

K ]WX h][ Yf`F ØW\_fi Z. `œXhUV`YhhYb`\_Öb b hYb  
Yfbgh\ UZhY `; Ygi bX\Y]hgf]g]\_Yb`VYf[ Yb`°

D\Ufa U\_cbnYfb`A YfW\_fi Zh`ZY`\Yf\ UZhY`œXhUV`YhhYb`ni fØW\_  
`dfÄn]gY`8cg]Yfi b[ `ZØf`F]g]\_c[ fi ddYb`[ YZÄ\ fXYh`K ]WX h][ Y  
`bZcg`\]Yf"



8Yi hgWX`UbX`!`8Yf`D\Ufa U\_cbnYfb`A YfW`Uh`Y]bYb`F ØW\_fi Z`ZØf  
X]Y`œXhUV`YhhYb` `œX]X`%\$\$`A ]\_fc[ fUa a`HUV`YhhYb``fP%\$\$`GhØW\_Ł  
Ui Z[ fi bX`ZY`\Yf\ UZhYf`J YfdUW\_i b[ Yb`[ YghUfhYh`8]Y`HUV`YhhYfb  
k Y]gYb`HY]`i b[ gf]`Yb`Ui Zz`X]Y`b]WX`h`Yi U\_h`d`UfU`Y`j Yf`Ui ZYbž  
k cXi fWX`Y]bY`dfÄn]gY`8cg]Yfi b[ `YfgWX`k Yfh`k ]fX`"8]Yg`\_Ubb  
[ fUj ]YfYbXY`c`[ Yb`\UVYbž]bgVYgcbXYfY`ZØf`gYbg]V`Y`; fi ddYb  
k ]Y`GWX`k Ub[ YfYž`Gh]`YbXYž`? ]bXYf`i bX`ž [ YbX`]WX`Y`"K ]Y`A Yf\_i f  
VYf]WX`h`hž`g]bX`VYfY]hg`VYhfc`ZYbY`7\Uf[ Ybbi a a Yfb`]XYbh]Z]n]Yfh  
k cfXYbž`U`YfX]b[ g`]gh`X]Y`K ]f\_gUa \_Y]h`XYg`K ]f\_ghc`ZZg`Ui h`A YfW\_  
b]WX`h`VYY]bhf`ÄWX`h][ h"

8]Y`5dch\Y`\_Yb`g]bX`Ui Z[ YZcfXYfh`k cfXYbž`X]Y`VYhfc`ZYbYb  
DUW\_i b[ Yb`i a [ Y\YbX`Ui g`XYa`j Yf`\_Ui Zni`bY`a Yb`i bX`gYdUfUh

ni ``U[ Yfb``Ni gÅm`]Wk i fXY`VY\_Ubbh[ Y[ YVYbž`XUgg`8YhU]`g`ni f  
FØW\_gYbXi b[ `]a `ca a YbXYb`đ b]`VYfY]h[ YghY``h`k YfXYb`gc``Yb"  
A YfW`\\YVh`\\Yfj cfž`XUgg`æX`VY]`XYf`DfcXi \_h]cb`j`cb  
GW]`XXfØgYb`cfa`cbYb`Y]bY`nYbhfU`Y`F`c``Y`gd]Y`hž`X]Y`k ]YXYfi a  
nU`fY]WY`?ØfdYfZ b\_h]cbYb`ghYi`Yfb``9]b`A`Ub[ Y``Ub`æX`\_Ubb  
A ØX][ \_Y]hž?`À`hYYa`dZ]bX`]W`\_Y]hi`bX`A`i`g`\_Y`gW`a`YfnYb  
\\Yfj`cffi`ZYb"

; Ygi bX`\\Y]h`]WY`5i`gk`]f`\_i`b[`Yb

8]Y`9]bbU`a`Y`j`cb`æX`hUV`YhhYb`\_Ubbž`k`]Y`:**cW`g`VYf]W`hYhž**  
YVYbZU`g`ni`A`U[`Yb!8`Ufa`!6YgW`k`YfXYb`ZØ`fYbž`Yhk`U`]b`:`cfa  
j`cb`A`U[`YbgW`a`YfnYbž`,`VY`\_Y]h`cXYf`gc[`Uf`8`i`fW`ZU```K`Y]hYfY  
[`Ygi`bX`\\Y]h`]WY`F`]g]\_Yb`i`a`ZUggYb  
GW]`XXfØgYbZ`b\_h]cbggghØfi`b[`Ybž`X]Y`Xi`fW`Y]bY`,`VYfXcg]Yfi`b[  
j`cb`æX`j`Yfi`fgUW`h`k`YfXYb`\_ØbbYb```b`gVYgcbXYfY`<`mdYfh`mfYcgY  
f`,`VYfZ`b\_h]cb`XYf`GW]`XXfØgY`i`bX`<`mdch`mfYcgY`fi`bhYfZ`b\_h]cb  
XYf`GW]`XXfØgY`g]bX`VYXfc`\\]WY`Ni`ghÅbXYž`X]Y`Gma`dhca`Y`k`]Y  
;`Yk`]W`hgUVbU`a`Yž`BYfj`cg]h`h`cXYf  
?`c`bnYbhfU]h]cbggW`k`]Yf][`\_Y]hYb`\\Yfj`cffi`ZYb`\_ØbbYb"

