

9!6]\_Y!! bZU``]b`6YhhYb\Ui gYb.  
\* %! Å\ f][ Yf`bUWk `6]YbYbgh]Wk `j Yf`Yhnh°

9]b`9!6]\_Y!! bZU``]b`Gi \``Ua `%( "\$+ "&\$&) `ZØ\fh`ni `gWk YfYb  
J Yf`Yhni b[ Yb``8Yf` : U\ fYf`j Yf`cf`bUWk `Y]bYa `6]YbYbgh]Wk  
X]Y`?cbhfc``Y"



6YhhYb\Ui gYbž`8Yi hgWk`UbX`!`#`XYb`YhnhYb`HU[ Yb`\_Ua`Yg`]b  
8Yi hgWk`UbX`]a`a`Yf`k`]YXYf`ni`gWk`YfYb`i`bZÅ``Yb`a`]h`9!6]\_Ygž  
k`Ug`XUg`H\Ya`U`G]Wk`Yf\Y]h`]a`GhfU»`Ybj`Yf`\_Y\`f`Yfb`Yi`h`]b`XYb  
:`c`\_i`g`f`Ø`W`\_h`Gc`YfY][`b`Yh`Y`g]Wk`Ua`GcbbhU[`b`UWk`a`]h`U[`]a  
fi`\][`Yb`6YhhYb\Ui`gYb`Y]b`J`cf`ZU``ž`XYf`Y]b`Yb`\*`%!`Å\`f][`Yb`A`Ubb`]b  
Y]b`Y`a`]gg`]Wk`Y`@U[`Y`Vf`UWk`hY``K`]Y`X]Y`@Ub`XYgdc`nY]]b`gdY`\_h]`cb  
Gi`\``]b`Y]b`Yf`U`\_hi`Y``Yb`A`Y`Xi`b[`VYf]Wk`hY`hY`ž`ž`\`f`XYf`A`Ubb`Ui`Z  
gY]b`Ya`9!6]\_Y`XYb`HY]Wk`Y[`\]bi`bhYfž`k`Ubb`Yf`c`ZY`b`V`Uf`j`cb  
Y]b`Yf`6]Yb`Y[`Yghc`Wk`Yb`k`i`f`XY``#`XYf` :`c`[`Y`j`Yf`cf`Yf`X]Y`?`cbhfc``Y  
ØVYf`gY]b` :`U\`ff`UX`i`b`X`gh`Ø`fnhY``9]b`F`Y`h`i`b[`g\i`Vg`Wk`f`Ui`VYf  
Vf`UWk`hY`XYb`J`Yf`YhnhYb`i`a`[`Y\`Yb`X`]b`g`?`f`Ub`\_`Yb`\`Ui`gž`k`c`Yf  
a`YX]n]b]gWk`j`Yfgcf[`h`k`i`f`XY"

8]Y[ YbUi Yb`l a ghÅbXY`XYg`l bZU`g`g]bX`ni fnY]h`bcW`i b`\_Ufž`i bX  
 X]Y`< Ò\Y`XYg`j Yfi fgUW`hYb`GUW`gW`UXYbg`ghY`h`YVYbZU`g`b]W`h  
 ZYgh`"9]b`gc`W`Yf`J cfZU`k` ]fZhi: fU[ Yb`ni f`G]W`Yf\Y]h`XYf`9!6]\_Y!  
 : U\fyf`Ui Z` ð`XYb`YhYb`Y\fyb`U`h`Yg`Y]bYb`XYi h`]W`Yb`5bgh]Y[  
 j`cb`DYXY`YWl bZ`Y`b`[ Y[ YVYb`"&\$&'` j`Yfi b[ `ØW`hYb``Ui h`  
**8YghUh]g`]**bg[ YgUa`h`&`"\*`), `DYXY`YWBi`hYfž`Y]bY`NU\`ž`X]Y`g]W`  
 ]a`J`Yf[ `Y]W`ni`&\$%(`a`Y`f`U`g`j`YfnY`bZUW`h`U`h`"

## 5\_hi`Y`Y`l`bZU`ghUh]gh]\_Yb`

9]b`k`Y]hYfyf`5gdY`hž`XYf`X]Y`G]hi`Uh]cb`VY`Yi`W`hYhž`g]bX`X]Y  
 GhUh]gh]\_Yb`ni`9!6]\_Y!l`bZ`Y`b`8Yf`5bhY]`XYf`DYXY`YW  
 J`Yfi`b[ `ØW`hYb`i`bhYf`(`)``Y\fyb`]gh]`cb`%%i``]a``Y\f`&\$%(`Ui`Z  
 ZUgh`Y]bYb`8f]hY`fi`\$ž%i`Ł]a``Y\f`&\$&'`[`Ygh]Y[`Yb`"8]Yg`nY][`hž  
 XUgg`b]W`h`bi`f`À`hYfY`:`U\fyf`VYhfc`ZYb`g]bXž`gcb`XYfb`Ui`W`↑`b[`Y  
 A`Ybg`W`Yb`"8`Ug`8i`f`W`g`W`b]hgU`hYf`XYf`J`Yfi`b[ `ØW`hYb``Y[`h  
 ]bnk`]g`W`Yb`VY])`'`Y\fyb`ž`k`Ug`X]Y`8YVUhY`i`a`X]Y  
 G]W`Yf\Y]hga`U»`bU`a`Yb`VY]a`:`U\fyb`j`cb`9!6]\_Yg`k`Y]hYf`Ub`Y]nh`"

8]Y`@U[`Y`k`]fX`ni`g`Å`h`]W`X`i`f`W`X]Y`HUhgUW`Y`XYi`h]W`ž`XUgg  
 b]W`ha`chcf]g]YfhY`:`U\ff`Å`XYf`Y]bY`[`Ygi`b`\_YbY`l`bZU`f`UhY  
 Ui`Z`k`Y]gYb`"8]Y`NU\`XYf`l`bZ`Y`a`]h`b]W`ha`chcf]g]YfhYb  
 :`U\ff`Å`XYfb`Z]Y`j`cb`+`\*`\*`\$`\$]a``Y\f`&\$%(`Ui`Z`+`&`&\$`\$]a``Y\f  
 &\$&'`"8]Y`NU\`XYf`:`Yh`Ø`hYhYb`]b`X]YgYf`?`UhY[`cf]Y`gUb`\_YVYbZU`gž  
 j`cb`")`+`Ui`Z`&`)\*`"8]Y`l`bZU`[`Y`ZU`f`VY]a`9!6]\_Y!:`U\fyb`g`W`Y]bh  
 Y`Xc`W`g][`b]Z]\_Ub`h`ni`ghY][`Yb`"

## l`bZU``]b`Dc`hgX`Ua`

8YhU]`g`	
C`fh`	6YhYb`U`i`gYbž`8Yi`hgW`U`b`X`
E`i`Y`Y`b`	<ul style="list-style-type: none"> <li>• k`k`k`"bYk`g"XY`</li> <li>• k`k`k`"hU[`&amp;(`"XY`</li> <li>• k`k`k`"XYghUh]g"XY`</li> </ul>

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