

=ghUbVi`n]hhYfh'k Y]hYf. '9fXVYVYb!GWcW\_  
j YfgYhnh'GhUXh']b'DUb]\_°

B UW`Y]bYa`9fXVYVYb`XYf`GhÅf\_Y`\*ž&]b`ghUbVi`Ua`&)"  
5df]"&\$&)"g]bX`A YbgWYb`j YfÅb[ gh][ hž`k`Å`fYbX`B UWVYVYb  
Ui ZhfYhYb`"9i dYfhYb`k UfbYb`j cf`k Y]hYfYb`6YVYb"



=ghUbVi`ž`HØf\_Y]!`b`ghUbVi`\_ca`a`h`Yg`b`UW`Y]bYa`ghUf\_Yb`  
9fXVYVYb`]b`XYf`F`Y`[`]cb`ni`Ub`U`hYb`XYb`B`UW`VYVYb`"5a`  
`Yi`h][`Yb`HU[`k`i`fXYb`Ua`ZfØ`Yb`A`cf[`Yb`k`Y]hYfY`9fXghØ`Y`a`]h`  
Y]bYf`GhÅf\_Y`j`cb`V]g`ni`"ž`fY[`]ghf]Yfhž`b`UW`XYa`VYfY]hg`Ua`  
A`]hk`cW`Y]b`<`Ui`dhVYVYb`XYf`GhÅf\_Y`\*ž&`XUg`A`Ufa`UfUa`YYf`  
YfgW`Ø`hhY`fhY`"@Ui`h`XYb`6Yf]W`hYb`XYf`  
?`UhUghfc`d`Y`bgW`i`h`mVY`Ø`fXY`5`ZUX`Y`fY][`b`Y`hYb`g]W`X`Y`gY`  
gY]ga`]gW`Yb`5`\_h]j`]h`Å`hYb`Ub`Y]bYf`D`U`hhYb[`fY`bnY`j`cf`XYf`GhUXh`  
J`Y`Y`A`Y`bgW`Yb`j`Y`fV`fUW`hYb`X`Y`B`UW`h`]a`:`fY]Ybž`Ui`g`5b[`ghj`cf`  
Y]bYa`ghÅf\_Y`fYb`B`UW`VYVYb"

8`Ug`6YVYb`Ua`A`]hk`cW`Y`fY][`b`Y`hY`g]W`i`a`\_i`fn`j`cf`%'`I`f`  
C`fhgnY]hj`cf`XYa`?`Ø`ghY`bc`fh`G`]j`f]"9`g`j`Yfi`fgUW`hY`&`\*`J`Y`f`Y`hnhYž`

k Å\fybX`X]Y'; Ygi bX\Y]hgVY\ÖfXYb`]b`XYb`?fUb\_Yb\Äi gYfb  
9f\_fUb\_hY`fY[ ]ghf]YfhYb``9fghUi b`]WXYfk Y]gY`V`]YVYb`[ fc» Y  
a UhYf]Y``Y`NYfghÖfi b[ Yb`Ui gž`cVkc`\"`Yhk U`` +, `ghfi \_hi fY``Y  
; YVÄi XYgW`ÄXYb`j YfnY]W`bYh`k i fXYb``8]Y`ghUbVi`Yf  
GhUXhj Yfk U`hi b[ `Uh`VYfY]hg`nk Ö`Z; YVÄi XY`Yj U\_i ]Yfhž`i bX`Y]bY  
[ fc»Y`5bnU\`A YbgWXYb`gdfUb[ `]b`DUb]\_`Ui g`XYb` : YbghYfb"

## 8]Y`k UW`gYbXY`6Ygcf[ b]g`i a ; YVÄi XYg]W`Yf\Y]h

8]Y`gY]ga ]gW`Y`5\_h]j ]hÄh`ZÖ\fh`ni`ni bY`a YbXYb`Gcf[ Yb`ØVYf`X]Y  
9fXVYVYbg]W`Yf\Y]h`]b`ghUbVi` ``9l dYfhYb`k UfbYbž`XUgg`X]Y`GhUXh  
gW`U[ Yb`j cb`Y]bYa`gW`k YfYb`9fXVYVYb`VYhfcZYb`gY]b`\_ÖbbhY"  
GW`Ähni b[ Yb`ni Zc`[ Y`g]bX`V]g`ni`%ž\*`A ]``]cbYb`<Äi gYf`]b`XYf  
GhUXh`b]W`h`YfXVYVYbg]W`Yfž`k Ug`X]Y`K Ufbi b[ Yb`j YfghÄf`hž`XUgg  
Y]b`6YVYb`XYf`GhÄf`Y`+`Äb[ gh`ØVYfZÄ``][ `]gh``8Ug`DchgXUa`Yf  
<Y`a` \c`h!NYbhfi a`ZÖf`; YcZc`fgW`i b[ `VYnY]W`bYh`Y`XUg`6YVYb`U`g  
XUg`gW`k YfghY`]b`XYf`F`Y[ ]cb`gY]h`&) `đ\fyb``I a`XYf`DfcV`Ya`Uh]\_  
Ybh[ Y[ Ybni k ]f`Ybž`ZÖ\fh`X]Y`GhUXhj Yfk U`hi b[ `; YVÄi XY`cbhfc``Yb  
Xi`fW`"