:`Øf`X]Y`DUh]Yb`hYb`]gh`Yg`i`bj`Yfn]W`hVUfž`J`YfÅbXYfi`b[`Yb`]b`XYf  
A`YX]\_Uh]cb`b]W`h`c`\\bY`F`ØW\_gdfUW`Y`a`]hY]bY`a`5fnh`cXYf  
5dch`\\Y`\_Yf`j`cfni`bY`\\a`Yb``8]Y`æX`hUV`YhhYb`k`YfXYb`cZ`h`ni`f  
6Y`\\UbX`i`b[`i`bX`J`cfVYi`[`i`b[`j`cb`æX`a`Ub[`Y`Y]b[`YgYhnhž  
]bgVYgcbXYfY`VY]`BYi`[`YVcfYbYb`cXYf`bUW  
GW]`XXfØgYbcdYfU]h]cbYb``8]Y`hÅ[`]WY`9]bbU`a`Y`gc``h`Y`a`]h  
Ui`gfY]WYbX`:`Øgg][`\_Y]hi`bX`bUW`Y]bYf`A`U`nY]hYfZc`[`Yb"

F`c``Y`j`cb`æX

8]Y`6YXYi`hi`b[`j`cb`æX`ZØf`X]Y`;`Ygi`bX`\\Y]h`\_Ubb`b]W`h`[`Ybi`[  
VYhcb`h`k`YfXYb``K`]Y`X]Y`**Gh``ægYZ`5dch`\\Y`\_Y`\\Yfj`cf`\\YVhž**  
VYY]bZi`ggh`X]Y`GW]`XXfØgY`Xi`fW`]`fY`<`cfa`cbY`j`]Y`Y  
?ØfdYfcf[`UbYž`XUfi`bhYf`XYb`Ghc`Zk`YW`gY`ž`XYb`?fY]g`Ui`Zi`bX`XUg  
BYfj`YbgmghYa`"9f`\_fUb`\_i`b[`Yb`XYf`GW]`XXfØgY`ž`X]Y`\\Åi`Z][`Ui`Z  
æX`a`Ub[`Y`VYfi`\\Ybž`\_ØbbYb`Yf`\\YV`]WY`[`Ygi`bX`\\Y]h`]WY  
6Y]bhfÅW`h][`i`b[`Yb`bUW`g]W`n]Y`\\Yb"

8]Y'ØVYfk ]Y[ YbXY'A Y\ f\Y]h'XYf'A YbgWYb'VYbØh][ h'hÀ[ `]Wk  
nk ]gWYb'%) \$'i bX'&\$ \$'A ]\_fc[ fUa a 'æXž'i a 'Y]bY'cdh)a U'Y  
; Ygi bX\Y]h'ni 'ZØfXYfb"9]bY' [ Ygi bXY'9fbÀ\fi b[ 'gck ]Y  
fY[ Y'a Å»][ Y'?cbhfc`i bhYfgi W'i b[ Yb'g]bX'YbhgWY]XYbXž'i a  
æXa Ub[ Y'ZfØ\ nY]h][ 'ni 'Yf\_YbbYb'i bX'ni 'VY\UbXY'b"8]Y  
U\_hi Y''Yb'F ØW\_fi ZY'j cb'æXhUV`YhhYb'a UWYb'XYi h]Wžk ]Y  
k ]W'h][ 'X]Y'\_cffY\_hY'8cg]Yfi b[ 'i bX'5bk YbXi b[ 'b[ fØ»YfYb  
A Yb[ Yb']ghž']bgVYgcbXYfY'VY]'F]g]\_c[ fi ddYb"

8YhU]`g	
J c fZU``	F ØW_fi Z
I fgUWY	ZY\`Yf\UZnY`HY]`i b[ gf]``Ybž'i b[ YbUi Y 8cg]Yfi b[ ž'æXa Ub[ Y`
C fh	8Yi hgW`UbX
E i Y''Yb	<ul style="list-style-type: none"> <li>• k k k "a Yf_i f"XY</li> <li>• k k k "ZcW' g"XY</li> <li>• k k k "gh! ^cgYZ!Udc h\Y_Y"XY</li> </ul>

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