

# 9\Y!?!? f]gY `VY]`8Yh`YZ`Gccgh. `A UW\ h DUUfh\YfUd]Y`XUg`DUUf`ghUf\_3

8Yh`YZ`Gccgh`i bX`? UhY`<U``gdFYW\Yb`ØVYf`]\fY`9\Y\_f]gYž  
H\YfUd]Y`i bX`D`ÀbY`ZØf`X]Y`Ni`\_i bZh`'9]b`6`]W\_`Ui Z]\fY  
6Yn]Y\i b[ "

B c f k Y [ ]gW\Y` : `cfXYž`B c f k Y [ Y b`!`8Yh`YZ`Gccgh`f) ( Ł`i bX`? UhY  
<U``f( %Ł`ghY\Yb`U`\_hi Y``]a` `F Ua` dYb`]W\hž`XU`g]Y`a` ]h`Y]bYf  
9\Y\_f]gY`\_Àa` dZYb``8Ug`DUUfž`XUg`gY]h`&\$%&`j Yf\Y]fUhYh]gh`i bX  
]bg[ YgUa`h`%\*`>\fY`ni`gUa`a`Yb`]ghž`\Uh`g]W\XUni`YbhgW\`cggYbž  
cZZYb`ØVYf`]\fY`<YfUi`gZc`fXYfi`b[ Yb`ni`gdFYW\Yb``Gccgh`i bX`<U``  
\UVYb`j Yfgi`W\hž`]\fY`DfcV`Ya`Y`df]j`Uh`ni` \U`hYbž`i`a` ]\fY`XfY]  
? ]bXYf`ni`gW\ØhnYb``&`Y]bYa`&`hYfj`]Yk`VYhcbhY`<U``ž`XUgg`XUg  
Df]j`UhY`ZØf`g]Y`k`]W\h][ Yf`]gh`U`g`X]Y`ÒZZYbh`]W\Y`K`U\fbY\`a`i`b[ ž  
XcW\`A`YX]YbUbZfU[ Yb`a` UW\hYb`Yg`]\bYb`gW\k`Yfž`g]W\`gh``ni  
j`Yf\U`hYb``G]Y`VYgh`Àh][ hY`X]Y`Ub\U`hYbXYb`GW\k`]Yf][`\_Y]hYb`]b`XYf  
6Yn]Y\i b[ ž`Ài`»YfhY`UVYf`Ui`W\ž`XUgg`g]Y`[`ØW\_`]W\`gY]`i bX`Yg`]\f  
[ i`h[ Y\Yž`hfch`XYf`VY`UghYbXYb`G]h`Uh]cb``< **B 5`VYf]W\hYhž`XUgg**

I a`X]Y`6Yn]Y\i b[ `ni`gh`Àf`\_Ybž`\Uh`XUg`DUUf`VYgW\`cggYbž`Y]bY  
5i`gnY]h`ni`bY\`a`Yb``8]YgY`NY]h`gc``]\bYb`\Y`ZYbž`]bX]j`]Xi`Y``Y  
H\Ya`Yb`ni`VYUfVY]hYb`i bX`g]W\`gY`Vgh`VYggYf`ni`Z]bXYb``? UhY  
<U``k`]Xa`Yh`g]W\`XYfnY]h`]\fYf`5fVY]h`U`g`Mc[ U!@Y\`fYf]b`i bX  
G`Àb[ Yf]b`i bX`ghfYVh`Y]bY`5i`gV]`Xi`b[ `ni`a`@]ZY`7c`UW\`Ub``=a  
[`Y]W\Yb`5hYa`ni`[`VYhcbhYb`g]Y`X]Y`6YXYi`hi`b[ `j`cb`9\`f`]W\`\_Y]h  
i bX`C`ZZYb\`Y]h`i`b`]\fYf`?`ca`a`i`b[\_Uh]cb``Hfch`XYf`GW\k`]Yf][`\_Y]hYb  
UfVY]hYb`VY]XY`U`\_h]j`Ub`]fYf`6Yn]Y\i b[ `i bX`bY\`a`Yb`Ub  
DUUfh\YfUd]Y`hY]ž`i`a`Ub`g]W\`gY`Vgh`ni`UfVY]hYb`i bX`[ Ya`Y]bgUa  
ni`k`UW\gYb``