÷`Y]bYa`YfgW`fYW`YbXYb`5i [ Yb`V`]W`\_gh`ØfnhY`Y]b`j YfZU``YbYgž  
`YfghY`YbXYg`; YVÄi XY`Y]bž`k Ug`X]Y`Y`b[ ghY`XYf`5bk c`bYf`ØVYf  
X]Y`GhUV`]hÄh`]fYf`<Y]a`Uh`j YfghÄf`h`K ]Y`Y]b`; Yc`c[ Y`VYa`Yf`hYž  
\_ÖbbhY`XUg`<Ui dhVYVYb`GdUbbi b[ gi`a`U[ Yfi b[ Yb`\Yf] cffi ZYbž  
X]Y`X]Y`K U`fgW`Y]b`]W`\_Y]h`ZÖf`[ fÖ» YfY`9fXVYVYb`Yf\Ö\Yb``9]bY  
XYf` : cfXYfi b[ Ybž`X]Y`gY]hYbg`XYf`5bk c`bYf``Ui`h`k YfXYbž`VYhf]Zh  
X]Y`B`chk YbX][ \_Y]h`ZÖf`Xf]b[ YbXYfY`A`U» bU`a`Yb`ni`f  
G]W`YfghY``i b[ `XYf`; YVÄi XYg]W`Yf\Y]h"

## Dc`]h]gW`Y`F`YU`\_h]cbYb`i`bX`[ YgY``gW`UZh`]W`Y 5i`gk`]f`\_i`b[ Yb

DfÄg]XYbh`F`YW`d`HUmm]d`9fXc[ Ub`\Uh`Yf`\_`Äfhž`XUgg`X]Y`G]hi`Uh]cb  
[ YbUi`VYcVUW`hYh`k YfXYž`k Å\fybX`j ]Y`Y`A`YbgWXYb`Ui`Z[ fi`bX`XYf  
I`bg]W`Yf\Y]h`ØVYf`X]Y`b`ÄW`ghYb`HU[ Y`VYgcf[ h]g]bX``8]Y  
dc`]h]gW`Yb`J`YfUb`hk`cfh]W`Yb`ghY`Yb`i`bhYf`8fi`W`ž`i`a`dchYbh]Y``Y

F]g]\_Yb`ni`a`]b]a`]YfYb`i`bX`g]WXYfni`ghY`Ybž`XUgg`X]Y`A`YbgWXYb`]b`  
 =ghUbVi`Y]bY`g]WXYfY`i`bhYf`\_i`bZi`\UVYb`"Ni`XYa``\UVYb`g]W`gY]h`  
 XYa`6YVYb`Ub[`Y`GhUi`g`Ui`ZXYb`5i`hcVU\`bYb`[`YV]`XYhž`XU`j`]Y`Y`  
 X]Y`GhUXh]b`F`]W`hi`b[`XYg`j`Yfa`Y]bh]W`g]WXYfYfYb`:`fY]Yb`  
 j`Yf`]Y»`Yb`"

8]Y`GW`i`Yb`]b`=ghUbVi`V`Y]VYb`V]g`ni`a`:`fY]hU[`[`YgW`cgYb`"  
 8]YgYf`GW`f]hh`YfZc`[`hž`i`a`X]Y`GW`Ø`Yf`i`bX`@Y`f`f`Å`Z`h`j`c`f`XYb`  
 a`Ö[`]WXYb`F]g]\_Yb`k`Y]hYfYf`9fXghÖ»`Y`ni`gW`Ø`hnYb`"Ni`XYa`k`UfhYb`  
 nY`b`hUi`gYb`XY`9fXVYVYb`cdZYf`bUW`XYa`Y`hnhYb`gW`k`YfYb`6YVYb`  
 ]b`XYf`HØf`\_Y]`bcW`Ui`Z`Y]b`b`Yi`Yg`Ni`\`Ui`gYž`k`Ug`X]Y`  
 YfgW`fYW`\_Yb`XYb`5i`gk`]f`\_i`b[`Yb`Ui`Z`XYb`K`c`\`bi`b[`ga`Uf`\_h`  
 j`Yfgh`Å`f`\_h`"

8]Y`U`\_hi`Y`Y`G]hi`Uh]cb`\`YVh`X]Y`[`YgY`gW`UZh]WXYb`i`bX`  
 k`]fhgW`UZh]WXYb`<`YfUi`gZc`fXYfi`b[`Ybž`X]Y`g]W`i`a`X]Y`  
 ;`YV`Å`i`XYg]WXYf\`Y]h]b`=ghUbVi`X`fY`Ybž`Y]bXfi`W`\_gj`c```\`Yfj`c`f`"  
 K`Å`\`fYb`X`X]Y`6Y`\`Öf`XYb`\_cb`\_fYhY`A`U»`bU`a`Yb`ni`Yf[`fY]ZYb`  
 gW`Y]bYbž`V`Y]Vh`UVni`k`UfhYbž`k`]Y`bUW`\`U`h][`X]YgY`=]h]Uh]j`Yb`]b`  
 XYf`DfUI`]g`gY]b`k`YfXYb`"

:`Øf`k`Y]hYfY`=]Zcfa`Uh]cbYb`ni`X]YgYf`H`Ya`Uh]`\_`\_ÖbbYb`X]Y`  
 XYhU]`Y]YfhYb`6Yf]W`hY`j`cb`cd!cb`]bYž`N8:`i`bX`HU[`YggW`Ui`  
 Y]b[`YgY`Yb`k`YfXYb`"

8YhU]`g`	
J`c`f`ZU``	9fXVYVYb
I`f`g`UW`Y`	B`U`h`i`f`
C`f`h`	=ghUbVi`ž`HØf`_Y]
J`Y`f`Y`hnhY`	&`*`
:`Y`ghb`U`a`Yb`	%,`(`
GW`UXYb`]b`	'`+`,`
E`i`Y`Y`Yb`	<ul style="list-style-type: none"> <li>• k k k "cd!cb`]bY"XY</li> <li>• k k k "nXZ"XY</li> <li>• k k k "hU[ YggW Ui "XY</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U[ "XY