

A ]\_fcVYb`]b` ; YZU\ f. `Ghi X]Y`Ybh\Ø`h  
Vf]gUbhY`Ni gUa a Yb\Àb[ Y`]a `@UVcf`

9]bY`bYi Y`Ghi X]Y`XYf`i b]j Yfg]hÀh`C`XYbVi f[ `nY][ hž`k Ufi a  
X]Y`?i `hj] ]Yfi b[ `j cb`A ]\_fcVYb`]a `@UVcf`\YfUi gZcfXYfbX`]gh/  
K YW`gY`k ]f\_i b[ Yb`g]bX`YbhgW`Y]XYbX"



C`XYbVi f[ ž`8Yi hgW`UbX`!`9]bY`bYi Y`Ghi X]Y`j cb`Hca`7`Y[ [ i bX`H\]`c` ; fcgg`i bhYfgi W`hž`k ]Y`Y]b`BYhn`[ Y[ YbgY]h][ Yf 5V\Àb[ ][\_Y]hYb`X]Y`a ]\_fcV]Y`Y`J]Y`ZU`h`d`f`À[ h`@Ui h`Y]bYa`6Yf]W`h XYf`i b]j Yfg]hÀh`C`XYbVi f[ `]gh`Yg`VYgcbXYfg`\YfUi gZcfXYfbXž a ]\_fcV]c`c[ ]gW`Y`²`\_cgmghYa`Y`]a `@UVcf`bUW`ni V]`XYbž`XU`j ]Y`Y A ]\_fccf[ Ub]ga Yb`k`À`fYbX`XYg`?i `hj] ]Yfi b[ gdfcnYggYg UVghYfVYb``A ]\_fcV]Y`Y` ; Ya`Y]bgW`UZhYb`VYghY`Yb`Ui`g`j ]Y`Yb i bhYfgW`]YX`]W`Yb`5fhYbž`X]Y`]b`\_ca`d`YI`Yb`K`YW`gY`k ]f\_i b[ Yb ghY`Yb``?`Y]bghY`Gh`Øfi b[ Yb`\_ØbbYb`ni`Y]bYa`Ni`gUa`a`YbVfi`W` X]YgYf`BYhnk`Yf`\_Y`ZØ`fYb`i`bX`\UVYb`XUa`]h`Yf`YV`]W`Y 5i`gk ]f\_i b[ Yb`Ui`Z`X]Y`[ YgUa`hY`a` ]\_fcV]Y`Y`J]Y`ZU`h`

8]Y`Ghi X]Y`ž`Xi`fW`[ YZØ`f`h`Ua``<`Y`a` \`c``h`n!`b`gh]hi`h`ZØf` : i`b`\_h]cbY`Y`Y

A Uf]bY'6]cX]j Yfg]hÅh'Ub'XYf'I b]j Yfg]hÅh'C'XYbVi f[ ž'nY][ hž'XUgg  
XUg', VYf'YVYb'XYf'A ]\_fcVYb'j cb'Y]bYa' '\_ca d'YI Yb  
6Yn]Y\i b[ g[ YZYW\h'UV\Åb[ h"8]YgY'5V\Åb[ ][ \_Y]hYb' \_ÖbbYb  
Xi fW' \_Y]bY'ghfi \_hi fY''Y'ÿbXYfi b[ Yb' [ YZ\ fXYh'k YfXYbž'k Ug'ni  
Y]bYa' UVfi dhYb'F ØW\_[ Ub[ 'XYf'8]j Yfg]hÅh'ZØ\ fYb' \_Ubb"7'Y[ [ 'i bX  
; fcgg'VYgW\ fY]VYb'X]YgYb'?c''Udg'U'g'?]ddi b\_hž'Å\ b'W'Y]bYa  
6'UW\_ci h]b'Y]bYa' Ghfca bYh'cXYf'XYa' Ni gUa a YbVfi W'j cb  
@]YZf\_YhYb"8]Y'9f[ YVb]ggY'k i fXYb' ]b'XYf': UW nY]hgW\ f]Zh'DB5G  
j YfÖZYb'h]W\hi bX'V]YhYb' bYi Y'9]bV' ]W\_Y' ]b'X]Y' Ghfi \_hi f'XYf  
K YW\gY'k ]f\_i b[ Yb' ]bbYf\U'V'a ]\_fcV]Y''Yf'; Ya Y]bgW\ UZhYb"

