

K Y`h\_f]Y[ gVca VY`]b`? Ò`b.`) "\$\$\$  
6Yk c\bYf`a ØggYb`Yj U\_i ]Yfh`k YfXYb`°

⊕`? Ò`b`k i fXY`Ua`' &\*"'A U] &\$&) `Y]bY`K Y`h\_f]Y[ gVca VY  
YbhXYW\_h`'9j U\_i ]Yfi b[ Yb`g]bX`bchk YbX][ ž`k À\fybX`XYf  
?Ua dZa ]hhY`VYgY]h][ i b[ gX]Ybghj`cf`Cfh]gh"



B Yi ghUXh!GØXž? Ò`bž`8 Yi hgW`UbX`!⊕`? Ò`b`k i fXY`Ua  
A cbhU[ ž`XYa`' &\*"'A U] &\$&) ž`Y]bY`K Y`h\_f]Y[ gVca VY`]b`XYf  
B Yi ghUXh!GØX` [ YZi bXYb`"8 ]Y`GhUXh? Ò`b` [ UV`X]YgY`⊕Zcfa Uh]cb  
[ Y[ Yb`&&I \f`VY`Ubbh`'8 UVY]` \UbXY`hYg`g]W`i a`Y]bYb  
Ua Yf]\_Ub]gW`Yb`6ca VYbV`]bX[ Àb[ Yf`Ui g`XYa`Nk Y]hYb  
K Y`h\_f]Y[ ž`XYf`ZØbZ`NYbhbYf`k ]Y[ hi bX`a ]h`Y]bYa  
<YW`Ui ZgW`U[ nØbXYf`Ui g[ YghUhhYh]gh"8 ]Y`9bhgW`ÀfZi b[ `XYf  
6ca VY`a i gg`bcW`Ua`gY`VYb`HU[ `YfZc`[ Yb"

8 Yf`?Ua dZa ]hhY`VYgY]h][ i b[ gX]Ybgh`XYf`6Yn]f\_gfY[ ]Yfi b[  
8 ØggY`XcfZ`gck ]Y`XUg`CfXbi b[ gUa`h`XYf`GhUXh? Ò`b`g]bX`j`cf`Cfhž  
i a`X]Y`bchk YbX][ Yb`A U» bU`a Yb`ni f`9bhgW`ÀfZi b[ `Y]bni`Y]hYb"  
8 U`X]Y`6ca VY`]b`Y]bYf`6Ui [ fi VY`j`cb`9fXY`VYXYW\_h]ghž`a i gg`g]Y

ni bÅW ghZfY][ Y`Y[ h`k YfXYb"9]b`9j U\_i ]Yfi b[ gfUX]i gj cb` (\$\$  
A YhYfb`k i fXY`Y]b[ Yf]W hYhž`XYf`Yhk U`) "\$\$\$`DYfgcbYb`VYhf]Zh"  
9fghY`6Yk c`bYf`VY[ UbbYb`[ Y[ Yb`&` "&\$`I` \fž`]\fY`<Ai gYf`ni  
j Yf`UggYb"

## 9j U\_i ]Yfi b[ ga U» bU\ a Yb

8]Y`GhUXh`\Uh`nU`\fY]W`Y`GhfU»Yb`]a`VYhfc ZYbYb`6YfY]W`  
[ YgdYffhž`XUfi bhYf.

- 5a`DUbhU`YcbgVYf[ #]cf`XYb`G]YVYbVi f[ Yb
- K U]gYb`Ui g[ UggY
- GhY]bghfU»Y
- I`f]W`[ UggY`UV`gUVY`YbghfU»Y
- ?UfhÅi gYf[ UggY
- GUW`gYbfb[
- Jcf[ YV]f[ ghfU»Y
- ²gh]W`Yf`6YfY]W`@ch`f]b[ Yf`GhfU»Yž`JcbXY`ghfU»Y
- Jc`\_g[ UfhYbghfU»Y`UV`Jcf[ YV]f[ ghfU»Y
- 9]ZY`d`Uhn`fb`]h`6Y[ ]bb`DZÅ`nYf`GhfU»Y`i`bX`GUUfghfU»YŁ
- 5a`8i ZYgVUW`
- 6i f[ i bXYfghfU»Y`<Ö\Y` 5a`8i ZYgVUW`
- GU`Yff]b[`<Ö\Y` 5a`8i ZYgVUW`
- DUbhU`Ycbgk U`
- Hf]YfYf`GhfU»Y`UV` 5a`8i ZYgVUW`

5i hcZU`fYf`k YfXYb`[ YVYhYbž`XYb`6YfY]W`k Y]hfÅi a ][ `ni  
i a ZU`fYbž`i a`X]Y`9j U\_i ]Yfi b[ ga U» bU\ a Yb`b]W`h`ni`VY`]bXYfb"  
9]bY`5b`Ui ZghY`Y`ZØf`X]Y`VYhfc ZYbYb`5bk c`bYf`k ]fX`]b`XYf  
Hi fb`U`Y`XYg`6Yfi Zg\_c`Y[ g`<i a Vc`XhghfU»Yž`5i »YbghY`Y  
DYf`Yb[ fUVYb`%\$%ž`Y]b[ Yf]W`hYh"

