

< Ui ga Ø`UbU`mgY`]b`>YbU.`K c`UbXYb  
i bgYfY`5VZÄ`Y`k ]f\_`]W 3

8Yf`?ca a i bU`gYfj ]W`>bU`UbU`mg]Yfhj ca `&' "V]g`&+"`đ b]  
&\$&) `<Ui ga Ø``]b`j YfgW ]XYbYb`GhUXhhY`Yb`ni f  
5VZU`VYk Yfhi b[ "



>YbUž`8Yi hgW`UbX`!`đ`XYf`&\*"`?U`YbXYfk cWYž`[ YbUi Yf`[ YgU[ h  
j ca `&' "V]g`&+"`đ b]`&\$&) žk ]fX`]b`>bU`Y]bY`k ]W`h][ Y`5bU`mgY`XYg  
<Ui ga Ø`g`Xi fW [ YZØ`fh`8Yf`?ca a i bU`gYfj ]W`>bU`f?Gž`U`h]a  
5i ZhfU[ `XYf`GhUXh`X]Y`5i Z[ UVY`ØVYfbca a Ybž`X]Y  
Ni gUa a YbgYhni b[ `XYg`<Ui ga Ø`g`]b`j ]Yf`i bhYfgW ]YX`]W`Yb  
Ghfi \_hi f[ YV]YhYb`ni `VYk YfhYb`"8]Yg`]gh`X]Y`YfghY`i a ZUggYbXY  
<Ui ga Ø`UbU`mgY`gY]h`&\$%) `i bX`a Uf\_]Yfh`Y]bYb`Yb`hgW`Y]XYbXYb  
GW`f]h`iZØf`XUg`5VZU`k ]fhgW`UZh`g`cbnYdh`XYf`GhUXh`"

8]Y`<Ui ga Ø`UbU`mgY`YfZc`[ h]b`XYb`; YV]YhYb`7cgdYXUž  
F]b[ k ]YgYž`@cVYXU!Cgh`i bX`HØa`d`]b[ j ]YfhY`"5b`XYb`Yk`Y`][ Yb  
HU[ Yb`XYf`fY[ i `ÄfYb`5VZU`UVZ` \f`k YfXYb`X]Y`<Ui ga Ø`h`cbbYb  
[ Y`YYfh`ž`i bX`XYf`đ`U`h`k ]fX`]b`Y]b`gYdUfUhg

5VZU`gUa a Y`ZU\fnYi [ `i a [ Y`UXYb" 8]Y: Ø`ghÅbXY`XYf`HcbbYb  
k YfXYb`j ]gi Y``\_cbhfc``]Yfhi bX`ni XYa `k ]Y[ h'a Ub`X]Y`6Y\À`hYf  
gUa h`ð\U`h`N]Y`X]YgYf`A U» bU`a Yb`]gh`Ygž`X]Y`dfcnYbhi U`Y  
J YfhY`]i b[ `j cb`K Yfhghc ZYbž`GW`UXghc ZYb`i bX`V]c`c [ ]gW  
UVVUi VUFYb`5VZ`Yb`XYhU`]Yfhi`ni`YfZUggYb" K Y]hYfY`8YhU`]g`ni f  
5bU`mgY`\_ØbbYb`Ui ZXYf`K YVgY]hY`j cb`>YbUHJ`bUW [ Y`YgYb  
k YfXYb"

## K Ufi a `Y]bY`bYi Y`5bU`mgY3

>bU`]gh`U`g`ÒZYbh]W!fYW`h]W`Yf`9bhgc f[ i b[ ghfÀ[ Yf`fØf9Ł  
j YfdZ]W`hYhž`fY[ Y`a`À» ][ `5VZU`k ]fhgW`UZhgc`c`bnYdhY`ni`YfghY`Yb  
i bX`Zcfhni gW`fY]VYb" 8]Y`YhnhY`5bU`mgY`k i fXY`j`cf`fi bX`nY`b  
>U`fYb`Xi fW [ YZØ`fhž`i bX`a` ]h`XYf`U`\_hi Y`Yb`l`bhYfgi W`i b[ `k` ]`X]Y  
GhUXh`X]Y`ei U`]hUh]j Yb`i bX`ei Ub]hUh]j Yb`5gdY`\_hY`XYg`<Ui ga Ø`g  
U`\_hi U`]g]YfYb`i bX`XUfUi g`UV`Y]hYbž`k Y`W`Y`A U» bU`a Yb`ZØf`X]Y  
5VZU`k ]fhgW`UZh`b`chk YbX][ `g]bX" @Ui h`? G>k YfXYb`nk Y]  
Gcfh]YfUbU`mgYb`bØh][ `gY]bž`i a`Y]b`i a`ZUggYbXYg`6]`X`ni`Yf\U`hYb"