< YfUi gZcfXYfi b[ Yb'XYf'@UVcf\_i'h]j ]Yfi b[

8Ug'?chnYi [ Yb'j cb'a ]\_fcV]Y''Yb'; Ya Y]bgW\ UZhYb' ]a' @UVcf'ghY''h  
Y]bY'Yf\YV'W\Y' GhØfi b[ 'XUF" 'B]W\h'U''Y'A ]h[ ' ]YXYf'XYf  
; Ya Y]bgW\ UZhYb' \_ÖbbYb'YfZUggh'k YfXYbž'k Ug'XUni' ZØ\ fhž'XUgg  
k ]W\h[ ]Y'GhcZk YW\gY'dfcXi \_hY'ZY\ 'Yb"8]Y'Ghi X]Y'j YfXYi h]W\hž  
XUgg'gY'Vgh]b'fYggci fW\bfY]W\Yb'@UVcf\_i'hi fYb  
Ni gUa a YbVfØW\Y'XYf'; Ya Y]bgW\ UZhYb'Ui ZhfYhYb' \_ÖbbYbž'k Ybb  
X]Y' \_ca d'YI Yb'6Yn]Y\i b[ Yb'i bhYfY]bUbXYf' [ YghØfh'g]bX"8]Yg  
'Åggh'XUfUi Z'gW\ ]Y» Ybž'XUgg'gc'W\Y'GmghYa Y'g]W\ 'a Ö[ ' ]W\Yfk Y]gY  
b]W\h'Yf\c'Ybž'gY'Vgh'k Ybb'U''Y'bØh[ Yb'F Yggci fW\b'ni f  
J YfZØ[ i b[ 'ghY\Yb"

Ni gÅh' ]W\ 'ni 'X]YgYb'9f\_Yb'bh]ggYb'nY][ Yb': cfgW\ i b[ Yb'XYg  
9I nY''YbnWi ghYfg' 6U'UbW'cZ'h\Y'A ]W'cj YfgY' Ub'XYf': f]YXf]W\!  
GW ]''Yf! I b]j Yfg]hÅh'>bUž'XUgg'I a k Y'hj YfÅbXYfi b[ Yb'X]Y  
a ]\_fcV]Y''Y'J ]Y'ZU'h'VYY]bZi ggYb"8]Y': cfgW\ YbXYb'UbU'mg]YfhYb  
8B5!GYei YbnYb'j cb'ØVYf'%) \$\$'a ]\_fcV]Y''Yb'; Ya Y]bgW\ UZhYb  
Ui g'; Yk ÅggYfbž'6ØXYb'i bX'j cb'K ]fhYbž'i a 'X]Y'F cVi gh\Y]hi bX  
9a dZ]bX' ]W\_Y]h'XYf'A ]\_fcVYb' [ Y[ YbØVYf'ÿbXYfi b[ Yb' ]b' ]\fYf  
I a k Y'h'ni 'i bhYfgi W\Yb"

F cVi gh\Y]h'XYf'a ]\_fcV]Y''Yb  
; Ya Y]bgW\ UZhYb

8]Y'I bhYfgi W\ i b[ 'Yf[ UVž'XUgg'6U\_hYf]YbUfhYbž'X]Y' ]b'j ]Y'Yb

j YfgW ]YXYbYb`@YVYbgfÀi a Yb`j cf\_ca a Ybž`hYbXYbn]Y`[ fÒ» YfY  
; Ybca Y`Ui Zk Y]gYb`"8]YgY`[ fÒ» YfYb`9fV[ i ha Yb[ Yb`\_ÒbbhYb`XUg  
, VYf`YVYb`X]YgYf`6U\_hYf]Yb`]b`i bhYfgW ]YX`]WYb`I a [ YVi b[ Yb  
Yf`\_ÀfYb`i bX`k Y]gYb`Ui ZY]bY`\_Ò\YfY`5bdUggi b[ gZÀ\[\_Y]h`]b`" ð  
XYf`Ghi X]Y`k i fXY`YfUi g[ YZi bXYbž`XUgg`; YbYfU`]ghYbž`X]Y`g]W  
Ub`j YfgW ]YXYbY`@YVYbgfÀi a Y`UbdUggYb`\_ÒbbYbž`\fY  
; Ya Y]bgW UZhYb`Xca ]b]YfYbž`k À\YbX`gdYn]U`]g]YfhYfY`5fhYb  
gY`hYbYf`Ui ZhfYhYb"

