`k Ybb`a Ub`g]W  
 Ub`X]Y`9a dZY\`i b[ Yb`XYf`6Y\`ØfXYb`\`À`hi bX`UV[ Yg]W`YfhY  
 6UXYghY`Yb`Ui Zni gi W`Yb``Gc`\_Ubb`a Ub`X]Y`Gca a YfZ`Yi XY  
 i bVYgW`k Yfh[ Yb]Y» Yb`i bX`g]W`Yf`]bg`K UggYf`gdf]b[ Yb"

: Øf`XYhU]`YfhY`ϕZcfa Uh]cbYb`ni f`6UXY[ Yk ÀggYfei U`]hÀ`hi bX`ni f  
 F]g]\_cVYk Yfhi b[ `\_ØbbYb`ϕhYfYgg]YfhY`XUg`I a k Y`hVi bXYgUa h  
 i bX`XUg`6i bXYgi a k Y`ha ]b]ghYf]i a `VYgi W`Yb"

8YhU]`g	
C fh	9fZi fhž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "YfZi fh"XY</li> <li>• k k k "Vi bXYgi a k Y`ha ]b]ghYf]i a " XY</li> <li>• k k k "i a k Y`hVi bXYgUa h"XY</li> </ul>

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