6YgcbXYfg`gdUbbYbX`]gh`X]Y`HUhgUW`Yž`XUgg`X]Y`YfghY  
Gcfh]YfUbU`mgY`VYfY]hg`]b`XYf`, ""? U`YbXYfk`c`W`Yž`U`gc`]b`XYf  
j Y[ YhUh]cbgUfa Yb`NY]hž`Xi fW [ YZØ`fh`k`i`fXY" 8]Y`nk`Y]hY`5bU`mgY  
Zc`[ h`XUbb`]a`Gca`a`Yf`&\$&) ""BYVYb`XYb`FY[ Y`i`bhYfgi W`i b[ Yb  
k ]fX`Yg`ni`XYa`Ua`%-`": YVfi Uf`&\$&) `Y]bY`gYdUfU`hY`j ]gi Y`Y  
: Ø`ghUbXga Yggi b[ `i bX`; Yk ]W`hgYfa` ]h`i b[ `VY]`DUd]YfhcbbYb`]b  
XYf`ðbYbghUXh`i bX`XYb`Ub[ fYbnYbXYb`; YV]YhYb`[ YVYb"

## 8 UhYbgW`i`hn`i`bX`HfUbgdUfYbn

9]b`k ]W`h][ Yf`Di b`\_hž`XYf`]b`XYf`?ca`a`i`b]\_Uh]cb`ni`X]YgYb  
5bU`mgYb`\Yfj`cf[ Y`c`VYb`k ]fXž`]gh`XYf`8 UhYbgW`i`hn" 9g`k`YfXYb  
\_Y]bY`dYfgcbYbVYnc[ YbYb`8 UhYb`YfZUggh`c`XYf`k`Y]hYf[ Y[ YVYbž`  
i`a`XYb`6Øf[ Yf.]bbYb`Y]b`j`YfhfUi`Ybgj`c`Yg; YZØ`\`ni`[ YVYb"  
<]YfVY]`ghY`h`X]Y`5bU`mgY`XYf`5VZU`ghf`Øa`Y`ja`J`cfXYf[ fi bX`i`bX  
b]W`h`X]Y`, VYfk`UW`i`b[`]bX]j`]Xi`Y`Yf`ð\U`hY"

8]Y`B`chk`YbX][`\_Y]h`Y]bYf`gc`W`Yb`8 UhYbUbU`mgY`]gh`Ui`W`ja  
?cbhYI`h`XYf`U`[`Ya`Y]bYb`5VZU`k ]fhgW`UZh`ni`gY`Yb" `GhUh]gh]\_Yb

ni f'5VZU`Ybhgc f[ i b[ ' ]b'8Yi hgW`UbX`nY][ Ybž'XUgg']bgVYgcbXYfY  
 X]Y'A Ø`hfYbbi b[ 'i bX'X]Y'9fZUggi b[ 'j cb'?i bghghcZUVZ`Yb  
 [ fi bX`Y[ YbXY'9`Ya YbhY'ZØf'X]Y'bUW`U'h][ Y'5VZU`k ]fhgW`UZh'g]bX"  
 9]b' , VYfV`]W\_ØVYf'fY`Yj UbhY'8 UhYb']gh'Ui Z'XYb'GY]hYb'XYg'  
 GhUh]gh]gW`Yb'6i bXYgUa hYg'ni 'Z]bXYb"

8]Y`\_ca a YbXYb`HU[ Y'j YfgdfYW`Yb'U`gc'Ui ZgW`i ggfY]W`Y  
 9f\_Ybhb]ggYž'X]Y'ZØf'X]Y'ni \_ØbZh][ Y'D`Ubi b[ 'i bX'! a gYhni b[ 'XYf  
 5VZU`k ]fhgW`UZh]b'žbU'k Y[ k Y]gYbX'gY]b'\_ØbbhYb"'8]Y`GhUXh  
 fYW`bYh'a ]h'k Yfhj c`Yb'žZcfa Uh]cbYbž'X]Y'b]W`h'bi f'ni f'VYggYfYb  
 Gcfh]Yfi b[ 'XYg'A Ø`gž'gcbXYfb'Ui W`ni f'U`[ Ya Y]bYb  
 GYbg]V`]g]Yfi b[ 'XYf'6Øf[ Yf.]bbYb'\]bg]W`h]W`5VZU`j Yfa Y]Xi b[  
 i bX'!hfYbbi b[ 'VY]hfU[ Yb'gc`hYb"

8YhU]`g	
C fh	žbUž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "YbUhj "XY</li> <li>• _g^"YbU"XY</li> <li>• k k k "XYghUh]g"XY</li> </ul>

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