< YfUi gZcfXYfi b[ Yb']b'XYf'6Yn]Y\i b[

8]Y'<YfUi gZcfXYfi b[ Yb']b'XYf'6Yn]Y\i b[ 'j cb'8Yh'YZ'Gccghi bX  
?UhY'<U''g]bX'b]W\h'Y]bn][ Ufh][ "'@Ui h'DUUfVU'UbW'g]bX  
9\Y\_f]gYb'cZh'XUg'9f[ YVb]g'j cb'a Ub[ Y'bXYf'?ca a i b]\_Uh]cbž  
Ya ch]cbU'Yf'8]ghUbn'cXYf'5''hU[ gghfYgg''8]Y'6YXYi hi b[ 'XYf  
cZYbYb'?ca a i b]\_Uh]cbž'X]Y'XUg'DUUf'VYhc b hž]gh'YbhgW\Y]XYbXž  
i a 'X]Y'k U\fyb'i fgUW\Yb']\fyf'DfcV`Ya Y'ni 'Yf\_YbbYb'i bX'ni  
UXfYgg]YfYb''J]Y'Y'DUUfY'j Yfa Y]XYb'Ygž'cZYbY'; YgdfÅW\Y'ØVYf  
]\fy'6Yn]Y\i b[ gdfcV`Ya Y'ni 'ZØ\fybž'k Ug'X]Y'G]hi Uh]cb  
j YfgW\ÅfZYb'\_Ubb"

Gccghi bX'<U''\UVYb'ni XYa 'Y]bY'[ Ya Y]bgUa Y'FY]gY']b'X]Y  
HØf\_Y]'[ Yd'Ubhž'i a ']\fy'6]bXi b[ 'k Y]hYf'ni 'ZYgh][ Yb''8]Y'≠XY  
X]YgYf'FY]gY'\_ØbbhY'U`g'NY]W\Yb']bhYfdFYh]Yfh'k YfXYbž'XUgg'g]Y  
VYfY]h'g]bXž'Ub']\fyf'6Yn]Y\i b[ 'ni 'UfVY]hYb'i bX'dcg]hj Y'GW\f]hhY  
]b'F]W\hi b[ '<Y]'i b[ 'ni 'i bhYfbY\`a Yb''8YbbcW\ '[ YghY\h'<U''ž  
XUgg'Yg'Ui W'gW\`a Yfn\UZhY`A ca YbhY'[ ]Vhž'X]Y'g]Y'Xi fW\`YVYb  
a ØggYb"

## 5i gV`]W\_`Ui Z`X]Y`Ni \_i bZh

I a ']\fy'@]YVY'ni 'ZY]Yfbž'\UVYb'8Yh'YZ'Gccghi bX'?UhY'<U''Y]bY  
?fYi nZ\fh]b'X]Y'bcfk Y[ ]gW\Yb': 'cfXY'ja 'GYdhYa VYf'[ Yd'Ubh"  
<]Yf'k YfXYb'g]Y'b]W\h'bi f'NY]h'a ]hY]bUbXYf'j YfVf]b[ Ybž'gcbXYfb  
Ui W`HUbni'i bX'Mc[ U!K cf\_g\cdg'UbV]YhYb' '5\_hj] ]hÅhYbž'X]Y']b  
j ]Y'Yf'Y]'<]bg]W\h']\fy'[ Ya Y]bgUa Yb'≠hYfYggYb'k ]XYfgd]Y[ Y'b"  
8]YgY'5fh'j cb'[ Ya Y]bgUa Yb'9f'YVb]ggYb'\_ØbbhY'Y]bY'k Yfhj c`Y  
A Ø[ `]W\`Y]h'XUfghY`Ybž']\fy'6Yn]Y\i b[ 'ni 'fYj ]hU`]g]YfYb'i bX'X]Y  
<YfUi gZcfXYfi b[ Ybž'j cf'XYbYb'g]Y'ghY\Ybž'ni 'a Y]ghYfb"

≠g[ YgUa h'V`Y]Vh'UVni k UfhYbž'k ]Y'g]W\`X]Y'G]hi Uh]cb'ZØf'XUg'DUUf  
k Y]hYfYbhk ]W\_`Y'b'k ]fX''8]Y'6YfY]hgW\UZh'ni f'5fVY]h'Ub'g]W\`gY`Vgh  
i bX'Ub'XYf'6Yn]Y\i b[ 'j]gh'YXcW\`Y]b'dcg]hj Yf'GW\f]hh']b'X]Y  
f]W\h][ Y'F]W\hi b[ ž'i a 'X]Y'U\_hi Y`Yb'GW\k ]Yf][ \_Y]hYb'ni  
ØVYfk ]bXYb''8]Y'^2 ZZYbh]W\`Y]h'i bX']\fy': Ub'g'k YfXYb'nk Y]ZY`cg  
X]Y'k Y]hYfYb'9bhk ]W\_`i b[ Yb']b'XYf'6Yn]Y\i b[ 'j cb'8Yh'YZ'Gccgh  
i bX'?UhY'<U''[ YgdUbbhj YfZc`[ Yb''F H@VYf]W\`hYhž'XUgg'

8YhU]`g	
J c f Z U ``	9\Y_f]gY
I f g U W X Y	a Ub[ Y`bXY`?ca a i b]_Uh]cbžYa ch]cbU`Y 8 ]ghUbnž'5``hU[ gghfYgg
C fh	B c f k Y[ ]gWXY: ^cfXYž'B c f k Y[ Yb
E i Y``Yb	<ul style="list-style-type: none"> <li>• k k k "\ b U"XY</li> <li>• k k k "fh`"XY</li> <li>• k k k "dUUfVU`UbW"XY</li> </ul>

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