

: f]YXf]W\ g\ U]b! ? fYi nVYf[ . '% ' , "( ' -  
J Yf\_Y\ fgj YfghÖ» Y `]a `YfghYb ` < U`V`U`f`°

: f]YXf]W\ g\ U]b! ? fYi nVYf[ `a Y`XYh`ØVYf`% ' , "\$\$\$  
J Yf\_Y\ fgj YfghÖ» Y `]a `YfghYb ` < U`V`U`f`&\$& ) " ' 8 ] [ ]hU`]g]Yfi b [  
i bX`DUf\_fUi a a UbU[ Ya YbhighY\Yb`]a ` : c\_i g"



6Yf`]bž`8Yi hgW\ `UbX`!`-a `YfghYb` < U`V`U`f`&\$& ) ` \Uh`XUg  
CfXbi b[ gUa h: f]YXf]W\ g\ U]b! ? fYi nVYf[ `]bg[ YgUa h`% ' , "( ' -  
J Yf\_Y\ fgcfXbi b[ gk ]Xf[ [ \_Y]hYb`ZYgh[ YghY`h`i bX`[ YU`bXYh`8]Yg  
[ Y\h`Ui g`Y]bYf`U`hi Y`Yb`DfYggYa ]hY]`i b[ `XYg`6Yn]f\_gUa hg  
\Yfj cf`6YgcbXYfg`Ui ZÄ`][ `]gh`X]Y`c\Y`NU\`XYf` : Ä`Yž`]b`XYbYbž  
5i hcg`]b`dUf\_fUi a VYk ]fhgW\ UZhYhYb` ; YV]YhYb`c`bY` [ Øh] [ Y  
5bk c`bYfj ] [ bYhY`cXYf`DUf\_gW\Y]b`UV [ YghY`h`k UfYbž`X]Y`a ]h  
%` " - ( \$ : Ä`Yb`X]Y`A Y\`f`Y]h`Ui ga UW\Yb`"Ni gÄh`]W\`a i gghYb  
%` ( \$ `k ]XYffYW\h`]W\`UV [ YghY`h`Y` : U\fnYi [ Y`i a [ YgYh`h`k YfXYbž  
Yhk Už`k Y]`g]Y`Ui Z`FUX!`cXYf` ; Y\k Y [ Yb`dUf\_hYb`"8]Y` \Äi Z] [ ghYb  
J YfghÖ» Y`i a ZUggYb`ni XYa `XUg`DUf\_Yb`]b`nk Y]hYf`F Y]\Yž`Ub  
? fYi ni b [ Ybž`gck ]Y`Ui Z ; Y\k Y [ Yb`cXYf`]b` < U`h`j YfVchYb"

8 ]Y`Yf[ f]ZYbYb`A U» bU\`a Yb`nY][ Ybž`k ]Y`Yfbgh`XUg`6Yn]f\_gUa h  
X]Y`J Yf\_Y\fgØVYfk UW`i b[ `b]a a h"5`Y]b`ja `F U\`a Yb`XYf  
GhfY]ZYbh`Àh][ \_Y]h`k i fXYb`&("(- - J Yf\_Y\fgc fXbi b[ gk ]Xf][ \_Y]hYb  
ZYgh[ YghY`hž`ni `XYbYb`Ui W\`XUg`c fXbi b[ gk ]Xf][ Y`5VghY`Yb`j cb  
Fc`Yfb`i bX`9!GW`c hYfb`n`À`h" <]YfVY]`k i fXYb`+ ) : À`Y`j Yf\`Àb[ h"  
`bg[ YgUa h`k i fXYb`Ui W\`(`) `F UXZU\`fYf] ]bbYb`[ YU\`bXYhž`X]Y  
[ Y[ Yb`J Yf\_Y\fgj c fgW`f]ZhYb`j Yfgh]Y» Ybž`VY]gd]Y`gk Y]gY`Xi fW\`XUg  
6YZU\`fYb`j cb`; Y\`k Y[ Yb`cXYf`XUg` : U\`fYb`]b`X]Y  
Ybh[ Y[ Yb[ YgYhnhY`F ]W`hi b[ "A YX]Yb`\_cbhU`\_hZØf`F ØW`ZfU[ Yb`]gh  
ØVYf`X]Y`9!A U]UXfYggY`d fYggY 4 VU!Z\_`"VYf`"b"XY`[ Y[ YVYb"

DUf\_fUi a VYk ]fhgW`UZhi b[ `i bX  
8 ][ ]hU`]g]Yfi b[

9]b`k Y]hYfYf`5gdY`\_h`XYf`J Yf\_Y\fgØVYfk UW`i b[ `]b`6Yf`]b`]gh`XUg  
[ YghcddhY`Dfc`Y`\_h` GWU`bWUfg "8 ]YgYg`gc`hY`X]Y`X][ ]hU`Y  
DUf\_fUi a VYk ]fhgW`UZhi b[ `j c fU`bhY]VYbž`]bXYa`GWU`b! : U\`fnYi [ Y  
?YbbnY]W`Yb`YfZUggYbž`i a`X]Y`9]b`U`hi b[ `XYf`DUf\_[ YVØ\`fYb`ni  
ØVYfk UW`Yb`"8 Ug`6Yn]f\_gUa`h`A ]hY`\_h`UhhY`[ i hY` : c fhgW`f]hY`]a  
`U\`f`&\$&%Ub[ Y\_ØbX][ hž`XcW`6YXYb`\_Yb`\_`]bg]W`h]W`X`Yg  
8 UhYbgW`i hnYg`\_UVYb`ni f`9]bghY`i b[ `XYg`Dfc`Y`\_hg[ YZØ\`fhž`k ]Y`  
fVV&("XY`VYf]W`hYh"J Yf\_Y\fg!`i bX`C fXbi b[ gghUXhfUh  
7\`f]ghcd\`Yf`GW`f]bYf`Ài » YfhY`gY]bY` : fi ghfUh]cb`ØVYf`X]Y  
J YfnØ[ Yfi b[ `i bX`VYhc`bhY`X]Y`B`chk YbX][ \_Y]h`XYf`8 ][ ]hU`]g]Yfi b[  
j cb`DUf\_fUi`gk Y]gYb`gck ]Y`X]Y`fYW`h]W`Y`5Vg]W`Yfi b[ `XYg  
8 UhYbgW`i hnYg"