K ]W`h][ Y`<]bk Y]gY`ZØf`X]Y`9j U\_i ]YfhYb`i a ZUggYb`X]Y  
6YfY]h`U`hi b[ `Y]bYg`5i gk Y]gYg`gck ]Y`XUg`A ]hbY`a Yb`j cb  
A YX]\_Ua YbhYbž`6UVmbU`fi b[ `i bX`Xf]b[ YbX`VYb`Øh][ hYb  
; Y[ YbghÅbXYb" <Ui gh]YfY`XØfZYb`b]W`h`]b`X]Y`bYbVYfY]W`Y  
a ]h[ Ybca`a Yb`k YfXYb" `DYfgcbYb`a ]h`A`cV`]hÅhgY]bgW`fÅb\_i b[ Yb  
cXYf`[ Ygi bX`Y]h]W`Yb`DfcV`Ya Yb`gc`Yb`Ui Z`<]ZY`XYg

C fXbi b[ gUa hYg'k UfhYb"8]Y'8Ui Yf'XYf'9bhgWÅfZi b[ 'i bX'XYf  
XUa ]hj YfVi bXYbYb'9j U\_i ]Yfi b[ '\_Ubb'XYfnY]h'b]W h  
j cf\Yf[ YgU[ h'k YfXYb"

: fØ\ YfY'J cfZÀ`Y

6YfY]hg'Ua '%\*"A U]k i fXY'jb'?Ò'b!@]bXYbh\U`Y]b'k Y]hYfYf  
6ca VYbV']bX[ Åb[ Yf'YbhXYW\_h'5i W\`YfVY]'UbXY'hY'Yg'g]W`i a  
Y]bY'Ua Yf[\_Ub]gWXY': ØbZiNYbhbYf!6ca VY'a ]h  
<YW\_Ui ZgW`U[ nØbXYf"8]Y'9bhgWÅfZi b[ 'k Uf'ZØf'XYb'&\$"A U]  
[ Yd`Ubhž'i bX'XUg'C fXbi b[ gUa h']bZcfa ]YfhY'ØVYf'XYb'6`]bX[ Åb[ Yf!  
J YfXUW h'gck ]Y'X]Y'bch'k YbX][ Yb'G]WXYf\Y]hga U» bU\ a Yb"9]b  
9j U\_i ]Yfi b[ gfUX]i g'j cb'' \$\$'A YhYfb'VYhfUZ'Yhk U'&"+) \$  
A YbgWYb"

8Yf'?Ua dZa ]hhY`VYgY]h][ i b[ gX]Ybgh]b'8ØggY`XcfZ]gh'ni ghÅbX][  
XUZØfž'XUgg'X]Y'9bhgWÅfZi b[ Y'g]WXYf'i bX'YZZ]n]Ybh'Xi fW [ YZØ\ fh  
k YfXYb" GdfYb[ ghcZZgdYn]U]ghYb'VYgh]a a Yb'XUVY]'b]W h'bi fž'cV  
Yg'g]W`i a 'Y]bYb'6`]bX[ Åb[ Yf'\UbXY'hž'gcbXYfb'Ui W`i a  
k Y`WYb'Hmd"8]Y'5fh'XYg'NØbXYfg'gh'YbhgWXY]XYbX'ZØf'X]Y'K U\`  
XYf'A Yh\cXY'ni f'9bhgWÅfZi b[ 'cXYf'ni f'\_cbhfc``]YfhYb  
GdfYb[ i b[ ž'k Ug'Ui Z'X]Y'G]WXYf\Y]h'U`Yf'6YhY']][ hYb'UVn]Y'h"8]Y  
8Ui Yf'XYf'5fVY]hYb'\Åb[ hij cb'nU\`fY]WYb': U\_hcfYb'UVž'XUfi bhYf  
X]Y'H]YZY'i bX'XYf'Ni ghUbx'XYf'6ca VY'gck ]Y'X]Y  
K YhhYfVYX]b[ i b[ Yb"

8]YgY'J cfZÀ`Y'j YfXYi h]WYb'X]Y'Bch'k YbX][ \_Y]hž]a 'l a [ Ub[ 'a ]h  
\]ghcf]gWYb'?Ua dZa ]hhY'b'Åi » Yfgh'j c'fg]W h][ 'i bX'dfcZYgg]cbY`  
ni '\UbXY'bž'i a 'X]Y'ÒZYbh]WXY'G]WXYf\Y]h'ni '[ Yk Å\`f'Y]ghYb": Øf  
k Y]hYfY' ðZcfa Uh]cbYb'ØVYf'X]Y'?Ua dZa ]hhY'f'Åi a i b[ 'i bX  
G]WXYf\Y]hga U» bU\ a Yb'Ya dZ]Y\`h'g]WXY]b'6Ygi W'XYf  
YbhgdYfWYbXYb'K YVg]hYgž'k ]Y'Yhk U'X]Y'j cb'**8i ]gVi f[ "**

8]Y'[ fc» Y'5bnU\`Ub': i bXYb'Ui g'XYa 'Nk Y]hYb'K Y'h\_f]Y[ ']b  
XYi hgWYb'GhÅXhYb'k Y]gh'XUfUi Z\]bž'XUgg'gc`WXY'9]bgÅhnY'Ui W  
]b'Ni \_i bZi\`Åi Z][ 'bØh][ 'gY]b'\_ØbbhYb"6Y]'J YfXUW h'Ui ZY]bYb  
6`]bX[ Åb[ Yf'gc`hY']a a Yf'XYf'?Ua dZa ]hhY`VYgY]h][ i b[ gX]Ybghž  
k ]Y'jb'?Ò'b[ YgWXY\Ybž'U'Ufa ]Yfh'k YfXYb"

8YhU]`g	
J cfZU``	6ca VYbZ̄ bX
C fh	BYi ghUXh!GØXž?Ò`bž'8Yi hgWΛ`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "_ghU"XY</li> <li>• k k k "fi bXgWΛUi !cb`]bY"XY</li> <li>• k k k "Xi ]gVi f[ "XY</li> </ul>

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