9]b`]bhYfX]gn]d`]bÀfYg` : cfgW i b[ ghYUa`gYmhY`g]W`ni a`N]Y`ž  
Yfgha U`g`6U\_hYf]Yb`!`i bX`D]nUfhYb`[ `cVU`ni`i bhYfgi WYbž`i a  
XYfYb`5bdUggi b[ gZÀ\[\_Y]h`ni`j YfghY`Yb`"8]YgY`9f\_Yb`hb]ggY  
g]bX`VYgcbXYfg`k ]W`h][ ž`XU`X]Y`X`Yb`h]Z\_Uh]cb`j`cb` ; YbYfU`]ghYb  
i bX`GdYn]U`]ghYbž`X]Y`]b`j ]Y`ZÀ`h][ Yb`K`YW`gY`k ]f`\_i b[ Yb`ghY`Ybž`  
YbhgW ]Y]XYbX`ZØf`XUg`J Yfgh`ÀbXb]g`XYf`a ]\_fcV]Y`Yb`^2`\_cgmghYa`Y  
i bX`XYfYb`FYU\_h]cb`Ui Z`I a`k`Y`h`j`Yf`ÀbXYfi b[ Yb`]gh"

8]Y`9f[ YVb]ggY`X]YgYf`Ghi`X]Yb`i bhYfghfY]WYb`X]Y`6YXYi`hi b[ `j`cb  
a ]\_fcV]Y`Yb` ; Ya Y]bgW UZhYb`ZØf`X]Y` ; Ygi bX`Y]h`j`cb`A`YbgW  
i bX`I a`k`Y`h`i bX`X]Y`<YfUi`gZcfXYfi b[ Ybž`X]Y`VY]`XYf`9f`U`hi b[  
]fYf`J ]Y`ZU`h`gck`c`]`ja`@UVcf`U`g`Ui`W`]b`XYf`b`Uhf`]WYb  
I a [ YVi b[ `VYghY`Yb`"8]Y`6YcVUW`hi b[ Yb`nY][ Ybž`XUgg`X]Y  
Gh`Øfi b[ Yb`Xi`fW`a`cXYfbY`U`bXk ]fhgW UZh`]WY`DfU\_h]\_Yb`i bX  
j Yf`ÀbXYfhY`9gg[ Yk`c`b`Y]hYb`XUg` ; `Y]W [ Yk ]W`h`XYf`a ]\_fcV]Y`Yb`  
^2`\_cgmghYa`Y`[ YZÀ`fXYb`\_ÒbbYb`"

Ni`gUa`a`Yb[ YZUggh`]gh`X]Y`9f`U`hi b[ `XYf`a ]\_fcV]Y`Yb`J ]Y`ZU`h`Y]bY  
\_ca`d`YI`Y`<YfUi`gZcfXYfi b[ ž`X]Y`Y]b`h]YZYg`J Yfgh`ÀbXb]g`XYf  
K`YW`gY`k ]f`\_i b[ Yb`i bX`XYf`[ Y[ YbgY]h][ Yb`5V`Àb [ ][\_Y]hYb`XYf  
A ]\_fcVYb`YfZcfXYfh`8Ug`Ni`gUa`a`Ybgd]Y`X]YgYf` : U`hcfYb`\_Uh  
k Y]hfY]WYbXY`a`d`]\_Uh]cbYb`ZØf`ni`\_ØbZh][ Y` : cfgW i b[ gUbg`ÀhnY  
]b`XYf`A ]\_fcV]c`c[ ]Y"

: Øf`Y]bY`XYhU]`]YfhY`5i`gY]bUbXYfgYhni b[ `a`]h`XYb  
<YfUi`gZcfXYfi b[ Yb`XYf`@UVcf`\_i`h`j ]Yfi b[ `j`cb`A ]\_fcVYb`c`b`h  
g]W`Y]b`6`]W`\_Ui`ZXYb`5fh]\_Y`j`cb`I`b]j`Yfg]h`Àh`C`XYb`Vi`f[ ``8]Y  
9f[ YVb]ggY`XYf`Ghi`X]Yb`Ui`g`>bU`g]bX`VYbZU`g]b`XYb`6Yf]W`hYb  
j`cb`I`b]`>YbU`i bX`A`8`F`K`]ggYb`ZYgh[ Y`U`hYb`"

8YhU]`g	
J c f Z U ``	I a k Y `h
I f g U W X Y	I a k Y `h j Y f Å b X Y f i b [ Y b
C f h	C `X Y b V i f [ ž `8 Y i h g W `U b X
E i Y ``Y b	<ul style="list-style-type: none"> <li>• i c ` " X Y</li> <li>• k k k " i b ] ! ^ Y b U " X Y</li> <li>• k k k " a X f " X Y</li> </ul>

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