8 ]Y`J Yf\_Y\fggYbUhc f]b`i hY`6cbXY`f7 8 I ě`VY`\_f`ÀZh][ hYž`XUgg`XUg  
Dfc`Y`\_h`b]W`h]j c`gh`ÀbX][ `Ui Z[ Y[ YVYb`k ]fXž`gcbXYfb`YX][ `]W`Ui Z  
X]Y`?`Àfi b[ `XYf`XUhYbgW`i hnfYW`h]W`Yb` : fU[ Yb`k UfhYh"Bi hnYf  
i bX`?ca`a`i bU`dc`]h]\_Yf`gY\`Yb`XUg`DchYbn]U`Y]bYf`j YfVYggYfhYb  
DUf\_fUi a VYk ]fhgW`UZhi b[ `ž`i a`\_Ø\`YfY`9]bbU\`a Yb`ni`[ YbYf]YfYb"  
8 Yf`6Yn]f`\_A ]hY`Yfk UfhYh`Xi fW\`DUf\_h]W`Yhg`i bX`6i » [ Y`XYf  
9]bbU\`a Yb`j cb`&) `A ]`]cbYb`9i fcž`k À\`fYbX`6Yf`]b`]bg[ YgUa`h`+  
A ]`]cbYb`9i fc`dfc[ bcgh]n]Yfh"

8 ]Y`< YfUi`gZc fXYfi b[ Yb`XYf

# DUF\_fUi a VYk ]fhgW\UZhi b[

8]Y`DfcV`Ya Y`XYf`DUF\_fUi a VYk ]fhgW\UZhi b[ `gd]Y[ Y`b`g]W\`]b`XYb  
ghfi \_hi fY`Yb` ; Y[ VVYb\Y]hYb`XYf`GhUXh`k ]XYf`Df]j UhY`5i hcg  
k YfXYb`]a`8i fW\gW\b]h`YX][`]W\`Y]bY`Ghi bXY`dfc`HU[`[ Ybi hnhž  
k Ug`XYb`?cbZ]\_hi a`XYb`\_bUddYb`DUF\_fUi a`]b`XYb`bYbgh`XhYb  
j YfgW\`fZi`8 Ug`8]Z`fBYi hgW\Yg`bgh]hi h`ZØf`B cfa i b[ ĸ\Uh]b  
Y]bYf`Di V`[\_Uh]cb`XYhU]`YfhY`J cfhY]`Y`XYg  
DUF\_fUi a a UbU[ Ya Ybhg`Ui Z[ Y`]ghYhž`i bhYf`UbXYfYa`X]Y  
J Yfa Y]Xi b[ `j cb`DUF\_gi W\j Yf\_Y\`f`i bX`X]Y`9bh`Ughi b[ `XYg  
ÒZYbh`]W\Yb`F Ui a g`8]YgY`A U» bU\`a Yb`Yfk ]YgYb`g]W\`U`g`fY`Uh]j  
gW\bY`i a gYhnVUf`i bX`VYb`Øh][ Yb`\_Y]bY`[ fc» Yb`b] Ygh]h]cbYb`]b  
bYi Y`GhfU» Yb"

8]Y`[ YbYf]YfhYb`9]bbU\`a Yb`Ui g`DUF\_fUi a VYk ]fhgW\UZhi b[  
\_ØbbhYb`[ Ybi hnh`k YfXYbž`i a`U`hYfbUh]j Y`J Yf\_Y\fgUb[ YVchY`ni  
Z]bUbn]YfYb`i bX`X]Y`5i ZYbh`U`hgei U`]h`h]b`XYf`GhUXh`ni`Yf\`Ò\Yb`"  
9]bY`VYggYfY`J Yf\_Y\fg`Yb`\_i b[ `\_ØbbhY`Ui W\`X]Y`@ Zhe i U`]h`h`  
j YfVYggYfb`i bX`X]Y`J Yf\_Y\fgg]W\Yf\Y]h`Yf\`Ò\Yb`"Hfc`hXYa  
ghY\Yb`Ya ch]cbU`Y`9]bgW\`hni b[ Yb`XYf`6Øf[ YfgW\UZhž`XYg  
9]bnY`\UbXY`g`i bX`XYf`A YX]Yb`cZ`XYf`l a gYhni b[ `bUW\`U`h][ Yf  
GhUXhj Yf\_Y\fgghfUhY[ ]Yb`Ybh[ Y[ Yb"

8YhU]`g	
C fh	6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "VYf`]b"XY</li> <li>• k k k "fVV&amp;("XY</li> <li>• X]Zi "XY</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b`bYh